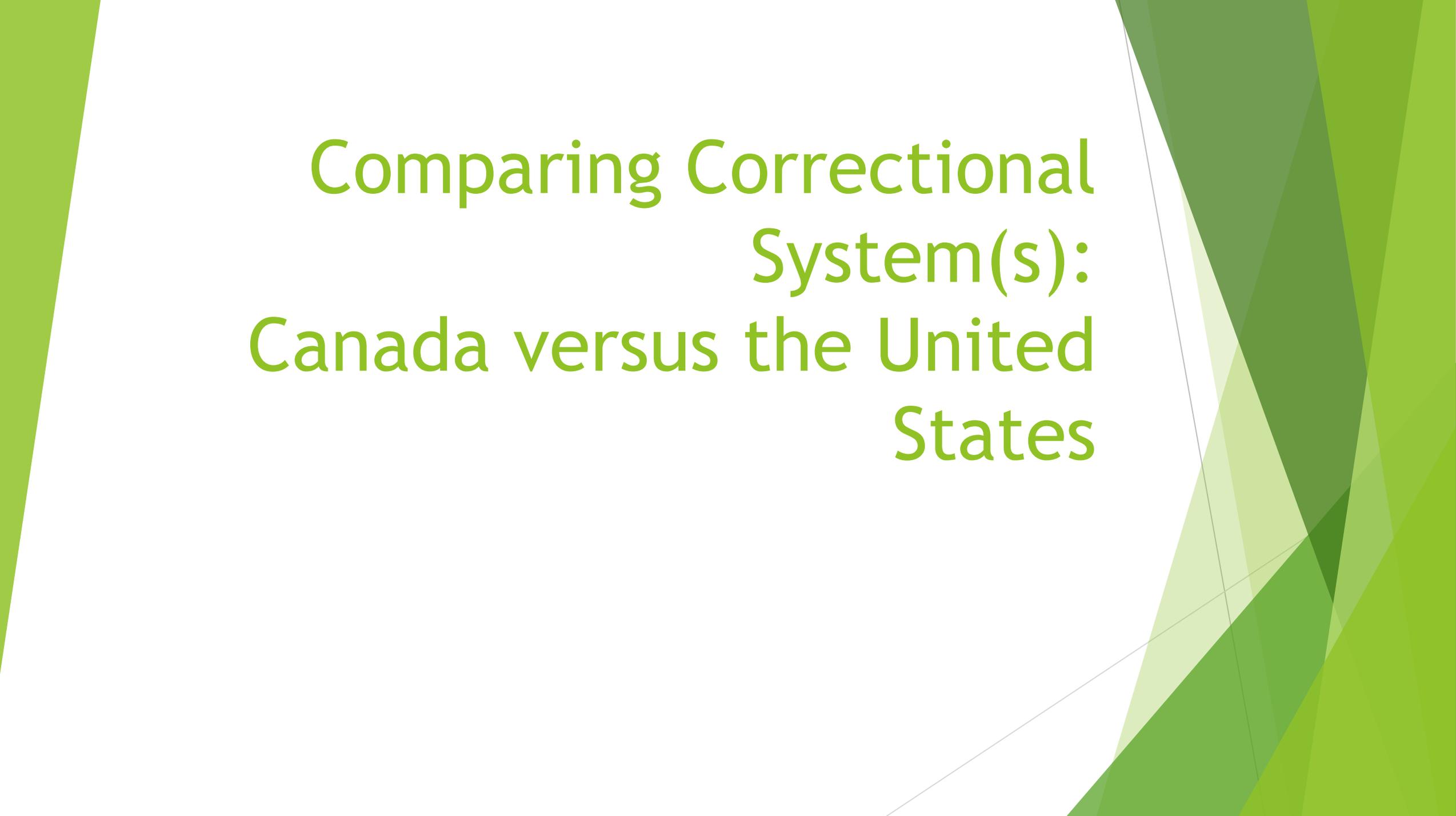


Correctional Practice and Case Management: Shaping Pathways

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The background features abstract, overlapping geometric shapes in various shades of green, ranging from light lime to dark forest green. The shapes are primarily triangles and polygons, creating a dynamic, layered effect. The text is centered in a clean, sans-serif font.

