



AJFO
Conference
2021

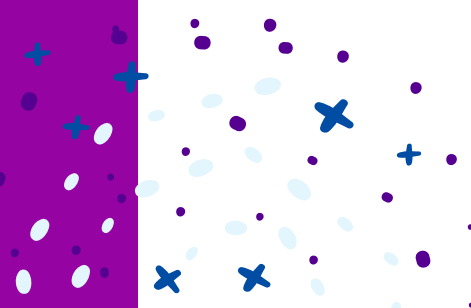
Celebrating Community & Building Connections

A CONFERENCE FOCUSED ON PROMISING PRACTICES WITH
JUSTICE-INVOLVED WOMEN AND GIRLS

Table of Contents



Welcome to Participants
A Note From Our President
Special Thanks
Sponsors
Power of One Award
Keynote Celebrations
Daily Schedule
Conference Presentations
Conference Presenters



Dear AJFO Participants:



On behalf of the 19th Biennial Adult & Juvenile Female Offenders Conference (AJFO) Planning Committee, it is our privilege to welcome you to our very first virtual conference. We thank you for investing in AJFO and your professional development. Since 1985, The AJFO Conference has held a biennial conference to educate correctional systems, programs, and communities on effectively addressing accountability, competency development, and the gender-specific needs of women and girls impacted by the criminal justice system. We hope this conference experience is both restorative and inspiring for you.

We believe the conference theme, Celebrating Community and Building Connections, highlights the interconnectedness of our membership and the importance of collaboration and teamwork in the commitment to advancing practice with justice-involved women and girls.

Thank you to the incredible speakers and presenters for this year's conference. This gathering would not be possible without you providing your expertise and time. Please consider a membership with AJFO if you have not joined. The connections we build as a part of AJFO are part of what makes our organization so great. And while networking at the conference every two years is fantastic, we want to continue the conversation year-round! As such, we are beginning new members-only improved access to resources from our website and ongoing webinars. For more information, visit our website at AJFO.org.

With Regards,
Ashley Bauman & Tenesha Williams
AJFO Conference Co-Chairs

A Note From Our President:



Welcome to the 2021 AJFO: Association for Justice-involved Females and Organizations Conference!

The AJFO conference provides a unique space for stakeholders to learn about and discuss innovative and promising practices in programs and policies to meet the unique needs of women and girls who are involved in the criminal legal system. Our history can be traced back to the 1912 National Prison Congress, which identified a need for gender-responsive policy, practice, and programming. The first AJFO conference was hosted by the Minnesota Department of Corrections in 1985. Since then, AJFO has occurred every other year, co-hosted by the AJFO national organization and a local conference host. This year is different, as circumstances required that we plan a virtual conference, given the uncertainty in planning an in-person event.

We are so excited for the 2021 conference and give a special shout out to our conference co-hosts, **Ashley Bauman** and **Tenesha Williams**! We would not have a conference this year without your spectacular leadership and are grateful for all your work to make this happen!

Our first virtual conference has many ways for you to gain knowledge, share strategies and resources, and network with other people who are invested in advancing gender-responsive practices, programs and policies for justice-involved women and girls. We are thrilled for our keynote presentations that highlight efforts towards collaborative regional policy change; workshops that span gender, trauma and cultural responsiveness in research, policy and practice; space to self-care with yoga, and networking opportunities in discussion rooms with conference attendees. These spaces reflect the conference theme, as you join us in *Celebrating Community and Building Connections!*

We know that the past two years have been difficult in countless ways. We must do better for each other and our world, and challenge policies and practices that continue to perpetuate harm while – at the same time – making sure that we are taking time and given space to heal. We appreciate the efforts that all of you have made to be here with us as we continue to learn and grow in this space.

We look forward to learning, engaging, and networking with you all throughout this conference. We are also excited to share new activities of AJFO as an organization, which will promote continued and sustained opportunities to learn and share practices, programs, and policies to advance gender-responsive outcomes for justice-involved women and girls. We are so glad you are here!

Sincerely,

A handwritten signature in black ink, appearing to read "Bronwyn Hunter".

Bronwyn A. Hunter,
President, AJFO: Association for Justice-involved Females and Organizations



Conference Planning Committee



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Many thanks for Hosting & Moderating during
this year's virtual presentations.

Scholarships



ONE CIRCLE
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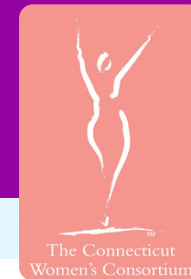
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THE
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Thank you to the sponsors for providing scholarships to give women & girls with lived experience an opportunity to participate in this year's AJFO conference free of charge.



CONFERENCE SPONSORS

*Celebrating Community
& Building Connections*

A CONFERENCE FOCUSED ON PROMISING PRACTICES WITH
JUSTICE-INVOLVED WOMEN AND GIRLS

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AJFO conference attendees get 15% off your first curricula order at onecirclefoundation.org/ajfo



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Our consulting and coaching services are specific to criminal justice or social service agencies working to make a difference in the lives of justice-involved individuals.

Products

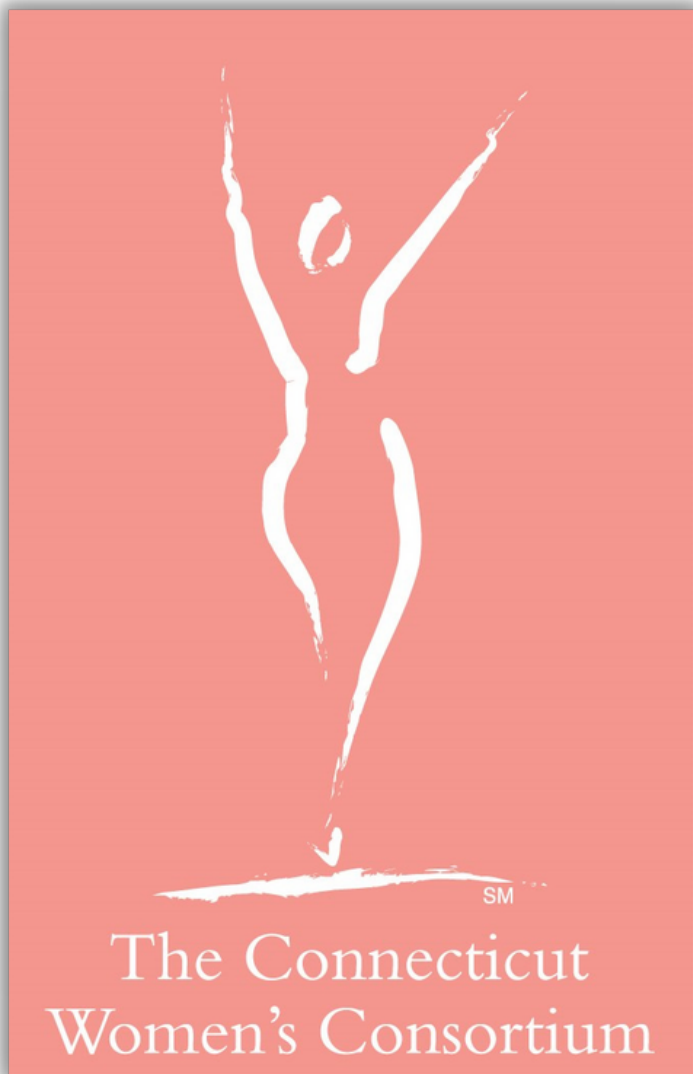


- **Pathways to Change :**
Individual Casework Interventions for Justice-Involved Women
- **Steps to Success : A Re-Entry Workbook**



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The Power of One

One Person - Extraordinary Impact

Power of One Award

Pamela Winn, Founder of RestoreHER

Pamela Winn was sent to federal prison when she was six weeks pregnant. In prison, she fell down attempting to step into a van while shackled. She was not given prenatal care and she miscarried a little over three months later, shackled to a prison bed.

Winn, who was released from prison in 2013, is now an activist for the rights of incarcerated women. She helped enact a law to prevent the shackling of pregnant people in Georgia and is leading a mission to end prison birth altogether. After encountering the system, Winn discovered the inhumanity and injustice that occurs behind bars. So she set out to right the wrongs for women, not just in Georgia but across America.

Her empowering journey has inspired the passing of bills in dozens of states, as well as an invitation to speak at the White House's first Prison Reform Summit.



Keynote Celebrations

Celebrating Community & Building Connections

Day One, October 26th

11:00 AM EST 10:00 AM CST

9:00 AM MST 8:00 AM PST

Bronwyn Hunter
Pamela Winn
Katie Roller
Ashley Bauman
Kathleen Callahan
Amanda Elliott
Ebony Howard
Tira Hubbard
Leticia Longoria-Navarro
Colby Rooney
Tenesha Williams

Celebrating the Midwest Region

Day One, October 26th

5:15 PM EST 4:15 PM CST

3:15 PM MST 2:15 PM PST

Rebecca Shlafer
Autumn Mason
Lori Timlin
Erica Gerrity

Celebrating the Eastern Region

Day Two, October 27th

11:00 AM EST 10:00 AM CST
9:00 AM MST 8:00 AM PST

**Trina Sexton
Robyn Porter
Tiheba Bain**

Celebrating the Southern Region

Day Two, October 27th

5:15 PM EST 4:15 PM CST
3:15 PM MST 2:15 PM PST

**Wendy Williams
Chernell Bizzell-Barnett
Ashley Lovell
Carol Potok
Shaelyn Smith**

Celebrating the Western Region

Day Three, October 28th

5:15 PM EST 4:15 PM CST
3:15 PM MST 2:15 PM PST

**Eric Guyer
Tiffany Atkinson
Veronica Orr**



OCTOBER 26TH SCHEDULE

10:30-10:50 a.m. Yoga

11:00-12:30 p.m. Keynote Celebrations

12:30-1:15 p.m. Networking Break

1:15-2:45 p.m. Session A

2:45-3:00 p.m. Networking Break

3:00-4:30 p.m. Session B

4:30-5:15 p.m. Networking Break

5:15-7:00 p.m. Keynote Celebrations & Member Site

**** Please Note all Times Listed in Eastern Standard Time (EST)****



OCTOBER 27TH SCHEDULE

10:30-10:50 a.m. Yoga

11:00-12:30 p.m. Keynote Celebrations

12:30-1:15 p.m. Networking Break

1:15-2:45 p.m. Session A

2:45-3:00 p.m. Networking Break

3:00-4:30 p.m. Session B

4:30-5:15 p.m. Networking Break

5:15-7:00 p.m. Keynote Celebrations & Power of One Award

**** Please Note all Times Listed in Eastern Standard Time (EST)****



OCTOBER 28TH SCHEDULE

10:30-10:50 a.m. Yoga

11:00-12:30 p.m. Session A

12:30-1:15 p.m. Networking Break

1:15-2:45 p.m. Session B

2:45-3:00 p.m. Networking Break

3:00-4:30 p.m. Session C

4:30-5:15 p.m. Networking Break

5:15-7:00 p.m. Keynote Celebrations & Closing Remarks

**** Please Note all Times Listed in Eastern Standard Time (EST)****

Conference Presentations

Day One, October 26th



October 26th

10:30 AM EST 9:30 AM CST

8:30 AM MST 7:30 AM PST

YOGA

With Alyssa Benedict



October 26th, Session A

1:15 PM EST 12:15 PM CST
11:15 AM MST 10:15 AM PST

Substance Use & Gang Involvement Among Justice-Involved Black Girls

Camille Quinn, Sherri Simmons-Horton, Donte Boyd, Micah Mitchell, Angelise Radney, Ashura Hughley, Ralph DiClemente, Dexter Voisin, Oly Beer, Bernadine Waller, Sujeeta Menon, Kristian Jones, Raven Lynch, Evelyn Coker

