

Gender Responsive Strategies for Women Involved in the Criminal Justice System

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What the Research Tells Us?

- ◎ The number of women on and probation in 1990 was 480,642. In 2003 the number doubled to 937,017.
- ◎ 43% of women on probation were convicted of property crimes, 20% for drug offenses and 27% for public order offenses (Bureau of Justice 1997)
- ◎ Women pathways into the criminal justice system is different than their male counterparts.

What the Research Tells Us?

- Women offenders have higher rates of AOD use than their male offenders.
- Their use is often more severe and chronic.
- Women offenders have higher rates physical and sexual abuse.
- Women have a higher incidence of physical health problems.
- Women offenders have higher rates of co-occurring disorders, substance abuse, mental health and trauma.

What the Research Tells Us?

- Almost 72 percent of women offenders on the community corrections have a child or children younger than 18 years old.
- About 3 out of 4 women are either single, widowed, separated, divorced or never married. As many as 67 percent of women offenders had not earned more than minimum wage (Conley 1998).
- Women offenders have higher rates of co-occurring disorders, substance abuse, mental health and trauma.

From Nothing Works to What Works

- 1974 Martinson's premature conclusion:
"With few exceptions, the rehabilitation efforts that have been reported so far had no appreciable effect on recidivism"
- Andrews, Gendreau, and Palmer's reinterpretation of the studies:
- Review of 230 studies – conclusion:
- "Some programs are working with some offenders, some of the time".

What Does Corrections Research Say?

- RISK (Who) High and Medium Risk
- NEED (What) Multiple Targets
- RESPONSIVITY (How) Gender, Culture, and Motivation

Do Male and Females share the same risk factors?

Both groups have problems in the following areas:

- Education and Employment
- Finances
- Housing
- Substance abuse
- Anti social or criminal companions
- Disruptive family relationships
- Emotional / Personal problems

National Institute of Corrections

RESEARCH, PRACTICE, AND
GUIDING PRINCIPLES FOR
WOMEN OFFENDERS

GENDER-RESPONSIVE STRATEGIES

Guiding Principles

- ① Principle 1: Gender - Acknowledgement that gender makes a difference.
- ② Principle 2: Environment - Create an environment based on safety, respect and dignity.
- ③ Principle 3: Relationships - Develop policies, practices and programs that are relational and promote healthy connections to children, family, significant others, and the community.

Guiding Principles

- ④ Principle 4: Services and supervision - Address substance abuse, trauma, and mental health issues through comprehensive, integrated and culturally relevant services and appropriate supervision.
- ④ Principle 5: Socioeconomic status - Provide women with opportunities to improve their socio economic conditions.
- ④ Principle 6: Community - Establish a system of community supervision and reentry with comprehensive, collaborative services.


Women Offender Case Management Model: The History

Emerged in response to two major initiatives

1. Evidence-Based Practices
2. Literature on women

Women Offender Case Management Model: The History

- ✓ Begin work on the model
- ✓ **ADVISORY COMMITTEE** is formed
 - Julie Boehm, Missouri DOC
 - Maureen Buell, NIC
 - Yolanda Johnson-Peterkin, WPA
 - Georgia Lerner, WPA
 - Phyllis Modley, NIC
 - Carol Shapiro, Family Justice
 - Mary Scully Whitaker, Private Consultant
 - Pat Van Voorhis, University of Cincinnati



What is Gender-Responsive Programming?...

“Services which intentionally allow gender identity and development to affect and guide [all aspects of] program design and service delivery .”

Maniglia (2000)

Working with Women in the Criminal Justice System...

Two Overlapping Philosophical Tenets:

1. Gender Responsive – adhere to the guiding principles of a gender responsive approach.
2. Outcomes should focus on reductions in recidivism as well as... increasing the health and well-being of women, their families, and communities...

Benedict, 2006.

What is Gender Responsive?