Comparing Correctional System(s): Canada versus the United States

Correctional System in Canada

► Provincial/Territorial System versus the Federal System

Provincial/Territorial: All those sentence to a maximum of two years less a day, or remanded into custody

Federal: Those sentence to two or more years in prison

The exception: In provinces or territories without federal institutions, some lower risk “offenders” may be able to serve their federal sentence in a local facility

Federal Versus Provincial/Territorial Prison

▶ Provincial/Territorial:

- ▶ Governed by the provincial or territorial ministry (Department of Justice or Public Safety)
- ▶ Extensive overcrowding in prison
- ▶ Often little or no programming offered
- ▶ If programming is offered, it is run by correctional officers
- ▶ Probation

▶ Federal:

- ▶ Governed by Correctional Service Canada
- ▶ More programming and educational opportunities
- ▶ Differences in how prisoners “do time”
- ▶ Statutory release (after 2/3 of sentence), parole possible (after 1/3)

Federal Prisoners: Parolee Support

- Can include parole officers, case managers, supports, and, in some cases, a day reporting centre (the CDRC)
- Day reporting centre philosophy:
 - Proactive approach to reintegration
 - Assess needs and work collaboratively
 - Areas addressed include employment, educational upgrading, housing, substance abuse, personal/emotional

Criminal Justice System in the United States

- ▶ Corrections options include: probation, parole, jail, prison and new community based sanctions such as electronic monitoring and house arrest
- ▶ State legislatures make most criminal laws that get enforced by state and local police

([cliffsnotes.com/criminal justice](https://cliffsnotes.com/criminal-justice))

United States Criminal Justice System

City and county prosecutors try those violating state laws in state courts. Judges sentence offenders to serve time in jail or state correctional facilities

Our congress enacts federal laws which get enforced by federal agencies (Federal Bureau of Investigation). They are tried by US attorneys in US courts. They sentence for rehabilitation to programs in institutions run by the Federal Bureau of Prisons.

Alvis House

- ▶ A non-for profit agency who specializes in separate re-entry programs for male and female offenders
- ▶ Get funding at the federal, state and local levels and through agency fund raisers and private donations
- ▶ Flexible agency who services individuals with developmental disability and offensive behaviors

Most Criminal Justice Workers Work Where?

Two thirds of the workers are employed in state and local correctional facilities.

In Canada, a similar phenomenon exists, where people more are employed in provincial and territorial systems

Incarcerated Women

Common Problems of Incarcerated Women

- ▶ Pathway of early trauma are found to be tied to problems with substance abuse and, seemingly as a result, criminal behavior (Green et al. 2005)
 - ▶ 81% of incarcerated women have experienced 5 or more traumatic events in their lives
- ▶ Behavioral Health Issues:
 - ▶ Many experience Posttraumatic Stress and co-occurring Substance Use Disorders (Harner, et al. 2013)

Common Problems of Incarcerated Women

- ▶ Many have non- violent index crimes (drug related)
- ▶ Many struggle with depression and trust issues (trauma counseling)
- ▶ Many, in Canada, engage in much criminal behavior prior to being federally incarcerated
- ▶ Re-entry: need supports in the community when they leave prison- housing, mental health, personal benefits, child care, job placement, and so on...

Common Problems of Incarcerated Women

- ▶ Important link between drug and alcohol use and experiences of trauma impacting recidivism
- ▶ Many have young children to raise and need assisting in learning about and providing for Child Development issues
- ▶ Many have male partners who remain embedded in the criminal justice system
- ▶ Many are victims of domestic-violence or have experienced trauma tied to their partner

Common Problems, cont'd

- ▶ In 2012 women represented 26% of 12.4 million arrested for serious crimes (FBI stats)
- ▶ Population of criminally involved women is increasing but there are limited re-entry programs for women in Canada and the United States
- ▶ Without community re-entry programs half of parolees will be reincarcerated within 3 years (Travis, 2005)
- ▶ In Canada, women are supported by the Elizabeth Fry Society (where it is active, which is not the case in all provinces)

Video Clip

- ▶ How has your past trauma impacted you?
- ▶ How has your past substance abuse impacted you?
- ▶ How has your past mental health problems impacted you?
- ▶ What things give you hope for your future?
- ▶ What things have been different for you this time? What is new for you?
- ▶ What programs at Alvis House have most assisted your recovery?

Research Project at the CDRC

Incarceration: Impact on Prisoners, Trust,
Employment and Reintegration

Beginning with Imprisonment

- ▶ Prison impacts who a person is, their character, personality and thus future...
- ▶ Prison sets the stage for future desistance
- ▶ How?