Salt Lake County Gender Informed Needs Assessment

Bria Higgs, Krista Gehring

Participatory Research: Equitable Partnership WITH Incarcerated Women

Joseph Kim, Mindi TenNapel, Kylie Spies, Kayla Powell

Relational Health & Adolescence: Opportunities for Empowerment

Candice Norcott

Exploring Coercive Tactics, Trauma, & Exploitation During the Grooming & Recruitment Strategies

Stacy Ellison

Substance Use and Gang Involvement among Justice-Involved Black Girls

Existing research on justice-involved girls overwhelmingly indicates the prevalence of substance misuse and mental illness correlates in justice-involved girls; however, little research exists specifically studying justice-involved African American despite this populations higher rates of court-involvement and juvenile detention. Even fewer studies directly examine the link between substance misuse and criminal behavior. While the existing research does not examine the relationships between offending behaviors and mental health issues among Black girls in detention, substance misuse has become more common. . The current study used data from the Imara parent study, a randomized controlled study designed to test the efficacy of a sexual risk reduction intervention to decrease the incidence of sexually transmitted infections, improve HIV-preventive behaviors, and enhance psychosocial outcomes for Black girls in a juvenile detention center. Results from a hierarchical regression suggest that caregivers were associated with a history of substance misuse among Black girls while they were detained. This suggests a need to develop and tailor family-focused interventions to reduce the risk of substance misuse for Black girls in detention.

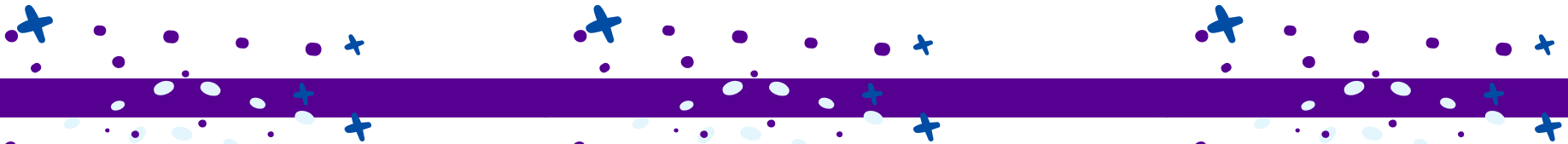
Salt Lake County Gender Informed Needs Assessment

In the past 15 years the literature base for gender responsive approaches in criminal justice has grown substantially. Many practitioners and academics have found that when instruments were optimized for gender-responsive needs they tend to be more predictive for women. Common risk factors for both genders, but especially women, include employment, substance abuse, having a history of trauma, mental illness, and homelessness. Identifying and addressing these needs during the pretrial stage of the criminal justice system could contribute to pretrial success. When a need is repeatedly shown to be a predictor of adverse outcomes, the imperative to implement ameliorative policies becomes stronger. In this presentation we will share our results from the Salt Lake County analysis. The results of this study will add further support to existing literature regarding the importance of using and consistently revalidating the Gender Informed Needs Assessment (GINA).

Presentation Abstracts

Relational Health and Adolescence: Opportunities for Empowerment

It is a widely held notion that healthy relationships are the foundation of successful human development, particularly for girls and women. Relational Cultural Theory (RCT) offers a framework to understand the role of healthy and unhealthy relationships in the lives of girls. It also highlights the need to provide them tools and opportunities to learn how to develop and foster healthy relationships. This is important for girls because adolescence is a time of tremendous discovery, struggle, and growth. This process is particularly difficult for girls as they face unique challenges along the road to healthy development. Our culture exacerbates these challenges by often offering girls a toxic environment in which to grow. Many girls and young women lose their voice in this process and become disconnected from themselves and each other. This workshop will review the presenter's qualitative research which gives voice to girls wrestling with the themes of RCT's relational health indices. The presenter will then explore how a curriculum written for girls, the trauma-informed curriculum, *Voices: A Program of Self-Discovery and Empowerment for Girls* can be an interactive tool to use the relational structure of a group to encourage self-expression and empowerment. Built on a foundation rooted in Resiliency Theory, experiential learning, and the mind-body connection to heal trauma, *Voices* addresses issues of bullying, social media, and human trafficking. The program materials (facilitator's guide and participant's workbook) can be used in a variety of settings including schools, treatment facilities, and juvenile justice settings.



Presentation Abstracts

Participatory Research: Equitable Partnership WITH Incarcerated Women

The Prison Research and Innovation Network (PRIN) is a project to study the culture and climate of selected institutions in 5 states. Iowa is conducting PRIN at the Iowa Correctional Institute for Women (ICIW). The study is utilizing a community based participatory research (CBPR) approach to conceptualize and measure the perception of prison for those incarcerated at ICIW. The first phase in the development of the prison climate survey was through focus groups of 15 incarcerated women. These women were also invited to participate in a research council, focused on CBPR. The interview identified 5 key domains through thematic analysis and an item pool was developed. The second phase was to utilize the research council as research partners to help refine and finalize the climate survey from the item pool. The first step was through a Talking Wall. The Talking Wall is an interactive, visual way to express an individual's thoughts, perceptions, and feelings. Three additional domains were identified and revisions to the item pool was completed based on the feedback from the research council. The research council piloted the survey and provided additional feedback to finalize the survey. The purpose of the survey development was to accurately measure incarcerated women's perception of prison climate in order to make policy recommendations that reflect the lived experience of incarcerated women. This presentation will include an interactive demonstration of the Talking Wall so attendees can experience it first-hand.



Exploring Coercive Tactics, Trauma, and Exploitation during the grooming and recruitment stages of commercial sexual exploitation

This workshop/training will explain and define what trauma coerced attachment means and how traffickers use coercive control tactics to exploit victims. We will share emerging research on “predatory helpfulness” and coercive tactics that have implications for our work with victims of commercial sexual exploitation.

From this lens, participants will discuss short narratives recorded by young women who have experienced complex trauma and the implications to better advocate for youth and young adults with systems involvement.

As the number of females being commercially sexually exploited (CSE) in the U.S. increases each year (Polaris, 2019), it is essential to improve the development and implementation of practices and policies and reduce the criminalization of CSE females. Previous research has focused on the coercive tactics used by pimps during the recruitment stage once the exploitation starts but has lacked in addressing the tactics used during the early grooming phase. This lack of understanding has resulted in a victim blaming culture and the incarceration of CSE victims. The purpose of this workshop is to understand the impact of predatory helpfulness tactics pimps use so that prevention models will shift their focus to the perpetrators' behaviors, moving us towards a community that embraces and supports the victims impacted by the commercial sex trade (CST). These concepts can inform interventions, policies, and practices of the criminal justice system. Furthermore, understanding predatory helpfulness will allow prevention models to shift the focus to the perpetrators' behaviors, moving us towards a community that embraces and supports the victims impacted by the CST.

October 26th, Session B

3:00 PM EST 2:00 PM CST

1:00 PM MST 12:00 PM PST

The Neuroscience of Mindfulness: Learn, Experience, Heal

Noelle Kaplan, Roczana Enriquez

Rolling Out a Gender-Responsive Caseload with No \$\$\$

Tira Hubbard

Women Re-Enter as Entrepreneurs

Giselle Jacobs

Changing the Narrative: Advancing Financial Security for System-Impacted People

Lettisha Boyd

Presentation Abstracts

The Neuroscience of Mindfulness: Learn, Experience, Heal

The Art of Yoga Project (AYP) has 15 years of experience serving justice-involved girls and gender expansive youth. A majority of the youth have experienced trauma and it is through this lens that we view our engagement with them. Our evidence-based curriculum is grounded in the Neurosequential Model of Therapeutics, a model designed by the Child Trauma Academy to guide interventions for children who have experienced trauma. AYP's trauma-informed intervention combines mindfulness practices such as yoga and meditation with creative expression to promote healing.

This 75-minute workshop style presentation will offer participants an opportunity to learn the neuroscience of trauma, specifically how trauma affects the developing brain. We will also discuss ways in which a trauma-informed approach creates effective learning and engagement in girls and gender-expansive youth. Participants will then engage with an empowering mindfulness teaching and learning activity and a group art project, creating space for connection and community-building.

Throughout the workshop, participants will experience the self-regulating and healing benefits of AYP mindfulness-based interventions. They will learn tools to use in their organizations to support effective communication and promote their own personal healing. Participants will walk away from the workshop feeling revitalized and empowered to use their understanding of trauma and the brain and mindfulness-based practices as tools to heal themselves and their communities.

The workshop will be co-presented by a senior AYP yoga instructor who was also a formerly incarcerated participant in the program, alongside AYP's Training Director.

Rolling out a Gender Responsive Caseload with no \$\$\$

10 fast paced and tangible tips for rolling out a gender responsive caseload in Community Corrections whether you have a budget for it or not. Includes Best Practices, staff selection and resources available.

Presentation Abstracts

Woman Re-Enter as Entrepreneurs

Our goal is to create an entrepreneurial program, reducing recidivism and creating economic opportunity, offering significant fiscal savings and economic impact. Help female ex-offenders start their own business and change their lives for themselves and their children.

Changing the Narrative: Advancing Financial Security for System-Impacted People

High rates of poverty often increase crime that leads to incarceration. Research shows incarcerated individuals come primarily from, and return primarily to, socially isolated and segregated neighborhoods, with high rates of child poverty. Incarceration contributes to poverty by disrupting communities' social constructs, familial structures, weakening purchasing power and increasing need for social supports, creating employment and licensure barriers, reducing future earnings, decreasing economic security through criminal debts, fines, and fees. Incarceration reduces the likelihood of owning assets such as bank accounts, homes and businesses. By the age of 48, the typical formerly incarcerated person will have earned \$179,000 less than those who have never been incarcerated.

