

History of Equity, Diversity and Inclusion, (EDI) in Corrections

Part 1

Bureau of Justice Assistance (BJA)

Residential Substance Abuse Treatment (RSAT)
Program for State Prisoners

Training and Technical Assistance Resource

This project was supported by grant No. 2019-J2-BX-K001 awarded by the Bureau of Justice Assistance. The Bureau of Justice Assistance is a component of the Office of Justice Programs, which also includes the Bureau of Justice Statistics, the National Institute of Justice, the Office of Juvenile Justice and Delinquency Prevention, the SMART Office, and the Office for Victims of Crime. Point of view or opinions in this document are those of the author and do not represent the official position or policies of the United States Department of Justice.





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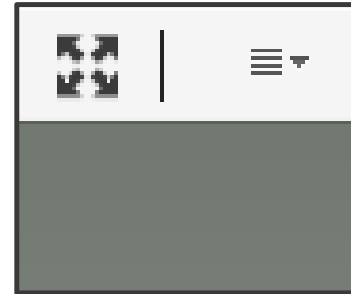
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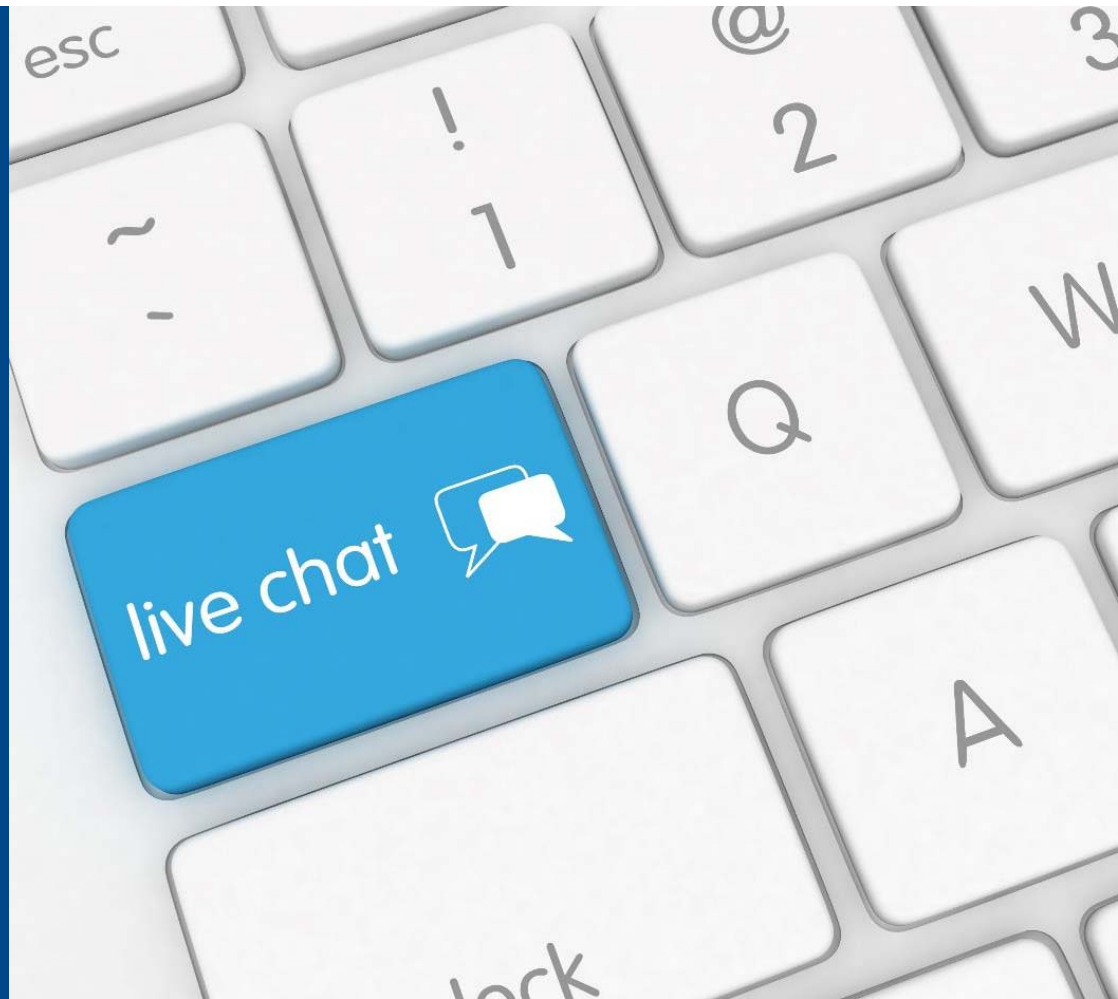
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Today's Speakers