Coping & Changing: For Better or Worse

- ▶ Recognizing prison impacts prisoner wellbeing
- ▶ Prisoners must negotiate:
 - ▶ Norms of prison living (inmate code)
 - ▶ Penal regulations (informal and formal)
 - ▶ Dealing with loss (family disconnect, loss of material good, all one sought and worked for)
 - ▶ A challenging environment (shaping prisoner behaviours)
 - ▶ The role of prison in shaping identity (fear shapes identity)

All toward finding a way to cope with incarceration and the associated loss

All impacting prisoner identity and future potential

Coping with Incarceration: Trust in Self

- ▶ It is those who trust in themselves, that are best able to negotiate prison living
- ▶ They become independent and self-sufficient (not trusting others who too often turned on each other) but also express need for friendship and comfort
- ▶ Some may opt to be socially isolated, quiet, and on their own with few or no friends in prison but the need to connect appears strong for women

- ▶ A lack of friends allows prisoners to avoid potentially problematic situations or prison politics and drama
- ▶ Isolation thus allows more time for prisoners to reflect on their own self: why they were in prison, how to stay true to themselves, and to work on who they hoped to be once on the outside.
- ▶ But this lack of trust can create future barriers in relationships
- ▶ Personal reflection and the growth experienced, often starting later as women mature and recognize the extent of their loss, leaves many to recognize just how much of their life they had wasted behind bars:
 - ▶ *You've missed a big chunk of your life and it's a key component ... I think that's the toughest part...*

When 'self' isn't enough

- Some former prisoners did not or could not find solace in themselves;
 - They looked to others for self-worth, as people they could depend on in prison
 - Relates to pre-prison practices as well as in prison where women associated with different people to feel as though they belonged, to build their self-confidence, to feel empowered or to acquire a sense of direction, comfort and protection.
-
- ▶ But what happens post-release?
 - ▶ Thus sense of self and esteem are areas needing focused attention post release for many prisoners

People do “Change”, even, in prison:

- ▶ Many spoke about the challenges faced as they sought to come to terms with who they were before prison and who they were becoming in the prison environment
 - ▶ Pre-prison self as ‘bad’ or with ‘confused values’; at the wrong place, wrong time; lost addicts; desiring quick money, etc.
- ▶ Most did not like who they were pre-prison
 - ▶ Drug addiction: thought motivated by self-pity, selfishness
 - ▶ Often persons described a lack of support, assistance or unconditional love
 - ▶ Many described their early time served as negative and destructive rather than constructive

People Do Change in Prison

- ▶ Many spoke of becoming harder when they first entered prison and, over time, softening:
- ▶ Maturity, time, and age were tied to positive personal development and recovery (either to recover from addiction to earn parole or start anew in life)
- ▶ Change—positive self-change—was not attributed to the prison environment or experience

Prison: Fosters Negativity

- ▶ Prison was not a place where a person changed for the better, it was a toxic environment
- ▶ Many felt that other prisoners or staff rarely cared about them but others developed positive relationships with staff
- ▶ Desistance was thought near impossible to be learned in prison;
- ▶ Instead, prison was thought to teach criminality, create criminal alliances, and ensure people learn how to navigate conning while simultaneously learning how to excel at conning in life.

Thus, Changes in Personality

- ▶ Untrusting of colleagues and authority
- ▶ Isolated, opting to remain ‘friendless’
- ▶ Some prisoners were more hot headed and open to ‘going back’
- ▶ Others tended to change, turning away from criminal activity
- ▶ If jail was only attributed to changing a person negatively—for the worse rather than better—where did the desire and ability to change positively originate?
- ▶ It seems that the desire to change positively was not a result of the prison environment or experience; rather, it was attributed to the self.

Change From Within and Holding on to Yourself

- ▶ former prisoners felt change had to come from within:
 - ▶ *And I'll tell you right now unless you have your mind made up that you want to change, you ain't gonna.*
- ▶ Thus, strength was both in ability to physically handle oneself and in psychological growth in character:
 - ▶ *In a way, I'm still the same person but stronger now because I know I've been in prison ... [it] makes you stronger so you could survive whatever situation you have to face in life.*
- ▶ These parolees also talked about a turning point where they felt remorseful about their own past criminality and regret hurting people with their criminal actions.