Most incarcerated people leave prison without savings or a financial plan, since financial education programming is neither formalized in correctional programming nor part of pre-release planning. Post-release services are mostly limited to short-term solutions like transitional housing and minimum-wage employment. Homeownership or utilizing income to build personal wealth is usually not part of the reentry narrative.

With regards to generational poverty, both education and parental income are strong indicators of children's future economic mobility. According to the Journal Demography, children of incarcerated and formerly incarcerated parents are less likely to own assets than their peers. Women returning from prison are more likely to return to the roles of caregivers for children and aging parents, while men are often faced with more post-release challenges relating to finance. Yet due to the wage gap between men and women, plus the fact that women often have lower credit scores than men, due to having debt that they cannot manage, financial education for women is crucial, particularly as a means to quell generational poverty.

Conference Presentations

Day Two, October 27th



October 27th

10:30 AM EST 9:30 AM CST

8:30 AM MST 7:30 AM PST

YOGA

With Alyssa Benedict



October 27th, Session A

1:15 PM EST 12:15 PM CST
11:15 AM MST 10:15 AM PST

PRIDE: Evidence Based Circles for LGBTQ+ Youth

Jana Hiraga, Victoria Mahand,
Doreen Thompson

I Am Why

Lauren Adelman, Alondra
Aragon, Jazmine Banks, Mel
Harris, Samione Alston-Truell

Tell Your Truth! Girls Overcoming Complex Trauma in Mainstream Classrooms

Lissa Thiele

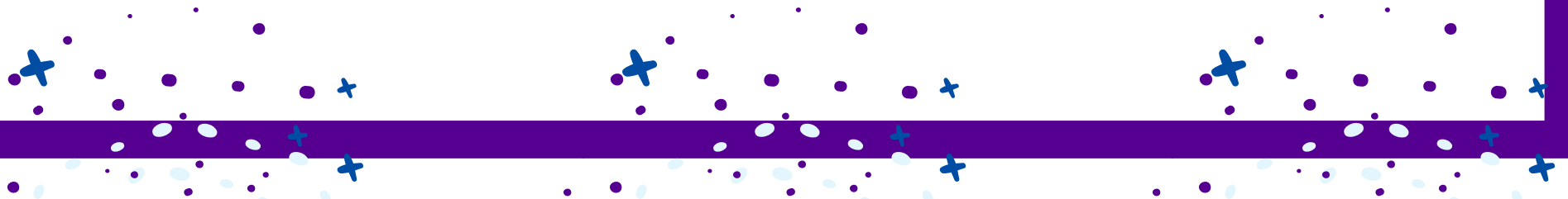
The Missing Link: Assessment & Case Planning

Erin Stark, Duncan McClish

Presentation Abstracts

PRIDE: Evidence Based Circles for LGBTQ+ Youth

One Circle Foundation was the first in the county to have earned an evidence-based, gender-responsive program model proven to reduce delinquency and recidivism in the juvenile justice system. We build on resiliency and protective factors for youth by establishing a safe group experience and providing science-based strategies to reduce stress in traumatized or chronically stressed communities. For over 20+ years, our model recognizes and fosters youths' capacities for healthy relationships, interpersonal skills, empathy, self-expression, and the development of meaningful educational, career, and relationship goals. Our model stands out as it embeds the true practices of motivational interviewing, relational-cultural theory, and proven youth development principles. The workshop will provide a lively and interactive group experience to include practicum and group dialogue to empower participants to increase resiliency in the youth/adults they serve. The focus will be on best practices for LGBTQ+ communities and resources from our newest activity guide: PRIDE. The PRIDE Circle is a 10 Session guide for LGBTQ+ youth of all gender identities, sexual orientations, and allies: transgender, cisgender, nonbinary, gender non-conforming, agender, gender fluid, gender questioning, two-spirit; gay, bisexual, lesbian, pansexual, and straight. This program may be used as a stand-alone circle program or implemented within a Gay-Straight Alliance (GSA). Implementation of our model and our curricula are adapted for in-person and online circles. The PRIDE program provides a safe and supportive environment for all youth with expansive gender identities and sexual orientations and their allies. It counters isolation, internalized self-rejection, and other adverse effects on LGBTQ+ youth due to marginalization. With respect for individual safety and self-pacing, and with no requirement for self-disclosure, the circle promotes belonging, inherent worth, and community resilience.



Presentation Abstracts

I Am Why

I Am Why brings young women and gender expansive activists with lived experience together with researchers and other partners to increase young activists' individual and collective power. By celebrating their strengths and sharing their stories and visions for justice, young people lead the way to policies, practices and programs that work.

For the AJFO conference we will present the work of I Am Why and how we have built an organization where young women and gender expansive activists with lived experience truly lead. We will discuss best practices, the social justice and art book we created during quarantine and the curriculums we have free and available on our website for anyone to use and customize. We will also use part of our time to lead participants in activities from the virtual workshop we have available. We have facilitated this workshop for justice-impacted youth and young adults as well as with groups of adults working in the field of social justice. I Am Why workshops are a core methodology of our movement. The portrait and writing workshops are designed to increase participants' individual and collective power and give voice to their visions for policy, practice and programs. We imagine an I Am Why movement that centers on our experiences as young women within systems and society – collaborating with others on a national scale, and building power with one another in our expertise.

The Missing Link: Assessment and Case Planning

Pathways to Change is a collaborative casework approach that seeks to empower women to solve their own problems, fosters a team approach to case management, and equips women to succeed both inside and outside the criminal justice system. Pathways to Change is informed by the research on gender-responsive needs and strengths to provide agency staff and women with a comprehensive set of tools designed to assist in awareness building, problem-solving, skill building, cognitive-restructuring, resource identification, strengths utilization, and personal growth. This casework system is currently in use in the Oregon Department of Corrections. This session introduces participants to the Pathways to Change model and provides some insight into the Oregon's DOC's experience implementing the model.



Presentation Abstracts

Tell Your Truth! The Crossroads of Trauma Informed Education and the Criminal Justice System for Women and Girls

Girls in the Juvenile Justice system are disproportionately victims of sexual violence. Nationally, states have different rates of girls in their juvenile populations who have experienced sexual violence. Four states, in particular have high percentages of girls in their systems who have been sexually abused, physically abused, or neglected.* In South Carolina, for example, 81% of its incarcerated girls are victims of sexual violence, and in Oregon 93% of girls incarcerated report sexual abuse. In Florida, while the percentage of girls incarcerated report lower-rates of sexual abuse at 31%, girls report high rates of family violence at 84%. In California, 81% of girls who reported sexual abuse, experienced severe and sustained abuse multiple times. In fact, 17% of girls in California reported multiple occurrences. Girl's common, age-appropriate reactions to trauma are criminalized and exacerbated by the involvement in the juvenile justice system. In addition, the mental health diagnosis for justice engaged girls is 80% while boys are at 67%

*(www.rights4girls.org)

This workshop will allow collaborators access points in understanding the gender specific needs with ACEs and its prevalence within the juvenile justice and adult justice systems. We discuss the disproportionate number of girls and women of color within the facilities nationwide. We examine a solutions-based approach to changing the system. The solutions-based approach presented here is a Social Emotional Learning Lab. The "Learning Labs" can be utilized in a multitude of ways within the juvenile and adult systems. The labs can be used within classrooms, secured facilities, and community-based organizations. Also, the labs can be used as specialized support systems for re-entry students and clients on probation or parole. Collaborators will become familiar with ACEs specific to women and girls. The workshop will explore how ACEs affect the individual learner's performance in school and in life.



October 27th, Session B

3:00 PM EST 2:00 PM CST

1:00 PM MST 12:00 PM PST

Pathways to Desistance II: Girls, Gangs, Cartels, & Juvenile Justice System Involvement

Erin Espinosa

Where Do We Start? Developing & Enhancing Gender Responsive Policies & Practices that Promote

Marilyn Van Dieten, Lorie Brisbin,
Alyssa Benedict

Does Gender Still Matter? The Evolution of Gender-and Trauma-Responsive Interventions

Stephanie Covington, Barbara
Bloom, Nena Messina, Angela
Hill

The Family Peace Initiative Program for Justice-Involved Women: A 7-year Success Story

Audra Fullerton, Steve Halley,
Dorothy Stucky Halley, Melanie
Brooks

The Resilience Recipe: Get the Ingredients to Bake Away the Burnout

Tira Hubbard

Gender-Responsive Probation: Learning from the Women's Reentry Assessment, Programming & Services

Emily Salisbury, Linsey Belisle

Presentation Abstracts

Pathway to Desistance II: Girls, Gangs, Cartels, and Juvenile Justice System Involvement

While overall arrests of youth decreased between 2007 and 2018, arrests of female youth for assault increased (Puzzanchera, 2018). Between 2012 and 2016, the female youth arrest rate for murder increased by 18%. Research shows girls comprised 38% of gang membership in California (Glesmann, Krisberg, & Marchionna, 2009) and 45% of 11-year-olds and 31% of 15-year-olds self-reporting as gang members were girls (Esbensen & Carson, 2012). With increases in both female gang involvement and arrests for serious offenses, there may be a relationship between gang involvement and delinquency for girls. However, research has mainly associated the increase with changes in domestic violence laws and law enforcement's response to chaotic home environments (Espinosa & Sorensen, 2015; Gavazzi, Yarcheck, & Chesney-Lind, 2006; Sherman, 2005). This presentation incorporates the iterative findings of two current studies funded by the National Institute of Justice into hands-on activities and interactive discussion. After participating in this session participants will (1) identify the relationship of girls to gangs especially in transnational communities and (2) identify strategies for building girls' desistance for gang involvement.

The Resilience Recipe: Get the Ingredients to Bake Away the Burnout

This a fun and interactive demonstration that includes humor, videos and practical tips. The Resilience Recipe uses the model of a cooking show to both teach attendees how to cook bacon wrapped meatloaf AND leave with a menu full of resilience tips to apply to themselves, their organizations and clients. Some of us soothe with food, others with yoga, some with therapy. This workshop gives tips on it all to build the healthiest you. In this work, you have to apply oxygen to yourself first before you can help others. Learn the recipe to bake away the burnout.



