

# A Change is Gonna Come: The New Diversity, Equity, and Inclusion Manual for RSAT Programs



# A Change is Gonna Come: The New Diversity, Equity, and Inclusion Manual for RSAT Programs

Bureau of Justice Assistance (BJA)

Residential Substance Abuse Treatment (RSAT)  
Program for State Prisoners

Training and Technical Assistance Resource

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## **BJA PLACEHOLDER**

BJA PLACEHOLDER TITLE

Bureau of Justice Assistance (BJA)

## **Jac Charlier**

RSAT DEI National Advisory Panel

TASC's Center for Health and Justice (CHJ)

## **Pat Tucker**

Director of Diversity, Equity, and Inclusion

Advocates for Human Potential (AHP)

## **Siobhan Morse**

RSAT DEI National Advisory Panel

Universal Health Services, Inc.

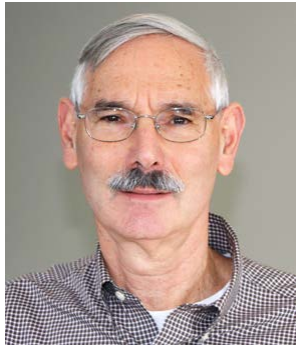
## **Benjamin Campbell**

RSAT DEI Manual Project Lead

TASC's Center for Health and Justice (CHJ)



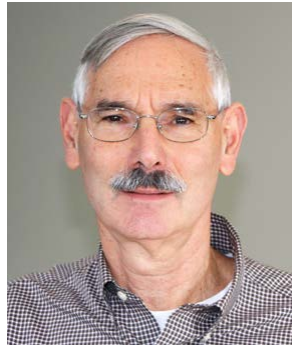
# Meet Our Team



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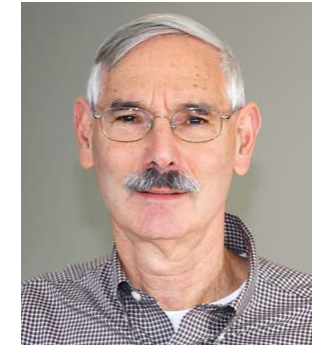
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# Learning Objectives



After completing this webinar, participants will be able to:

- Define “diversity,” “equity,” and “inclusion”;
- Understand what will be included in the RSAT DEI manual;
- State the need for DEI guidance for RSAT programs; and
- Understand the benefits that come from implementing DEI initiatives in RSAT programs



# Diversity

the practice of including the many communities, identities, races, ethnicities, backgrounds, abilities, cultures, and beliefs of the American people, including underserved communities

# Equity

the consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment

# Inclusion

the recognition, appreciation, and use of the talents and skills of employees of all backgrounds



# Underserved Communities

populations sharing a particular characteristic, as well as geographic communities, who have been systematically denied a full opportunity to participate in aspects of economic, social, and civil life