What we know:

Penal Programming and Desistance

- ▶ General programming (e.g., those not geared for substance or sexual abuse) were ineffective
- ▶ Many of the former prisoners interviewed suggested that:
 - They needed to learn valued skills in prison (e.g., cooking, managing finances, trades or skills that could be used to acquire employment, how to make grocery lists).
 - Available programming designed to work on the cognitive self was useless for the majority of prisoners who did not or were not ready to change.
 - if a person was ready to change, the structures were in place to do so, but if a prisoner was not yet ready the structures and programming were ineffective.
 - Former prisoners tended to advocate for programming that was hands-on and geared toward giving them a chance in life, making offenders feel better about themselves and feel they had a chance to make it on the outside

Questions to consider:

- ▶ How do we acknowledge and work with the changes in person that can result from penal living during the reintegration process?
- ▶ How can we help facilitate the desistence process?
- ▶ How does employment fit in?

What we know about employment after imprisonment:

- ▶ Challenging reality for multiple reasons including (but limited to):
 - ▶ Overt and covert stigma experiences
 - ▶ Underrepresented racial/ethnic groups
 - ▶ Health-related and substance abuse problems
 - ▶ Reduced income
 - ▶ Education, experience, skills, credentials, employment history as barriers
 - ▶ Demand - employer attitudes towards hiring ex-offenders
 - ▶ Disclosure
 - ▶ Self-Efficacy and Employment
 - ▶ Reduced efforts
 - ▶ Abandonment of goals

Some general employability findings among former prisoners:

- 2 types of employment experiences:
 - ‘Serial employees’
 - Challenges with authority figures
 - Less likely to self identify as a criminal
 - Active job-seekers
 - Found it difficult to acquire employment due to criminal label

Tying together findings for overall implications

- Prison impacts identity and self, which further impacts employability
- Psychological effects of being formally labelled as a criminal for employment outcomes
- Self perceptions can impede successful employment
- Must better prepare prisoners, equip them with the right tools and expectations, to face the realities of employment post-incarceration
- Inform employers - not just of realities of job searches but of the realities of prison - take the prison out of hiding!
- Offer solutions for integrating individuals into the workplace with appropriate interventions by recognizing penal impacts on prisoners

Community Corrections

- ▶ Developing trust
- ▶ Need for proactive positive interactions
- ▶ Employment is key to social and economic reintegration

Invite a discussion, drawing on experience and expertise:

- ▶ How can employment and pre-employment training motivate positive growth for former prisoners during the reintegration process?
- ▶ How can 'we' help, via our positions, former prisoners overcome diverse barriers that arise from incarceration - the non-normative too often over looked barriers -to help with employment post-release? And to help with reintegration?
- ▶ Think of 'our' diverse roles and how 'we' can help to create positive environments for desistance in light of former prisoners needs?
- ▶ What does this entail and what should we all look for and seek to aid with?

Research Project at Alvis House

- ▶ **Women Reentering the Community: Understanding Addiction and Trauma-Related Characteristics of Recidivism**
- ▶ **Authors: Andrea Cimino- School of Nursing, John Hopkins University
Natasha Mendoza and Kara Thielemann-School of Social Work, Arizona State University
Randy Shively and Kami Kunz- Alvis House**

Research Facts

- ▶ Data taken from January 2010 to September 2011 in program. Dependent variable was recidivism taken in March 2014.
- ▶ Although 104 women participated in the program only those enrolled in trauma group (N=57) were included for this article
- ▶ In literature important linkages are found between alcohol and drug use, experienced trauma and recidivism

Treatment Groups for Women

- ▶ Occurred in a small residential facility in the community (capacity=28)
- ▶ Trauma Symptom Inventory (TSI) 100 item questionnaire used to decide inclusion in a trauma group. Used curriculum from Helping Women Recover (Stephanie Covington)
- ▶ Used a Substance Abuse Subtle Screening Inventory to look at those with high probability of a serious substance use disorder

Research Findings

- ▶ Women who recidivated had greater alcohol dependence than on those who did not.
- ▶ Women who recidivated had less sexual dysfunction and fewer sexual concerns than women who did not recidivate

Conclusions

- ▶ Alcohol misuse is a considerable risk factor for women in re-entry programs. Relapse much higher for women with post-traumatic diagnosis
- ▶ Less sexual dysfunction and concern can be explained by alcohol use increasing sexual pleasure and often report greater arousal (Peugh and Belenko, 2001). Sexual health programs may be a key necessity to a treatment program. Much more research needed related to sexual issues

References

▶ See Handout

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