Presentation Abstracts

Where Do We Start? Developing and Enhancing Gender Responsive Policies and Practices that Promote Positive Outcomes with Women Under Community Supervision

Community supervision was designed and implemented in the United States as an essential alternative to incarceration. Unfortunately for women, it has become one of the most significant drivers of incarceration. PEW (2018), reported that approximately 60% of women released from incarceration were rearrested, and nearly a third were returned to prison. It is noteworthy that the majority of women were suspended or violated, not for the commission of new crimes but for failure to appear, noncompliance with treatment, sanctions related to substance use, and an inability to secure safe and stable housing. The outcomes for Black, Indigenous, and people of color (BIPOC) are more negative and severe. Not only are they grossly overrepresented in the justice system, but they are less likely to receive parole and significantly more likely to be returned to prison than other justice involved women.

The challenge for many agencies is determining where to start and the actions necessary to promote positive outcomes for women. The Gender Responsive Policy and Practices Assessment (GRPPA) is an assessment tool developed by the National Institute of Corrections in conjunction with a national team of experts. The GRPPA enables agencies to explore how closely their policies and practices align with the available research for women. The information gathered during this process help agencies to identify strengths, challenges, and opportunities for strategic planning.

During the presentation, participants will be introduced to a community version of the tool (GRPPA-CV) and a virtual training protocol designed and piloted by the National Institute of Corrections and the Center for Effective Public Policy. Results from the implementation of the GRPPA-CV across several agencies will be used to demonstrate how it can be used to modify policies and practices for women under correctional supervision and contribute to positive outcomes.



Presentation Abstracts

Does Gender Still Matter? The Evolution of Gender-and Trauma-Responsive Interventions

In 2003, the National Institute of Corrections published a groundbreaking report, *Gender-Responsive Strategies: Research, Practice and Guiding Principles for Women Offenders* (Bloom, Owen, & Covington). This report documented the need for a new vision that recognized the behavioral and societal differences between men and women. Historically, the term “gender responsive” became a reference to women’s services. One of the five guiding principles included the need to focus and integrate trauma services into the justice system.

The guiding principles of gender-responsive practice coupled with the core values of trauma-informed care provide the cornerstone of effective interventions. Over time, gender-and trauma-responsive policies and practices have been adopted by prisons, jails and community corrections agencies throughout the U.S. and internationally. There is a growing evidence base documenting the effectiveness of gender- and trauma-responsive interventions in both custodial and community settings. Today we have expanded our understanding of gender and its importance in providing effective interventions to include men, transgender and gender-diverse individuals.

This session will include presentations on: 1) the evolution of gender- and trauma- responsive interventions; 2) addressing the often asked question, “Can trauma work be done in a custodial setting?” as well as demonstrating some strategies to use; 3) summarizing the two decades of research documenting the effectiveness of gender- and trauma-focused interventions; and 4) the lived experience of a peer facilitator of the various programs.

Presentation Abstracts

The Family Peace Initiative Program for Justice-Involved Women - A 7-Year Success Story

The Family Peace Initiative Program was held for seven years at the Topeka Correctional Facility, Kansas' only facility that houses women. The program graduates consistently showed a 45% or more reduction in disciplinary reports, and created a culture of personal accountability and emotional awareness which increased resident and officer safety while reducing behavior challenges and the resources required to address them. The Family Peace Initiative (FPI) Program melds cognitive-behavioral and trauma-focused, evidence-based strategies. In doing so, it offers a road map for both accountability and healing.

Recognizing that cruel behaviors are often evidence of unresolved cruelty changes the way we interact with those we serve. In order to make lasting change, we ask participants to be accountable for the impact of their behaviors toward others, while also accepting responsibility for healing the impact of the cruelty that was inflicted on them long before they were able to protect themselves.

This workshop will introduce some of the essential components of this successful gender-responsive, trauma-focused intervention, with the opportunity to hear directly from a Graduate and Peer Mentor of the program who can speak to how "FPI" shifted from a noun to a verb within the facility's community of residents.

Gender-Responsive Probation: Learning from the Women's Reentry Assessment, Programming and Services (WRAPS) Program

The WRAPS program was a federally-funded, gender-responsive reentry program specifically designed for women on probation with high-frequency jail stays, and designated as high- to medium-risk on the Women's Risk Needs Assessment (WRNA). Located just outside Portland, Oregon, clients were randomly assigned to either the WRAPS intervention (treatment group) or probation as usual (control group). The supervision of clients assigned to the control group was also gender-responsive in philosophy and application, but did not include access and priority to additional gender- and trauma-responsive services, nor to Community Health Specialists working alongside WRAPS probation officers as navigators for women's success.

This presentation will discuss the major gender-responsive components of the program, as well as outcome evaluation results using qualitative thematic analysis of client and staff interviews reflecting both the treatment and control groups.

Conference Presentations

Day Three, October 28th



October 28th

10:30 AM EST 9:30 AM CST

8:30 AM MST 7:30 AM PST

YOGA

With Alyssa Benedict



October 28th, Session A

11:00 AM EST 10:00 AM CST

9:00 AM MST 8:00 AM PST

Safety Matters: Manging Relationships in Women's Facilities

Tina Waldron, Dr. Hilary Cuthrell

The TIER System- A Future Focused Model for Program Restructuring

Christina Villatoro, Tammy Rothschild

A Females Journey Throughout 5 Federal Prisons

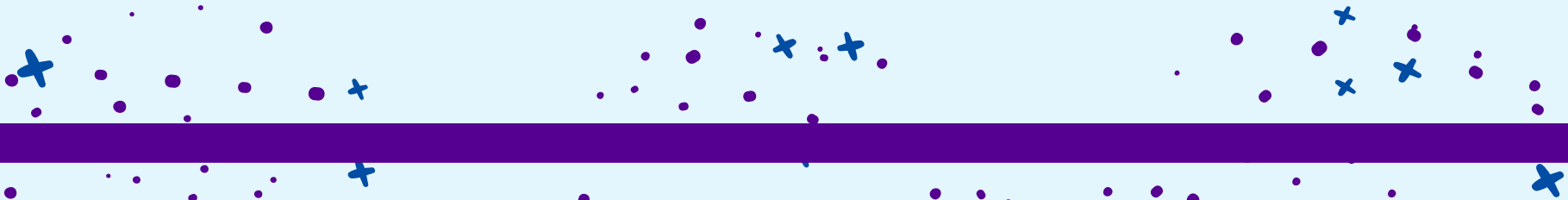
Kristy Laschober

How does it all fit? Exploring the Dynamic Integration of Trauma-informed & Evidence-based Practice

Leticia Longoria-Navarro, Alyssa Benedict, Tiffany Atkinson

The Power of Communication for Women & Peers

Anna Stokes



Presentation Abstracts

How does it all fit? Exploring the Dynamic Integration of Trauma-informed and Evidence-based Practices

Now deemed an essential approach, trauma-informed practice is transforming how we think about and do our work. But where does it fit in relation to other evidence-based models, many of which we are invested in implementing in our agencies? How does it all fit? This workshop explores the cutting-edge trauma and resiliency-informed communication model, Creating Regulation and Resilience (CR/2), and how it is being used to support the successful application of evidence-based models, as well as critically important diversity, equity and inclusion work. Participants will explore the dynamic integration of trauma-informed and evidence-based practices and explore one agency's innovative and collaborative work in this area, including perspectives from directly impacted individuals, professionals and helpers, and administrators. Presenters will engage participants in an interactive exploration and discussion regarding opportunities to integrate and innovate and transform our work!

The TIER System – A Future Focused Model for Program Restructuring

The TIER (Trauma Informed Effective Reinforcement) System is a research based, trauma informed program model and behavior motivation system that offers programs working with girls/boys, young men and women an efficient and effective alternative to compliance focused behavior management systems. This presentation will explore methods from program assessment/evaluation to training in gender responsive competencies that will enhance a program's effectiveness and strengthen a program's culture. The presentation will provide participants with an overview of effective strategies in behavior motivation that will increase self-efficacy in clients in addition to teaching them to use internal self control and develop internal motivation to encourage positive behavior change. Participants will leave this workshop with an understanding of the steps necessary to create important and lasting change in their facilities.

Presentation Abstracts

Safety Matters: Managing Relationships in Women's Facilities

Safety Matters: Managing Relationships in Women's Facilities training was designed collaboratively by the National Institute of Corrections and The Moss Group Inc. to build capacity among corrections practitioners to implement policies and practices that support safe and healthy relationships between staff and incarcerated women and among women. The training rests on the assumption that safe connection builds safe communities both within facilities and in the community. The curriculum moves beyond introductory training to supporting staff in the practical use of trained skills in combination. This allows staff to more effectively to address the complexity of the pathways of women and staff, and the resulting interactions, in correctional facilities. This workshop 90-minute will:

- Explain the curriculum's blended learning approach and describe resources available to be trained in this innovative approach.
- Engage participants in interactive components of the training to demonstrate the approach.
- Describe lessons learned by current practitioners* who have been trained in Safety Matters and implemented the training in their agencies and provide a forum for discussion among these practitioners and those who are interested in implementing Safety Matters.

*Presentation team will include a panel of current practitioners who have completed the training and implemented it in their home agency.

Presentation Abstracts

A Females Journey Throughout 5 Federal Prisons

There are so many things about being in federal prison that shocked me.

Not just the lack of programs, reentry services and medical and mental health services, but the perpetuated trauma that compounds women incarcerated.

I wasn't going to tell anyone I went to prison, but I began to talk about my journey to a select few while being supported in Judge Ann Aiken's reentry court.

Shame was slowly replaced with purpose and a curiosity at what else I could be successful at.

I was surprised by what I could achieve by my hard work in a positive direction and the abundant support I received from the reentry team.

What if this support had started while I was in prison? What if professionals and authoritative figures asked how they could help me be my best self?

What if I discovered who my best self was?

What if my trauma was addressed based on my pre-sentencing report?

What if there was a drug program that allowed me to share my truth without being punished for it?

Asking and addressing these questions will be the beginning of the change needed to empower and heal women entangled in the criminal legal system.

The Power of Communication for Women and Peers

The goal of the training would be to discuss how to create a safe environment for authentic and non judgmental communication which lends itself to vulnerability and the courage to discuss guilt and shame. It also supports the process of addressing criminogenic risks in a supportive, empowering and empathic manner.