# Why DEI?

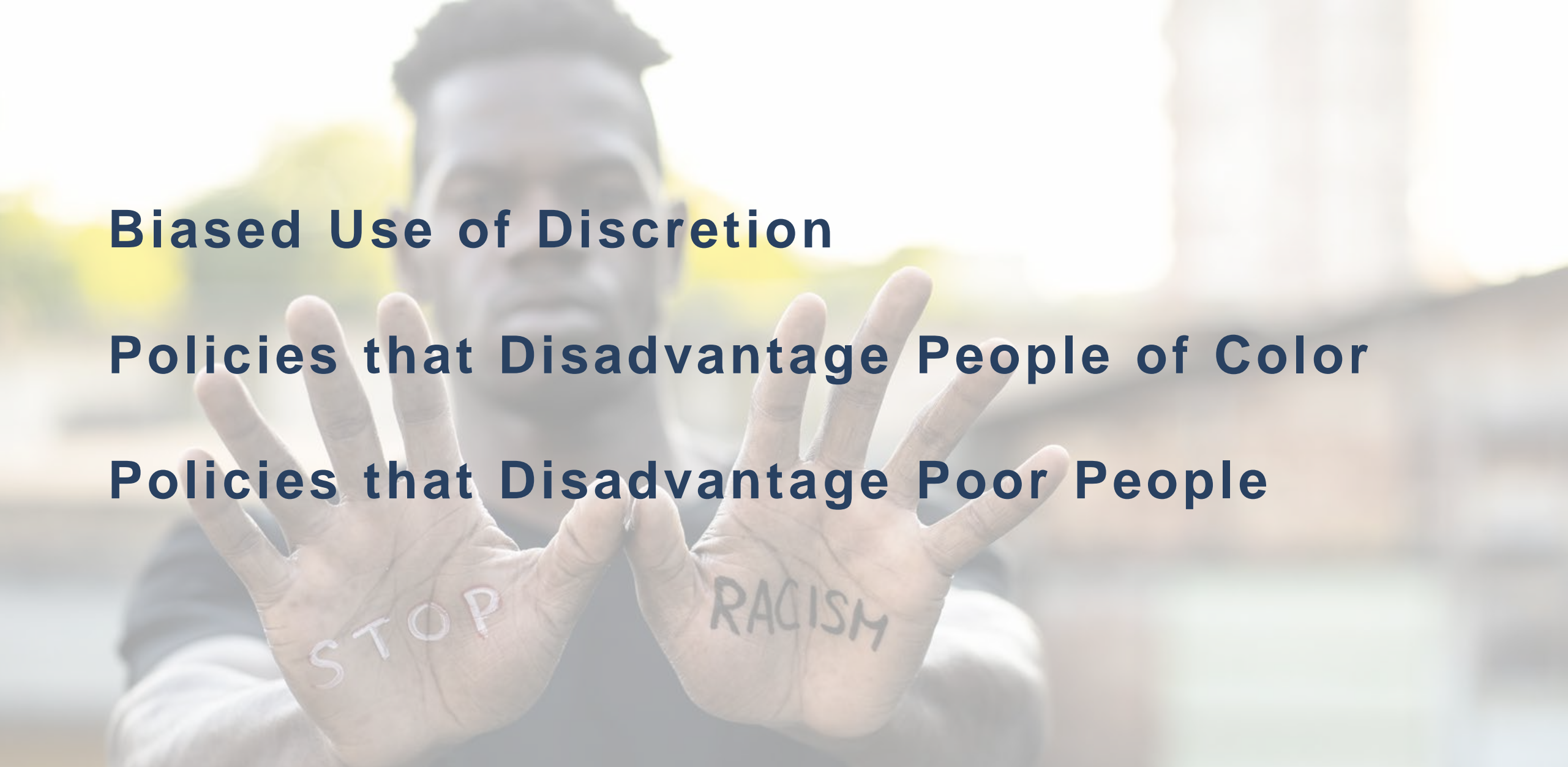
“The rhetoric of the criminal justice system sends the message that our society carefully protects everyone’s constitutional rights, but in practice the rules assure that law enforcement prerogatives will generally prevail over the rights of minorities and the poor.”

*-David Cole, No Equal Justice*

# Why DEI?

Of the **277,000** people imprisoned nationwide for a drug offense, over half (**56%**) are African American or Latino.

*-US Bureau of Justice Statistics*



**Biased Use of Discretion**

**Policies that Disadvantage People of Color**

**Policies that Disadvantage Poor People**



CENTER FOR  
HEALTH & JUSTICE  
AT TASC

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## Key Statistics:

- Percent of Black Americans in the general U.S. population: **13% +**
- Percent of people in prison or jail who are Black: **40% +**
- Incarceration rate for Black vs white Americans: **2,306 vs. 450 per 100,000 +**
- Percent of people serving life, life without parole, or “virtual life” sentences who are Black: **48% +**
- Arrest rate for Black vs white Americans: **6,109 vs. 2,795 per 100,000. +**
- Number of arrests of Black Americans in 2018: **2.8 million +**
- Percent of people on probation or parole who are Black: **30% +**

Prison Policy Initiative



# Why DEI now?

Public Opinion/Outcry over current policies/practices

President Biden's *Executive Orders*

# Executive Order On Advancing Racial Equity and Support for Underserved Communities Through the Federal Government

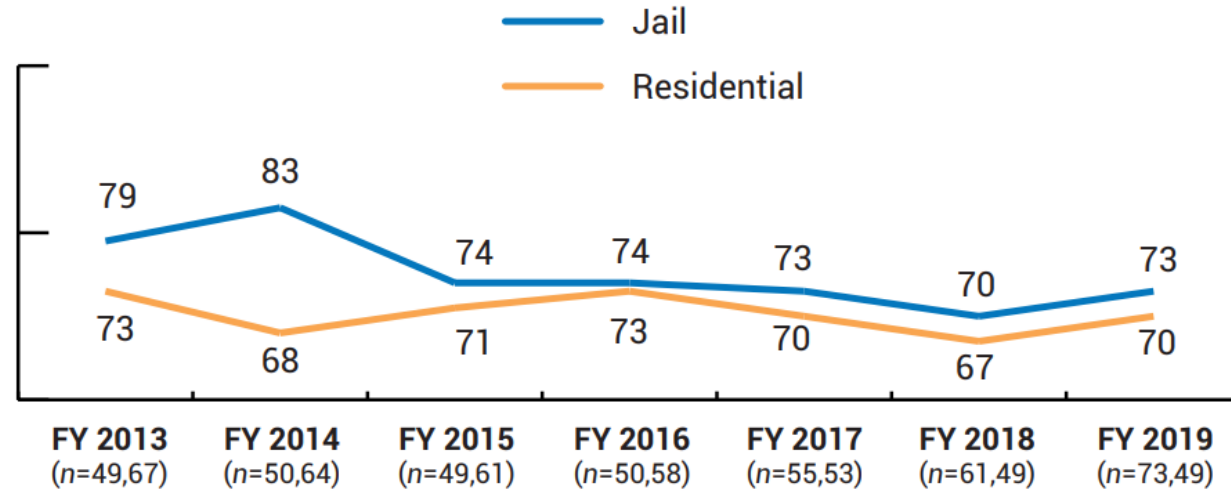
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“It is therefore the policy of my Administration that the Federal Government should pursue a comprehensive approach to advancing equity for all, including people of color and others who have been historically underserved, marginalized, and adversely affected by persistent poverty and inequality.”