Angelia Turner, MS
Director for Health and Justice
TASC's Center for Health and Justice



History of Equity, Diversity, and Inclusion (EDI) in Corrections – Part I

Presenter: Angelia Turner, MS

Director of Health and Justice

TASC – Center for Health and Justice (CHJ)

RSAT Webinar – Feb. 17, 2021



CENTER FOR
HEALTH & JUSTICE
AT TASC

Jac Charlier
Executive Director
TASC's Center for Health and Justice
RSAT Webinar



CENTER FOR
HEALTH & JUSTICE
AT TASC

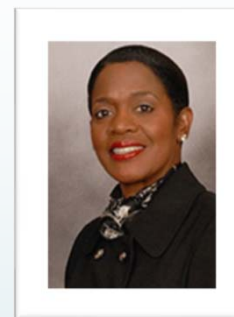
**National
Technical Assistance
Team**



Jac Charlier,
Executive Director-
Project Executive Lead



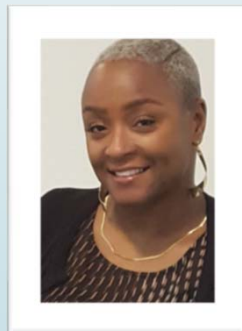
Ben Ekelund,
Director
Project Lead



Angelia Turner,
Director of Health and Justice



Hope Fiori,
Administrator-
Project Specialist



Nikki Muñoz,
Administrator-
Project Specialist



Jon Ross
Technical Writer



Chico Tillman,
Director of
Research

In Addition to RSAT -TTA, CHJ Is...

- **Grounded in 45+ years of *operational experience* providing specialized case management to individuals with a SUD and MH across the justice system**
- **An international/national TTA leader with expertise in deflection, pre-arrest diversion, first-responder diversion (FRD) and the DOJ BJA TTA provider for COSSAP FRD grantees since 2017 (112 grantees)**
- **Also, doing the same for *diversion along the justice continuum* at the intersection of justice and health for jails, courts, and reentry**
- **A recognized leader in Community Treatment Capacity (Deflect/Divert to What), Sustainability, Alternatives to Incarceration, and Specialized Case Management**



Corrections in America *Equity, Diversity, and* *Inclusion (EDI) Tools*

Today's webinar will address the following EDI issues:

- **EDI Programs in Corrections**
- **Federal Legislation**
- **Education**
- **Mental Health**
- **Treatment Models**
- **Re-Entry Tools**
- **Contemporary Issues**



Bureau of Prisons - EDI Policies

- Diversity Day Program – Federal Bureau of Prisons
- Residential Drug Abuse Treatment Program
- US DOJ – Special Emphasis Programs
- First Step Act (FSA) 2018 – Re-entry Program
- ASSERT Yourself for Female Offenders
- BRAVE – Bureau Rehabilitative and Values Enhancement program
- BOP Literacy Program
- Challenge Program
- Life Connections Program
- https://www.bop.gov/inmates/fsa/docs/fsa_program_guide_202010.pdf