October 28th, Session B

1:15 PM EST 12:15 PM CST

11:15 AM MST 10:15 AM PST

**Enhancing the "Response" in
Risk & Responsivity for
Justice Impacted Girls &
Young Women**

Erin Espinosa, Katie Meyer

**The Path to Women's
Leadership Through the
Journeys of Women
Trailblazers**

Francine Perretta

**Staff Trauma: Where do we
go from here?**

Lorie Brisbin, Tara Kunkel,
Kristina Bryant

**Mothers Compare Their
Experiences: Incarceration
Versus an Alternative to
Incarceration**

Carolyn Sutherby

**How to Work with Human
Trafficking Victims Using
Evidence-Based Practices &
Interventions**

Christina Cicero

**Supporting Pregnant &
Postpartum People in the
Criminal Legal System**

Amanda Corbett, Raelene Baker,
Rebecca Schlafer, Emily Sluiter,
Carolyn Sufrin

Presentation Abstracts

Enhancing the "Response" in Risk and Responsivity for Justice Impacted Girls and Young Women

This presentation uses two large recent studies to identify and discusses the pathways girls take to and through the juvenile justice system, including out-of-home placement. The first study (published in *Youth Violence and Juvenile Justice*) examined over 400,000 youth who were involved in a large state-wide juvenile justice system over a seven-year period. The results indicated that youth (especially girls) who accessed public mental health services or who were viewed as having a mental health need by their juvenile probation officer were more likely to be removed from their homes and stayed longer than boys. The second study included girls and young women who were in the care and custody of one of the largest probation departments in the United States. In this study, girls were assessed using the Juvenile Assessment and Intervention System (JAIS) to learn more about the girls in the “deep end” of the system including their risk, needs, and recommended supervision strategies for supporting them.

The findings of both studies indicate that an essential set of intervention services should be included with supervision techniques to support justice involved girls and young women. During this session participants will learn about the needs of impact girls and young women, and discuss implications for individual and systemic and policy changes. Using interactive group discussion, case examples, and didactic techniques, this session will ensure that participants can explain the different trajectories that girls take to and through the juvenile justice system, and identify unique ways to successfully support them.

Presentation Abstracts

The Path to Women's Leadership Through the Journeys of Women Trailblazers

Leaders today are required to be mission driven, innovative, and provide vision for those they lead. This session highlights the journey and lessons learned from some of the top women leaders in the corrections/community corrections industry, as these dynamic leaders have risen through the ranks of elite private and government organizations. Participants will hear various perspectives from tenured professionals who have not only served on the frontline, but served as executive leaders.

Each panelist will chronicle her career navigation, how she developed her team, cultivated her leadership style, and how she tackled challenging stagnated processes in antiquated systems.

Staff Trauma: Where do we go from here?

In October of 2019, NIC conducted a survey of the field to determine what agencies were most concerned about and what their priorities were. One of the categories that received a high ranking was “staff recruitment, development, coaching, retention and health and wellness.” In response to these findings, NIC created the project, Responding to Staff Trauma and Organizational Stress in Community Supervision Agencies. It is an important step in determining what current resources and information is available and what strategies agencies are using to address these concerns. Across the country, community corrections agencies have begun to develop initiatives on staff trauma and organizational stress.

Specifically, where are innovative and promising practices occurring and can they be replicated in other jurisdictions? This workshop will introduce the findings of an assessment of community supervision agencies and the identified challenges and opportunities in providing services to staff experiencing both short and long-term trauma.

Presentation Abstracts

Mothers Compare Their Experiences; Incarceration Versus an Alternative to Incarceration

Approximately 60% of all incarcerated women in the United States are mothers with minor children and most of them are single mothers (Glaze & Maruschak, 2009). When mothers with minor children are incarcerated, the disconnection and loss of tangible support can have a “traumatic” impact on families (Sadof, 2015, p. 1). Alternatives to incarceration (ATI) are a viable option to hold women accountable for their crimes while maintaining their significant relationships and providing them with necessary rehabilitation (Goshin, 2015). Purpose: The purpose of this study was to examine how mothers participating in an ATI program compare this experience to being incarcerated. Methods: An exploratory thematic analysis was conducted, and data were collected from eight focus groups involving mothers (n = 34) who were current participants or graduates of an alternative to incarceration program. Results: Analysis revealed four salient themes: “incarceration is not rehabilitation”, “incarceration is easy, the program is hard”, “I’m not the same person”, and “connection with children”. Discussion & Implications: Findings suggest that mothers find the ATI more rehabilitative and relational than incarceration. Future research should measure behavioral health and recidivism outcomes of ATI graduates and evaluate a mother's readiness for change while incarcerated and when participating in an alternative to incarceration intervention.

Presentation Abstracts

How to work with Human Trafficking Victims using evidence based practices and interventions

Human trafficking is a billion dollar criminal industry and built upon the troubling reality of supply and demand (Voices, 2017). Victims of human trafficking are of every gender, sex, race and ethnicity and traffickers commonly prey on people perceived as vulnerable and defenseless. Targeted populations are often prior victims of domestic violence, child abuse and neglect, sexual assault victims, runaways, and homeless youth (Home Land Security Blue Campaign, 2016).

Community Solutions Inc. (CSI), is a long-standing, quality provider of trauma-informed care for youth and adults of all ages in the child protection system. With human trafficking comes trauma that is layered: it is physical, it is emotional, and it is psychological and often causes personal and financial ruin. Survivors struggle with severe emotional and psychological problems along with fears related to seeking help. We recognize and apply a multi-faceted approach to effectively work with survivors using methods such as; Motivational Interviewing skills/ techniques (MI) and Quality Assurance Coaches (QA) to support staff in using skills when working with the fragile victims of this modern day slavery.

Presentation Abstracts

Supporting Pregnant and Postpartum People in the Criminal Legal System

The number of women who are incarcerated in the U.S. has risen more than 700% over the past three decades, and the majority of these women are of reproductive age. Sufrin's 2019 study found that 1 in 25 women in prison were pregnant. The population of pregnant individuals in the criminal legal system and their children remain largely invisible to researchers, physicians, and public health professionals, yet their reproductive health has important consequences for these individuals, their families, and society. Although prisons are constitutionally mandated to provide health care to people who are incarcerated, there is no required set of standards to guide this care. As a result, there is considerable variation in the type and quality of care received across facilities. Being incarcerated while pregnant or postpartum can be isolating and filled with uncertainty. One potential way to mitigate these conditions is to provide support for pregnant and birthing people in prison. Several states have started implementing such support services, including childbirth education, group-based support, one-on-one birth support, and lactation counseling. This inter-professional roundtable discussion will highlight enhanced pregnancy and postpartum support programs for individuals in several state prisons. The panelists will discuss data on pregnancy and birth in the carceral system, successes, and challenges in implementing programs, health outcomes for new parents and their infants, and opportunities for next steps. This roundtable will include a facilitated discussion with presenters and an opportunity for attendees to ask questions from the panelists.

October 28th, Session C

3:00 PM EST 2:00 PM CST
1:00 PM MST 12:00 PM PST

**Protecting Our Staff from
Secondary Traumatic
Stress
& Vicarious Trauma: Tools
for Trauma-Informed**

Patricia Kerig

Changing Lives in Reentry

Marty Hausam

**Treatment for Pregnant
People with Opioid Use
Disorder in U.S. Jails**

Camille Kramer, Zoe King,
Carolyn Sufrin

**Redefining the Narrative:
Cutting-edge Strategies to
End the Mass Incarceration
of Women**

Alyssa Benedict, Deanne Benos

**Combined Session:
Perspectives from Lived
Experience**

**Colby love 10 years
free!!!**

Colby Rooney

**Sex beyond 50: Exploring
Perspectives on Sexual Health &
Wellness with Older Adult Women
with Criminal-Legal System
Involvement**

Amanda Emerson, Ella Valeroy

**An Overview of the Alabama
Department of Corrections
Women's Services: Still
Striving**

Tenesha Williams

Presentation Abstracts

Protecting our Staff from Secondary Traumatic Stress and Vicarious Trauma: Tools for Trauma-Informed Supervisors and Team Leaders

Recognition of the extremely high prevalence of trauma exposure among girls and women in the justice system has prompted a system-wide movement toward the provision of trauma-informed care. Less well-recognized, however, is that implementing trauma-informed programming increases the risk that frontline staff will experience secondary traumatic stress (STS) and vicarious trauma when their work involves interaction with traumatized individuals or exposure to trauma-related information. Accordingly, recognizing and responding to staff members' workplace-related STS is a crucial professional skill for supervisors and team leaders in organizations implementing trauma-informed care. To this end, the present workshop builds on previous presentations on the Resilience for Trauma-Informed Professionals (R-TIP; Kerig, 2019) curriculum in order to focus on practical skills supervisors and team leaders can utilize to recognize, prevent, and respond to staff members' STS reactions and to foster a mutually-supportive and STS-aware social ecology in the workplace.

Changing lives in Reentry

Reentry program specializing in mentoring individuals out of incarceration and enrolling them in a 16 week paid program where they receive.

16-week paid job training program.

Employability assessment.

Barrier assessment and removal strategies.

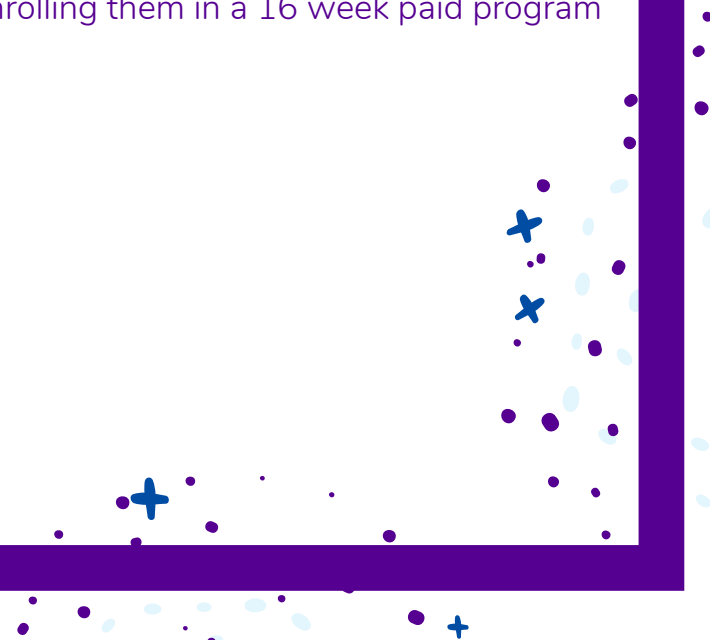
Soft skills training.

Career planning and job search assistance.

Resume and letter of explanation development.

Referral services to community resources and programs.

A less than 10% recidivism rate with graduates in the program.