Five Core Concepts- Alyssa Benedict

- **Relational**
- **Strengths-Based**
- **Trauma-Informed**
- **Holistic**
- **Culturally Competent**

12 Guiding Practices to Deliver WOCMM

- **#1 Gender Responsive**
- **#2 Consistent Approach**
- **#3 Delivered Within A Team**
- **#4 Continuous Service**
- **#5 Individualized**
- **#6 Partnerships**

12 Guiding Practices to Deliver WOCMM

- **#7 Collaboration**
- **#8 Limitless**
- **#9 Accessible**
- **#10 Enhance Motivation**
- **#11 Program Integrity**
- **#12 Program Evaluation**

Defining the Case Management Process

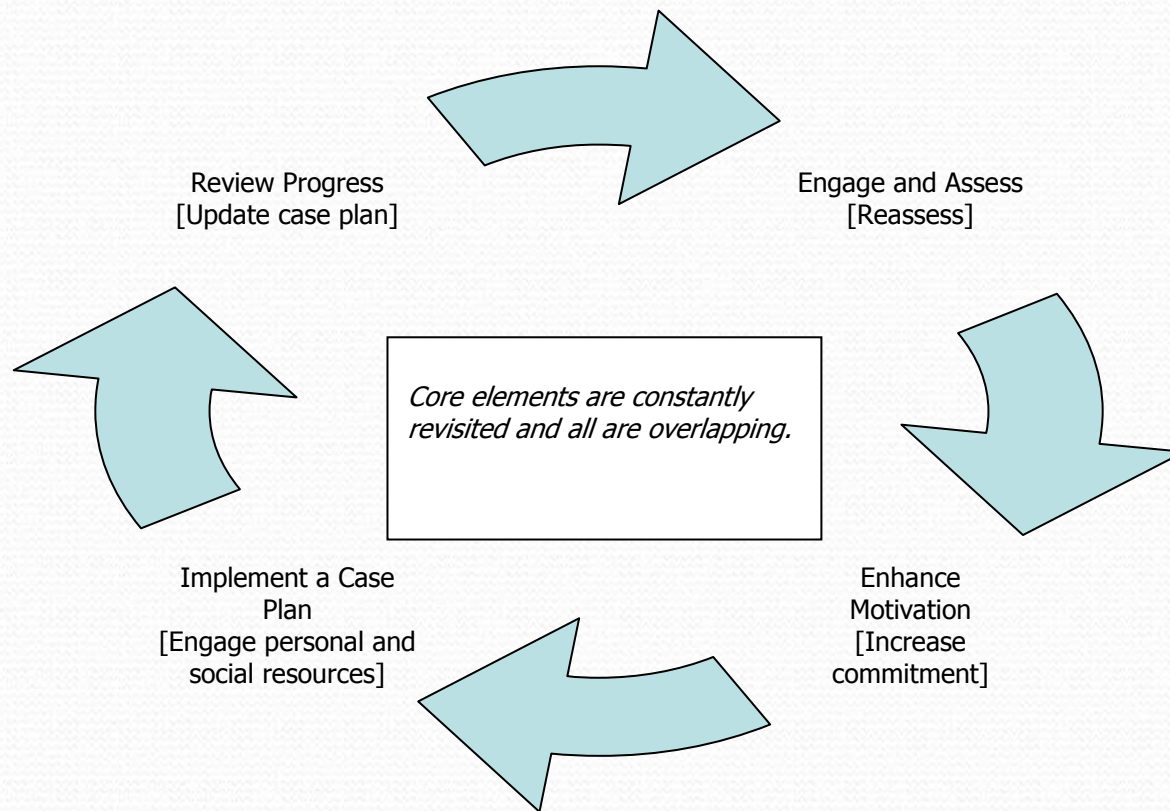
The professional team should work **COLLABORATIVELY** with women in an effort to define individualized needs and strengths in order to establish **MUTUALLY AGREED UPON OUTCOMES** .



The PROCESS- Four Core Elements

- ELEMENT 1: Engage and Assess
- ELEMENT 2: Enhance Motivation
- ELEMENT 3: Implement the Case Plan
- ELEMENT 4: Review Progress

What does the PROCESS look like?



Lessons Learned

- ◎ Staff selection is key
- ◎ We are still implementing
- ◎ Learning a new assessment tool and approach takes time
- ◎ Ongoing support is essential
- ◎ Training is not enough
- ◎ There has been considerable external interest

Lessons Learned

- ◎ There is significant community support
- ◎ Collaborating is challenging
- ◎ Collaborating is essential
- ◎ Clients are often in chaos from the outset
- ◎ There is an ongoing need for booster/supplemental training
- ◎ Remember *Strengths, Strengths, Strengths*