# Is DEI work beneficial?

Figure 1: Program Completion Rates: Fiscal Years 2013 – 2019<sup>3</sup>



<sup>2</sup>“Other” includes medical problems/death, protective custody, early release, administrative transfer, and security issues, among other reasons.

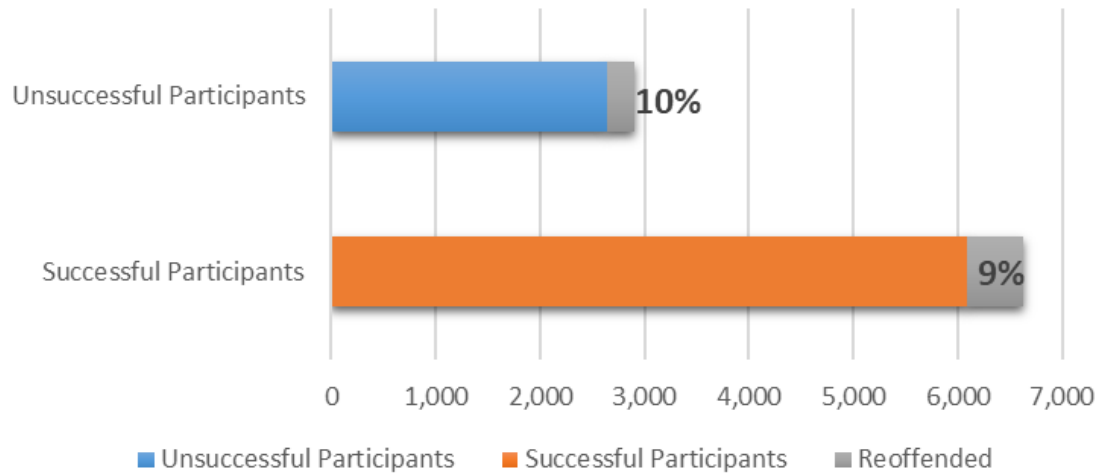
<sup>3</sup>Completion rates do not include unsuccessful exits by participants who were transferred to a new correctional facility or serious illness/death.