Presentation Abstracts

Treatment for pregnant people with opioid use disorder in US jails— a national jail survey and perspectives of women with lived experience

Opioid use disorder (OUD) in pregnancy is a significant public health issue. Thousands of pregnant people with OUD enter US jails each year creating a crucial opportunity for jails to continue, initiate and link OUD care for pregnant people in and leaving their facilities. Opiate withdrawal poses significant risks for both the fetus and pregnant person and is associated with higher rates of relapse, recidivism, and overdose. However, despite the efficacy of evidence-based treatment of medications for OUD (MOUD) and documented improved long-term maternal and fetal health outcomes, many jails do not provide MOUD for pregnant people. This session will present original data from an overarching study on MOUD implementation in jails for pregnant people with OUD. This mixed-methods study includes a national jail survey (n=836) that documents the current landscape and access to MOUD in US jails in addition to qualitative interviews capturing the perspectives of pregnant women with OUD in jail (n=17). Survey participants reported MOUD and withdrawal practices, provision logistics of providing medications, challenges with obtaining and dispensing medications, and MOUD care best practices. Key themes from interviews with women with lived experience include stigma and judgment from jail medical and custody staff; fear while undergoing jail-forced withdrawal; feeling undue pressure to be on treatment without adequate information; misinformation about the effects of MOUD; fears of courts, parole, and child welfare system that deter willingness to disclose drug use and accept treatment; and demeaning experiences and lapses in care. Women also identified structural barriers to continuing treatment after jail release.

Presentation Abstracts

Redefining the Narrative: Cutting-edge Strategies to End the Mass Incarceration of Women

Alyssa Benedict is Executive Director of CORE Associates and specializes in the design and implementation of gender responsive, trauma-informed, and culturally attuned policies and practices at all levels of justice and behavioral health. She has served as a consultant and faculty member on various federal initiatives in the US, presented her work internationally, and is a staunch advocate for collaborative implementation of trauma-informed approaches across systems. Alyssa has also authored, co-authored and contributed to various publications, models and resources designed to improve individual, community and organizational outcomes. Some of her publications include: “Using Trauma-informed Practices to Enhance Safety and Security in Women’s Corrections Facilities” and “Creating Regulation and Resilience: Essential Communication Skills and Advanced Techniques that Promote Safety and Positive Outcomes”. She continues to be a trailblazer of evidence-based and innovative approaches with women and girls, authoring the nation’s first policy guide on discipline with justice-involved women and co-authoring the Gender Informed Practices Assessment (GIPA), a cutting-edge national tool that assesses a facility’s integration of gender responsive, evidence-based policies and practices and has inspired critical policy and practice improvements in women’s facilities around the US. She co-developed The Women’s Justice Assessment (WJA™), a dynamic gender responsive jail and local justice system assessment that supports no-entry/reentry work with women. Alyssa is a federal partner with the National Resource Center for Justice Involved Women, and co-chair of the Women and Girls Committee of the American Probation and Parole Association. She is also the co-founder of The Women’s Justice Institute, an organization that is developing and implementing dynamic community and cross-sector engagement tools to end the mass incarceration of women.

Presentation Abstracts

Sex beyond 50: Exploring Perspectives on Sexual Health and Wellness with Older Adult Women with Criminal-Legal System Involvement

Background: Older adults with a history of incarceration often experience aging-related changes approximately 10 years earlier than average. Initiatives to address the health of older adults (age 50 and older) during and after incarceration focus on cognitive and functional impairments and chronic disease management. Less attention is paid to holistic dimensions that underlie wellbeing. Despite benefits of positive sexual activity and intimate relationships and despite life circumstances that amplify need for sexual health promotion, the sexual wellbeing of older adult women with a history of criminal-legal system involvement (CLSI) is largely unexamined. Objective: To learn from older adult women with CLSI their experiences and perspectives on sexuality, sexual health, and sexual health care as they age. Method: We conducted audio-recorded, semi-structured interviews by phone, with women over age 49 with CLSI, recruited by referral, using an interview guide based on the World Health Organization's (WHO) wellness-focused definition of sexual health. Data were analyzed by framework method, using WHO definition domains. Results: Six women participated in interviews lasting 35-50 minutes. Prominent codes clustered in physical, emotional, and social domains, with stand-out categories of achieving ideal partnerships, evolving role of sexual activity, sexual health and family matters, sexual health and substance use, and perspectives gained. Conclusion: Older adult women with CLSI may have life circumstances that pose barriers to sexual wellness but also key strengths and novel perspectives. Additional research, preferably using participatory methods, is needed to explore further older adult women's sexual health care needs and develop ways to meet them.

Presentation Abstracts

Colby Love - 10 Years Free!

I am a 43 YO female with 10 years clean and sober. I spent 7 years in AZ DOC and it saved my life!! I took advantage of all of the classes and resources available in the Department of Corrections. I successfully completed 1.5 years of parole and have been out of prison since 2017. Today I have my level 1 FP clearance card and run a detox. I do orientation for parole here in Mesa, Az. I would love to share my experience, strength and hope with all!!

An Overview of the Alabama Department of Corrections Women's Services: Still Striving

Alabama Department of Corrections has been continuously striving to positively improve the lives of women within the criminal justice system. We have faced many challenges and have worked hard to change the culture. We are committed professionals who seek to demonstrate compassion and have developed policies that identify with women to better assist with addressing their risks and needs. Alabama Department of Corrections has been transparent throughout this transition and thus identified prior procedures that were not evidence-based nor gender-responsive practices. We collaborate with our community partners to provide healthy communication and a continuum of care.

This presentation will provide insight to the many changes within the Alabama Department of Corrections and identify how the ADOC continues to provide a safe culture for incarcerated women by utilizing a gender-responsive classification tool, evidence-based and gender-responsive programs, programming and activities through community partners, and activities to fill leisure time.

Conference Presenters



Carolyn Sutherby

Carolyn is an assistant professor of social work at Ferris State University where she teaches clinical graduate courses. She completed her Ph.D. in social work at Michigan State University and her research interests involve alternatives to incarceration and the intersection of behavioral health and the criminal/legal system. Additionally, Carolyn works as a clinical therapist where she specializes in treating women and highly sensitive people. She also consults with service providers on creating gender-responsive, trauma-informed and clinically sound programming. Carolyn believes the voice of people with lived experience must be elevated in direct service, research, and policy work.

Bria Higgs

Bria works on content development and serves as the lead researcher with Bauman Consulting Group. She has extensive teaching and research experience at Temple University Criminal Justice Department, where she focused on race, gender, and queer criminology in the context of re-entry. She graduated from Temple University with a master's degree in Criminal Justice. She has experience in curriculum development and virtual education via multiple learning platforms.



Noelle Kaplan

Noelle brought her lifelong meditation practice and her commitment to social justice together when she joined the Art of Yoga Project (AYP) over 8 years ago. As Training Director, she leads professional development for the organization and runs the National Affiliate Program, bringing AYP's model to organizations nationally. She also oversees program delivery of yoga and creative expression classes for adjudicated youth in San Mateo county. In her free time (of which there is little) she enjoys cooking for family and friends, gardening with her two daughters and spending as much time outside as possible. She holds a BA in Anthropology from UC Berkeley and a MEd in Learning Sciences and Technology from University of Pennsylvania.

Krista S. Gehring, Ph.D.

Krista S. Gehring, Ph.D., is an Associate Professor in the Department of Criminal Justice and Social Work at the University of Houston-Downtown. Her research interests gender-responsive policies, practices, and programs; gender-responsive risk/needs assessment and classification; criminological theory; correctional rehabilitation; and pretrial risk/needs. Her research has led to her consulting with the National Resource Center for Justice Involved Women; her advisement to the National Institute of Corrections; and her facilitation of multiple trainings of criminal justice personnel on how to implement, administer, and use the Women's Risk/Needs Assessment (WRNA) and the Gender Informed Needs Assessment (GINA). She is also an author of CrimComics, criminology comic books published by Oxford University Press.

A priority for her research endeavors is bridging the gap between the academic and practitioner worlds by producing high quality research that has implications for criminal justice policies and practices.



Vicky Basra, Ph.D.

As the President/CEO of the Policy Center, I activate a unique set of skills, experiences and academic achievement to lead a staff of 25 to elevate the Justice for Girls Movement. I oversee the programming, advocacy and research components of our organization with the mission to engage communities, organizations, and individuals through community organizing, advocacy, training, and model programming to advance the rights of girls, young women, and youth who identify as female, especially those impacted by the justice system. I am a nationally recognized expert and sought after speaker on justice reform/human trafficking issues, and co-created the Girl-Centered Practice Institute, a training curriculum that educates professionals how to best serve girls by centering girls' experiences at the core of the programs, initiatives, and services. My capstone project for my Doctorate in Social Work was based on the experiences of sexually exploited females. Through my research, I developed a wheel highlighting the coercive tactics pimps use to engage females in the commercial sex trade. This wheel is now used in anti-human trafficking training. I have served as an expert witness in federal cases where victims were charged as traffickers because of the complexity of pimped based relationships. At the Policy Center, I've built a program that fills the gaps in the juvenile justice system. By partnering with key stakeholders in law enforcement, with attorneys, judges and community, Policy Center programs have reduced girls' incarceration rates by 74%. By listening to girls, we learned that many in the system were human trafficking victims. I led collaborations to pass Safe Harbor Laws. After national research, I collaboratively created the Open Doors Outreach Network, a program that now exists in 32 counties to support trafficking victims. Future work will focus on the disparate treatment of girls of color, resulting in deeper justice system involvement.





Tara Kunkel

Tara Kunkel, MSW, Executive Director of Rulo Strategies, has been a consultant for more than nine years leading, managing, and evaluating projects at all points in the justice system including directing over 20 projects focused on courts, probation, and the implementation of evidence-based practices within the justice system in various cities, counties, and states. Ms. Kunkel has directed all stages of program evaluation including developing a research design, managing quantitative and qualitative data collection and analysis, and authoring high-quality reports that are meaningful to program leaders, their stakeholders, and funders. As an experienced practitioner, skilled researcher, and nationally recognized expert in the criminal justice system and drug policy, Tara has presented her work at more than 50 national and state conferences.

Dr. Patricia Kerig

Patricia K. Kerig, Ph.D. received her doctorate from the University of California Berkeley in 1989 and currently is a Professor of clinical psychology at the University of Utah. She is an author of over 200 scholarly works devoted to understanding the factors that predict risk, recovery, and resilience among youth and adults coping with adversity and traumatic stress. Her current research is devoted to investigating the mechanisms accounting for the link between trauma and juvenile justice involvement, particularly among girls. In addition to serving as the Editor in Chief of the Journal of Traumatic Stress, Dr. Kerig also is a co-Director of the Center for Trauma Recovery and Juvenile Justice, a National Child Traumatic Stress Network center whose mission is to disseminate trauma-informed assessment and intervention strategies to the juvenile justice system and the youth and families it serves.

Victoria Mahand



Erin Stark

Erin Stark is a consultant with Bauman Consulting Group, a criminal justice consulting firm offering engaging training workshops, expert technical assistance, supportive coaching services, and innovative products and resources. She has extensive experience working with corrections in implementing evidence-based practices. Previously, Erin has worked in the Oregon Department of Corrections in various positions in which she helped implement trauma-informed and gender-responsive practices within the agency. She graduated from Walden University with a master's degree in forensic psychology with a specialization in mental health applications and is a certified alcohol and drug counselor.