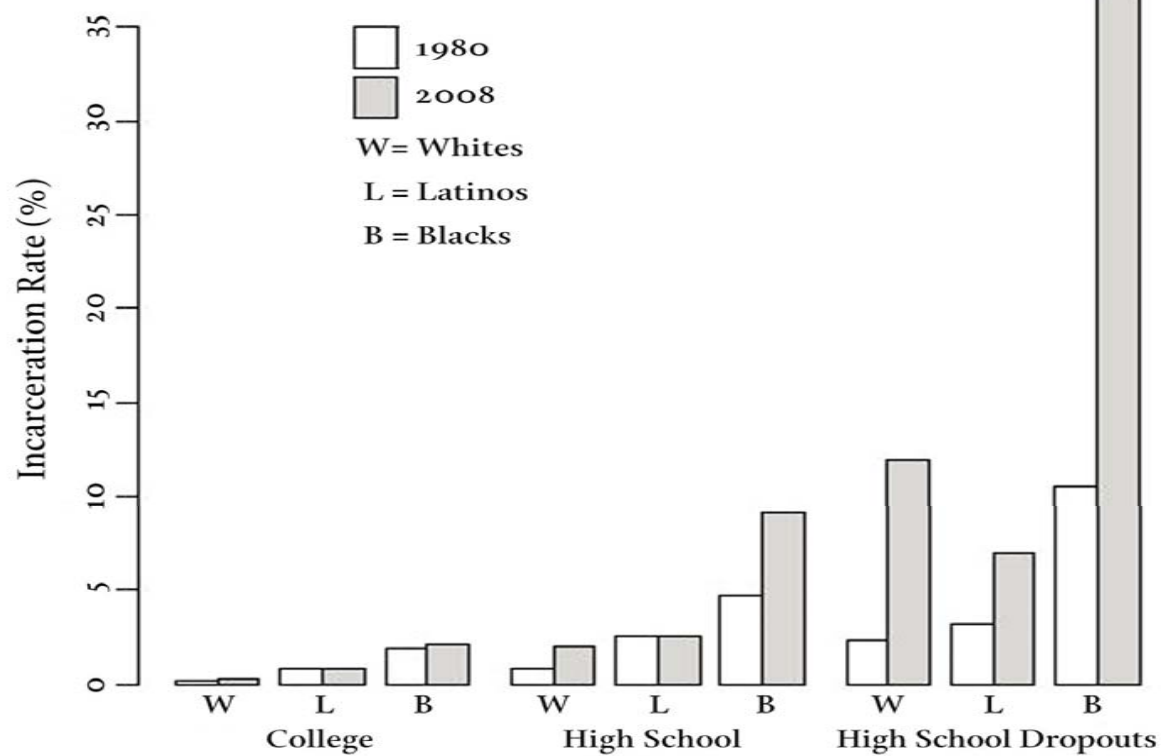
Education in Corrections Second Chance Pell - Equity Initiative -

Second Chance Pell Program – est. 2015

- i. **130 Colleges**
- ii. **42 States**
- iii. **17,000 students**
- iv. **4,500 degrees**

(Source: Vera Institute (2018))

PERCENTAGE OF MEN AGED TWENTY TO THIRTY-FOUR IN PRISON OR JAIL, BY RACE/ETHNICITY AND EDUCATION, 1980 AND 2008





COVID-19 and Its Impact on EDI Initiatives

- Isolation, Mental Illness, Distress
- Lack of Education and other Services in Corrections
- Health Care and Testing
- Stigmatization (positive covid tests)

Source: Marshall Project Data, 2020



EDI and Correctional Treatment Models

- **Screening Criterion**
- **Identifying Underserved Groups**
- **Examining Data by Race, Ethnicity, & Gender**
- **EDI Assessment Tools**

Source: <https://www.ndci.org/wp-content/uploads/2019/02/Equity-and-Inclusion-Toolkit.pdf>