*Bureau of Justice Assistance Activity Report: RSAT*

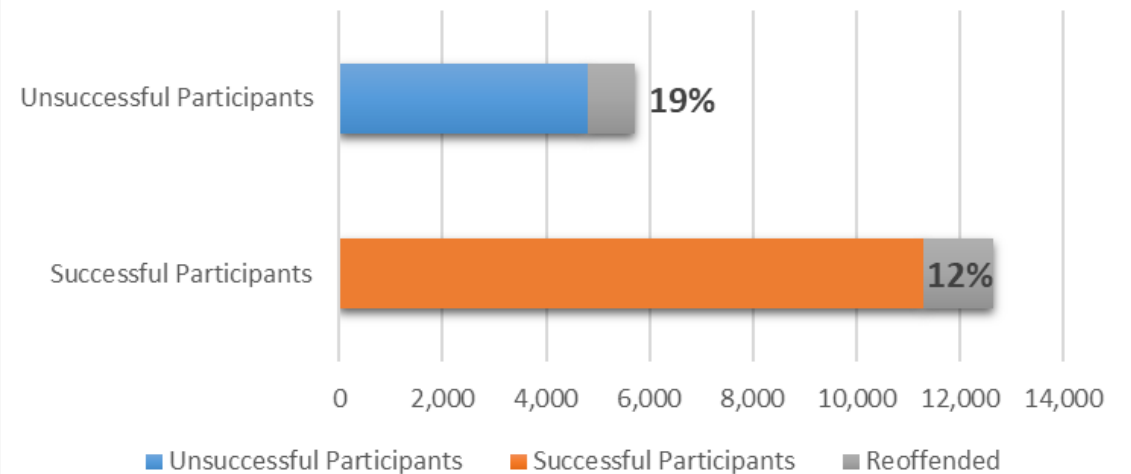


# Is DEI work beneficial?

**Figure 1: FY 2013-2019 Jail-based Programs Success Rates**



**Figure 2: FY 2013-2019 Residential-based Programs Success Rates**



*Data from Bureau of Justice Assistance Activity Report: RSAT*

# What is the purpose of the Manual?



- The RSAT DEI Manual seeks to:
  - Foster awareness of the importance of staff and participant diversity
  - Create conversation and treatment paths that are more inclusive
  - Provide more equitable routes to community reentry for program participants
- All leading to better outcomes for RSAT participants
  - Lowered rates of recurrence of symptoms
  - Higher rates of successful program completion
  - Ability to create lasting change throughout communities



# What is included in the manual?



- Discussions of:
  - Trauma Responsive Approaches
  - Intersectionality
- A Self-Guided RSAT Program DEI Inventory
- Implementation Guidelines
  - Ranging from guides to updating policies and procedures
  - To tips for providing linkages to primary and behavioral health providers
- Still in process, being worked out



**What DEI work  
are you doing  
now?**



**What DEI  
challenges are  
you facing?**



**What can you  
do now?**



## Enhancing Equity in the Criminal Justice System: A Self-Reflection Tool

Anjali Nandi, Ph.D., LAC, MAC

SUPPORTING DOCUMENT: CHECKLIST

JUNE 2021

To build a supportive system that respects the dignity and humanity of all individuals served, criminal justice system stakeholders should enhance their understanding of criminogenic needs and criminal thinking. Use the checklist below to explore how your agency can become more equitable.

### Develop an Equity-Informed Lens

Our beliefs about people that are convicted of crimes inform how we act towards them and the decisions we make regarding their care. Without an equity-informed lens, these beliefs can perpetuate injustice. Developing an equity-informed lens means accounting for our biases when framing issues around criminal thinking or interacting with a justice-involved person. This is a lifelong process that encourages us to do the following:

- Recognize that we all have biases that influence the way we act toward others
- Examine and challenge our own biases, to reduce their negative influence
- Acknowledge the impact of systemic racism and historic and racialized trauma on behavior
- Consider how issues of power and privilege affect our interpretation of a person's behavior
- Monitor how our values are driving our expectations of the person
- Affirm the person's cultural identity and value the individual's wisdom regarding their needs
- Watch for misinterpretations of individual characteristics that result in perceptions of increased risk
- Avoid confusing needs (which inform services and interventions) with risks (which inform containment or supervision)

### Reconceptualize Criminal Thinking

When working with people from any marginalized identity, it is profoundly important to consider how we approach what we deem criminal thinking. Most often, the beliefs of marginalized people who do things that are against the law are neither faulty nor irrational and are frequently based on experiences of marginalization. It is important to invite the individual to share their experiences to understand their motivations better. Try to do the following:

- Be respectfully curious about the person's lived experience

- Ask questions from a place of compassionate interest versus judgment
- Check presumptions of faulty or irrational thinking before engaging with the individual
- Focus on the utility of the thoughts given the individual's context versus their external validity or rationality
- Seek to understand the person's worldview and get curious about the impact of race, identity, or intersectionality on the development of certain beliefs
- Validate their feelings and their experiences and acknowledge that we live in a society that isn't always fair
- Challenge thoughts that reinforce internalized racism and result in an identity shaped by biases
- Work to change the environment where possible before trying to change or challenge the person's beliefs
- Emphasize strengths and supports when determining next steps

### Expand Your Understanding of Interventions and Evidence-Based Practices

Although many interventions or programs have been deemed evidence-based practices, not all have been evaluated in terms of efficacy with a diverse population. When selecting interventions for people in the criminal justice system, consider interventions that meet the following criteria:

- Value the wisdom of each individual and are person-centered
- Attend to the cultural, social, and psychological needs of the individual
- Have been validated on a diverse population and are culturally responsive
- Focus on self-determination and success instead of containment and control
- Utilize a trauma-informed lens

### About

SAMHSA's GAINS Center for Behavioral Health and Justice Transformation focuses on expanding access to services for people with mental and/or substance use disorders who come into contact with the justice system.

### Contact Us

SAMHSA'S GAINS CENTER  
Policy Research Associates  
345 Delaware Avenue  
Delmar, NY 12054  
Phone: 800.311.GAIN  
Email: gains@prainc.com

# Model Program: Your Facility!

## Now is your chance

In FY'22 solicitations, proposals with DEI initiatives embedded within will be given preference



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