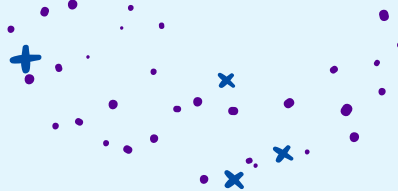
Lissa Thiele

Lissa Thiele is from San Francisco, CA and graduated from the University of California at Santa Cruz with her B.A. in History. She then went to San Francisco State University for a Master's Degree in History and became a member of Phi Alpha Theta National History Honors Society. Lissa is currently the Adult Re-Entry Teacher-Leader for the Santa Clara County Office of Education in San Jose, California. The position is in partnership with Probations' Santa Clara County Office of Re-Entry Services. Lissa is a Juvenile Justice Commissioner in Santa Clara County and has worked extensively with juveniles and adults in secured facilities. Before coming to her current position, Lissa was an ISP Teacher at Five Keys Charter School at Maple Street County Correctional Facility in Redwood City, CA. Her classroom served adult education learners and guided them through achieving their high school diploma. Lissa specializes in working with women and girls at high risk of justice engagement due to their elevated Adverse Childhood Experiences (ACEs) scores and academic concerns. Lissa's most recent accomplishments include being the founding teacher at the SCCOE's school site, Challenge Accepted. The school is a high school attainment program for probationers and parolees who had not graduate from high school. Lissa has presented her work at the National Council for the Social Studies (2019 and 2020). She also presented her research at the International Conference on Sexual Assault, Domestic Violence and Trauma and Resilience (2021) Lissa Thiele received the Award of Merit and was honored by the California Department of Education for her original curriculum in civic engagement through Sociology and the Juvenile Justice System in 2018. Through her "Respect Labs" Lissa has created social emotional learning lab and shares her work at both national and international conferences.



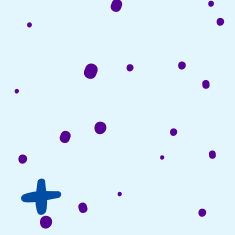
Amanda Corbett, MPH

Amanda Corbett, MPH, is a qualitative researcher and evaluator at the University of Minnesota. She has spent her career analyzing social determinants of health, health equity, and disparity reduction in vulnerable populations. Currently Amanda is directing the multi-site project Pregnancy and Postpartum Support Programs for Women in Prison. In addition, Amanda has eleven years of experience teaching childbirth and breastfeeding classes in the Twin Cities metropolitan area.



I have a B.A in Communication at Southern Oregon University in Ashland, Oregon. Previous to my role in corrections, I worked in Domestic Violence Advocacy for a local non-profit. I also worked in the field of Medically Assisted treatment. I started in Community Corrections 6 years ago. I am is a Case Management Coach within my department and a member of the Case Management Network and Gender Responsive Co-hort in Oregon. Recently, I became a statewide Women's Risk Needs Assessment (WRNA) trainer. I supervises an all female caseload which is gender responsive and trauma informed. My professional focus is to create a new communication style between clients and peers to include relational and collaborative work with a focus on empowerment and empathy.

Anna Stokes



Christina M. Villatoro

Christina M. Villatoro (nee Cicero), MS, is currently the Program Director for a transitional, independent living facility for adolescent females in the care of the Connecticut Department of Children and Families. Ms. Villatoro received her BA from the University of Saint Joseph in West Hartford, CT, and her MS at the University of New Haven. In addition to her residential work, Ms. Villatoro is a part-time adjunct professor in the Department of Psychology at the University of New Haven, where she teaches Child and Adolescent Development courses. She also is actively involved in developing and facilitating various training programs on the topics of trauma, female and adolescent development, psychology, and domestic minor human sex trafficking for the Connecticut Department of Children and Families, Court Support Services Division, and other nonprofit facilities. For over 10 years, Ms. Villatoro has been supporting youth and their families through crises and mental health challenges in both residential and community-based settings. She strongly believes in the philosophy of a strength-based and relational approach, along with gender responsiveness, as key components to success when working with clients of various demographics. Ms. Villatoro is a certified trainer in Dr. Stephanie Covington's Voices curriculum. In addition, she is a certified trainer for the TIER (Trauma Informed Effective Reinforcement) Model – a trauma-informed, behavioral motivation system that provides a strategic approach to assist women and adolescent girls and boys to develop cognitive, emotional, and behavioral awareness and which supports the development of positive, safe, and pro-social behaviors. She also provides quality assurance and technical assistance to programs to ensure model fidelity.



Stephanie Covington, PhD, LCSW

Stephanie S. Covington, PhD, LCSW, is an internationally recognized clinician, author, lecturer, and organizational consultant. She is noted for her pioneering work in the design and implementation of gender-responsive and trauma-informed services in public, private, and criminal justice settings. She is the author of numerous books, as well as ten research-based, manualized treatment curricula. Dr. Covington has provided training and consulting services to the United Nations Office on Drugs and Crime; the Ministries of Justice in England and Switzerland; the Correctional Service of Canada; and, in the U.S., the Federal Bureau of Prisons, the National Institute of Corrections, and many state and local jurisdictions. She has conducted seminars for behavioral health professionals, community organizations, criminal justice professionals, and recovery groups in the United States, Canada, the United Kingdom, Mexico, Europe, Africa, Iceland, Brazil, and New Zealand. In addition, she designed women's services at the Betty Ford Center and was featured on the Oprah Winfrey Network (OWN) TV show, *Breaking Down the Bars*. She is the Co-director of the Center for Gender & Justice in La Jolla, California.



Camille R. Quinn, PhD, AM, LCSW, LISW-S

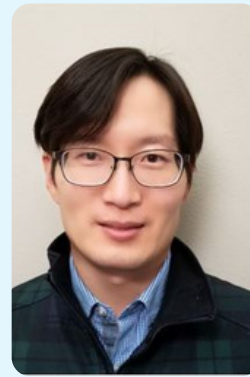
Camille is an Assistant Professor at The Ohio State University, College of Social Work. Dr. Quinn has over 15 years of social work and research experience in social and health community-based services. She is a health criminologist, and her primary research investigates individual and structural barriers associated with comorbid mental health disparities and crime desistance of Black girls and young women. Her mixed methods research is guided by race-based, criminological, and social determinants of health theories, to inform culturally tailored interventions for youth of color, to reduce recidivism and mental health burden. Dr. Quinn is a member of the Ohio Governors' Council on Juvenile Justice State Advisory Group. Currently, Dr. Quinn is a Co-Investigator on a NIMH-funded R01 Grant - 'Identifying periods of high risk and predictors of suicide for youth in public child-serving systems' - to develop an algorithm to assess suicide risk youth involved in public-serving systems. She is also in partnership with the Ohio Department of Youth Services to investigate racial differences in aggression, criminal offense, and comorbid mental health problems among youth in corrections; and examine structural barriers associated with recidivism and mental health problems during court-involved youth's process of re-entry into society.





Kylie Spies, LMSW

Kylie Spies, LMSW, is a researcher at the Iowa Department of Human Rights, Division of Criminal and Juvenile Justice Planning. At CJJP, Kylie has developed curriculum and strategic planning for youth development programs, including a Youth Participatory Action Research pilot program, and developed and implemented a comprehensive evaluation system to assess program outcomes. She has also participated in justice data and correctional research projects related to the child welfare, correctional, and justice systems.



Dr. Joseph Kim

Dr. Joseph Kim is a gerontologist, whose research focuses on the public policy of aging. As a scholar, Dr. Joseph Kim specializes in psychometrics, the field of psychological measurement. Along with his position at the Criminal & Juvenile Justice Planning at the Iowa Department of Human Rights, Dr. Joseph Kim teaches graduate statistical methods courses at Iowa State University.



Kayla Powell

Kayla Powell is the National Youth in Transition Database (NYTD) and Youth Development Coordinator at the Iowa Department of Human Rights. In this position, Kayla primarily focuses on overseeing data collection on older youth in and transitioning from foster care, advancing youth engagement and positive youth development within state agencies and contributing to juvenile and criminal justice research activities using participatory models. Outside of this role, Kayla is a national and federal child welfare consultant, providing technical assistance to states.



Dr. Mindi TenNapel

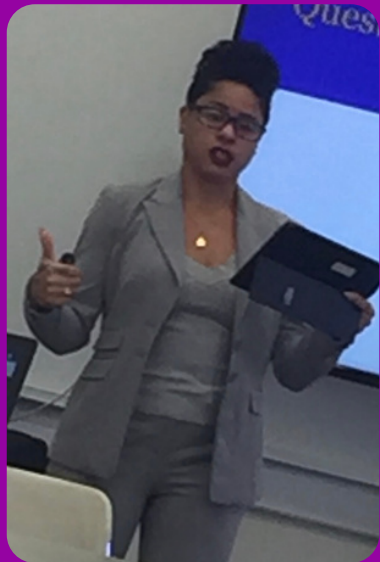
Dr. Mindi TenNapel is an Executive Officer who serves as Research Coordinator for the division of Criminal and Juvenile Justice Planning (CJJP) and the Director of the Iowa Statistical Analysis Center. Dr. TenNapel is responsible for oversight of all research projects at CJJP. She is the Principle Investigator for the Prison Research Innovation Project (PRIN) which utilizes community based participatory research to study the culture and climate at the Iowa Correctional Institute for Women.

Jana Hiraga

Jana Hiraga was a co-founder and associate director of a youth drop-in center called Oakland Youth Aspire in West Oakland. She worked in the human trafficking field as a trainer and consultant for over 12 years and was a dedicated advocate for girls and women for over a decade with the YWCA as their program director. Jana further dedicated her work with women and children as the director of special projects at the Women's Daytime Drop-in Center working with homeless families. Since 2012, Jana has been a lecturer at several colleges including San Francisco State University and California State University, East Bay. Her courses specialize in social determinants of health, problem-based learning skills, and epidemiology. Jana graduated from the University of California, Berkeley, and then received a Master's degree in Public Health with a focus on community health education. She is a Bay Area native and resides in Oakland.