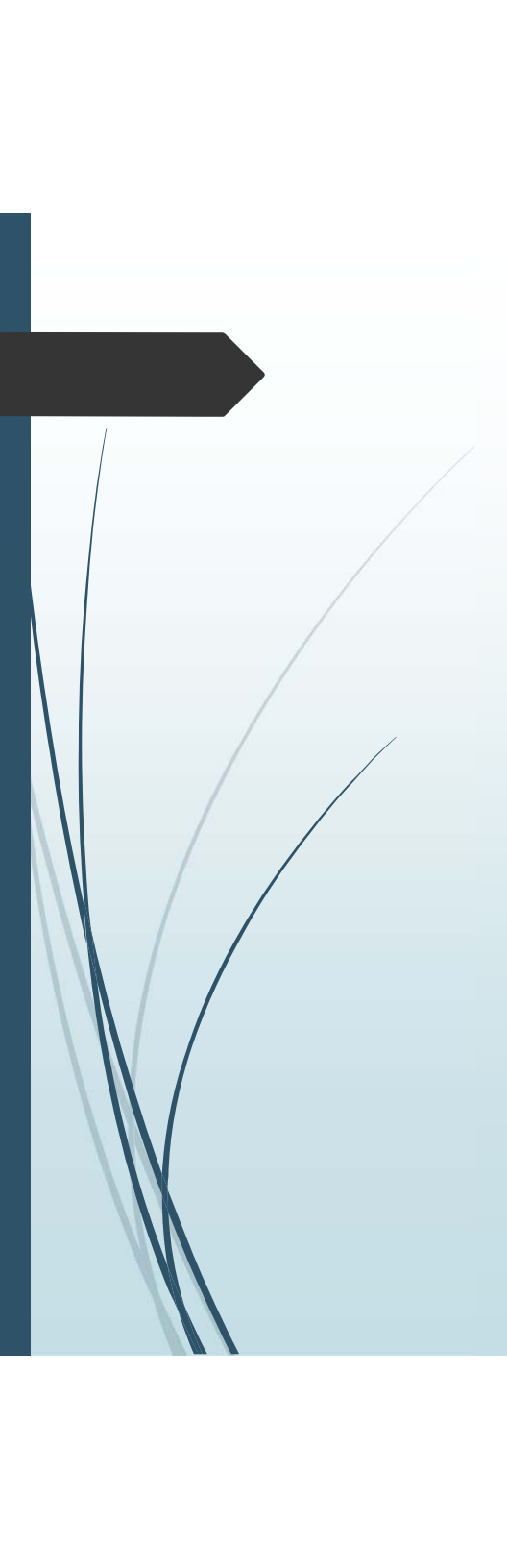


American Jail Association

- **AJA President established Gender Equity in Jails Across the Country Initiative**
- **2019 Special Needs (Female) Assessment and Programming**

Source:

https://www.americanjail.org/presidents_initiative



EDI & Risk Assessment Addressing Implicit Bias in Corrections

- “Race Neutral” Policies
- EDI Implementation Strategies
- Community Partnerships

Source: <https://www.safetyandjusticechallenge.org/>

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2367319/>



Probation and Parole EDI & Mass Incarceration

- 2.2 million individuals incarcerated in U.S. jails and prisons
- 4.5 million (one in every 55) – under supervision Nationally
- One in every 168 in New Hampshire
- One in every 18 in Georgia

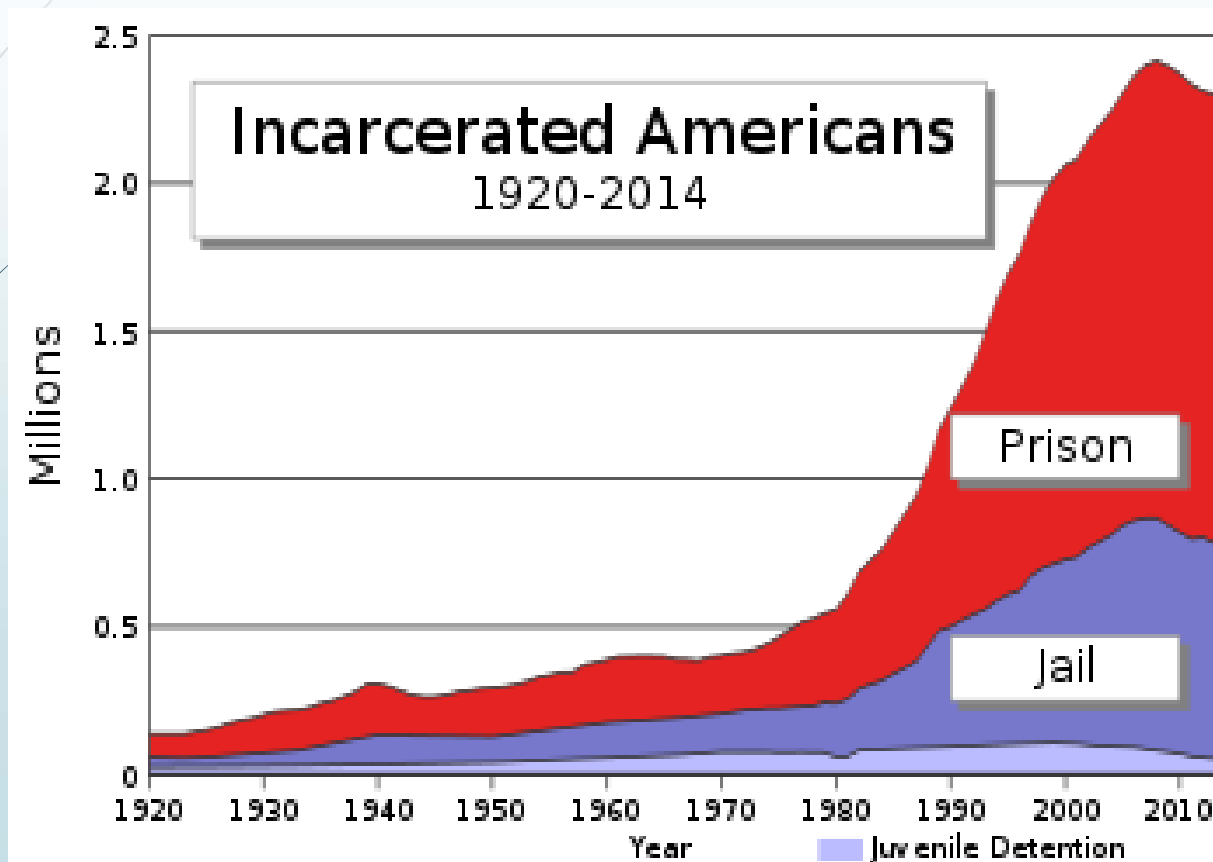
<https://www.hrw.org/report/2020/07/31/revoked/how-probation-and-parole-feed-mass-incarceration-united-states>




Culture, EDI, & Treatment

- ***Culture*** bears on whether people receive and/or seek help in the first place, what types of coping skills and social supports they have, and how much [prejudice or bias] is attached to service delivery
- ***Culture*** influences the meanings that people impart to illness and coping skills, [treatment, and recovery]. Cultures vary between and within groups and these interpretations or (lack thereof) are carried to the service setting
- ***Culture*** affects EDI in how patients describe (or present) symptoms or coping mechanisms to clinicians

EDI and Corrections: By the Numbers





By the Numbers - Explained

- **Social Inequality**
- **“Permanent” Underclass**
- **Covid-19 and Unemployment**
- **Rise in Substance Use Disorders**
- **Mental Health Crisis**
- **Racial/Ethnic Polarization**
- **Reintegration Issues**

<https://harvardmagazine.com/2013/03/the-prison-problem>



RSAT & EDI Goals and Initiatives

- **RSAT – Fidelity Assessment Initiative**
- **Collaborations with NIDA, NIJ, BJA, and OJP**
- **RSAT & CHJ Partnerships with Local, State, and Federal Corrections**
- **RSAT - National focus on substance treatment programs**
- **Special focus on females and marginalized groups: Latinx, African-American, Asian, and other ethnic populations**
- **RSAT - EDI & CHJ Program Evaluation**
- **RSAT - EDI & CHJ Manual and Training**



Equity, Diversity, & Inclusion Webinar Part 2

To be discussed on March 3 ---

- **National EDI - Program Models**
- **Recidivism Rates and Projections**
- **EDI - Year 2021 Policies**
- **Proposals & Future Goals**

Questions/Answers
Comments
Thank You!





Contact Information

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1 Continuing Education Hour (CEH) approved by NAADAC, the Association of Addiction Professionals



Pass 10-question quiz with 7 correct answers



Download certificate upon completion of the quiz

February 17, 2021 RSAT webinar CEH quiz link:

<https://survey.alchemer.com/s3/6200689/February-17-2021-RSAT-Webinar-CEH>

CONTACT



<http://www.rsat-tta.com>



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