Lettisha Boyd



Lettisha Boyd is a Financial Health Counselor certified by the National Association of Certified Credit Counselors, and a certified evidence-based practitioner by the Joyfields Institute. A strong advocate for criminal and social justice, Lettisha has worked in the nonprofit industry for over a decade, helping to create, design, and develop programs aimed at strengthening outcomes for currently and formerly incarcerated people. She has contributed her voice on countless public speaking platforms around the country, and has provided training on specific evidence-based practices that support stronger service delivery for system impacted people within colleges, correctional departments, and community based and private organizations nationwide. Lettisha has also trained human resource managers on the importance, and added value, of hiring system-impacted people. Lettisha founded Beyond Savvy Corporation in 2019. The organizations mission is to bridge the economic wealth divide by providing financial education and coaching to underserved people, including system-impacted people, with an asset-building focus. In just two years, Lettisha has provided financial education and coaching in 10 states from reentry agencies, women centered programs and community colleges. The organizations financial education training is currently apart of virtual programming within various correctional facilities at the North Carolina Department of Public Safety. Lettisha has a degree in Communications and Culture from CUNY School of Professional Studies, certifications in Business Management, Human Relations, and Paralegal Studies. She is also a member of the Society for Human Resource Management(SHRM) and Association for Financial Counseling and Planning Education(ACFPE).

Lorie Brisbin

Lorie Brisbin is a Correctional Program Specialist in the Community Services Division of the National Institute of Corrections (NIC). She currently manages the Executives of Probation and Parole Network and the Post-Conviction Victim Services Network along with other work in the areas of staff wellness and paroling authorities. She has been recognized as an authority in the area of sexual violence in correctional settings and has expertise in both offender and victim perspectives. In 2012, Lorie received a Distinguished Service Award from the U.S. Attorney General for her participation on the PREA (Prison Rape Elimination Act) Standards Working Group. Prior to coming to NIC in 2010, she was employed by the Idaho Department of Correction for ten years, serving as a probation/parole officer, statewide Parole Coordinator, Transitions Coordinator, PREA Program Coordinator and as an investigator in the Office of Professional Standards (internal affairs).

Steve Halley

Steve Halley, LCSW, is co-founder and co-director of the Family Peace Initiative, a trauma-focused initiative for ending violence in relationships. He has been visionary in the development of a trauma-focused approach for intervening with those who batter. He is nationally recognized for his expertise in using a trauma-focused approach to intervene with those who batter, and in training others in this approach. He publishes a monthly blog post, the Facilitator's Tool Chest. His development of the "River of Cruelty" model that describes how cruelty is passed from person to person and generation to generation has been groundbreaking in the field. He is the longest sitting member on the Kansas Governor's Domestic Violence Fatality Review Board.

Eric Guyer



Veronica Orr



Doreen Thompson





Tiheba Bain

Ms. Bain is Founder and Executive Director of Women Against Mass Incarceration, Inc, a grassroots nonprofit, organization empowering, enriching and educating justice involved women and girls. to serve as students, peer mentors and advocates for women's rights.

Tiheba is an organizer and who welcomes the opportunity to give back and be a change agent for others. Tiheba is a Formerly Incarcerated Professional assisting with sustainable reentry for women, reforming education in prison and advocating for the rights of those incarcerated and formerly incarcerated. She is a public speaker who played an integral role in passing legislation SB13 for the dignity of incarcerated women and girls in the State of Connecticut in 2018. Ms. Bain sits on Lt. Governor Women's Commission of Health and Safety and the African American sub commission of the Commission on Women, Children, Seniors, Equity & Opportunity.

Tiheba also participated on the State Collateral Consequences Task Force. In the past she sat on the mass incarceration sub-committee for Governor Ned Lamont's Transitional Policy committee. She is also an ACLUCT Smart Justice Alumni who helped introduced the anti- discrimination act. She also held press conferences with former Governor Daniel Malloy, and state Representative Robyn Porter. She supported legislation in Albany, NY for Ban the Box and return of PELL and TAP for incarcerated people.

As a public speaker she held the stage at Columbia University, Yale University, UCONN, John Jay College, the CT Public Defender National Conference and at IMRP Annual Building Bridges Conference and co-hosted the first three annual FreeHer conferences. While obtaining her dual undergraduate Bachelor's degree in Psychology and Women in Criminal Justice from the CUNY Baccalaureate Interdisciplinary and Unique studies program, she co-wrote a chapter of the book Race Education and Reintegration. Ms. Bain also is an alumni of Heyman Center for Humanities Justice-in-Education Scholar program, at Columbia University.

Recently Ms. Bain was inducted into the CT Hall of Change for her exemplary work in Connecticut where she now calls home. Ms. Bain. belief is "transformative power of higher education, supportive methods and encouragement for justice involved people is the key to successful reentry."



Chernell Bizzell-Barnett, M.Ed., LPC, NCC

Chernell Bizzell-Barnett is a native of Birmingham, Alabama. She is a loving wife and mother. In 2000, she attended Berkeley Adult School in Berkeley, California, where she received her High School Equivalency Diploma (GED). Through determination and tenacity, she graduated in 2011 from the University of Alabama at Birmingham with a Bachelor of Arts in African American Studies with a minor in Sociology. Honoring the calling to help her community, she continued her education. In 2015, she graduated with honors from the University of Montevallo in Montevallo, Alabama, with a Master of Education in Clinical Mental Health Counseling.

Chernell Bizzell-Barnett a National Certified Counselor with The National Board of Certified Counselors. In addition, she is a Licensed Professional Counselor through the Alabama Board of Examiners in Counseling. Outside of her private practice, Magic City Counseling, LLC, she serves as a Counselor at Cornerstone Revitalization Foundation with the Youth Build program. For the past seventeen years, Chernell has been dedicated to working with individuals in the areas of Substance Abuse Disorders, Prison Re-entry, Non-Custodial Mothers, Survivors of Trauma, LGBTQQ+, Youth, and Family and Relationship counseling. Chernell also provides counseling to individuals with other Mental Health Disorders. "Counseling is more than just a job, it's a calling".

Carol Potok

Carol Potok has worked in many areas of social work for 34 years; including programs for the mentally ill, mentally handicapped and the elderly. Ms. Potok attended the College of Wooster, where she earned a BA in Psychology. She has lived in Chicago, Miami, Madrid, Spain, and Dallas, TX. She is fluent in Spanish and has worked extensively in neighborhoods where most residents were primarily Spanish speaking.

In 1997, Ms. Potok came on board as Executive Director of Aid to Inmate Mothers (AIM), a nonprofit in Montgomery AL. Through her leadership over the past 21 years, AIM has established an excellent working relationship with the AL Department of Corrections and has been allowed access to the women in a variety of situations. In 2013, she was instrumental in purchasing and opening Genesis, a transitional home for women leaving prison.



Shaelyn Smith



Shaelyn holds an MFA in creative nonfiction from the University of Alabama. She first taught with APAEP in spring of 2016, before moving into an administrative role. In 2019, she was recognized with an Outstanding Staff Award for Inclusive Excellence and Diversity from the Auburn University Office of Inclusion and Diversity. Shaelyn oversees the APAEP's college degree program and teaches grammar and writing courses.

Wendy Williams, Ph.D.



Dr. Wendy Williams is the Deputy Commissioner of Women's Services for the Alabama Department of Corrections. Appointed to this position in April 2014, she provides executive and operational oversight of the management of women's prisons throughout the state. In this capacity, she was charged with leading reform initiatives at Alabama's major women's prison - Julia Tutwiler Prison for Women [Tutwiler].

Under Dr. Williams' leadership, micro and macro level changes have been accomplished and have been essential in building and sustaining gender-responsive and trauma-informed practices in the female facilities. Numerous factors have contributed to the progress that has been made in Alabama, none more important than the specific steps taken with the women, staff, and stakeholders to reform the culture. Using evidence-based principles, Tutwiler has developed into a model women's correctional system.

As a direct result of this work, Dr. Williams was honored to speak before the United States Commission on Civil Rights in February 2019, as a panelist in the briefing, "Women in Prison: Seeking Justice Behind Bars." Dr. Williams provided oral and written testimony describing the many reform initiatives that have been implemented and the impact those changes have had on the staff and justice-involved women.

Erin Espinosa



Erin M. Espinosa, PhD, is the Director of Research at Evident Change. Prior to joining Evident Change, she served as the Director of the Texas Center of the Institute for Innovation and Implementation out of the University of Maryland School of Social Work and as a consultant for the Child, Adolescent, and Family Branch's (CAFB) Children's Mental Health Initiative (CMHI) of the Substance Abuse and Mental Health Services Administration (SAMHSA). She began her career in social justice practice as a case manager at an all-girls juvenile justice facility and then served as a juvenile probation officer before moving on to the state juvenile justice agency in Texas. In her more than 20 years working in and researching child- and family-serving systems at the local, state, and national levels, Erin has published widely, presented research findings, conducted trainings, and undertaken or directed a wide range of implementation- and research-related efforts in juvenile justice and children's mental health. In 2015, her research on the pathway girls take to and through the juvenile justice system was highlighted on National Public Radio's All Things Considered. Dr. Espinosa earned her PhD in juvenile justice from Prairie View A&M.

Marilyn Van Dieten



Dr. Van Dieten is a registered clinical psychologist with more than 35 years of experience in program implementation, training, and the design of evidence-based interventions for correctional populations and staff. As a co-founder of Orbis Partners, she spent over twenty years working to develop gender-responsive interventions that have demonstrated positive outcomes in changing women's lives. She recently joined the Center for Effective Public Policy as the Director of the National Resource Center of Justice Involved Women. Dr. Van Dieten is the author of several gender-responsive programs and publications, including *Moving On, Living Safely and Without Violence*, and the *Creating Calm Workbook for Women*. Through a cooperative agreement initiated in 2006 by the National Institute of Corrections, Dr. Van Dieten, was selected to work with a national team of experts to design, implement and evaluate the Collaborative Case Work with Women Model (CCW-W, formerly known as the Women Offender Case Management Model- WOCMM). She also worked with a team of scholars to develop the Gender-Informed Practices Assessment (GIPA). A number of state agencies have used the GIPA to implement policies and practices that align with the available research on justice involved women. Dr. Van Dieten has provided training, coaching, and consulting in both institutional and community settings to guide the facilitation of trauma-informed and gender-responsive correctional practices throughout her career. She continues to be an advocate for justice involved women and their families.

Jazmine Banks



Alondra Aragon



Mel Harris



Lauren Adelman



Lauren Adelman is an artist and educator based in Beacon, NY. She received a BFA from The School of The Museum of Fine Arts and a MA in Arts Education from NYU. She co-founded Artistic Noise in Boston in 2001 and New York in 2008. Lauren stepped down as Executive Director of Artistic Noise in November 2017 and joined the Board in September 2018. Currently Lauren is a consultant for national projects within the field of social justice and the arts, with a focus on issues related to the juvenile and criminal justice systems, most specifically the I Am Why project (iamwhy.org). She has presented and published on social justice based art education, as well as on the intersection of art and mass incarceration. Lauren worked as an educator at the Museum of Modern Art from 2006-2013. At MoMA she taught studio workshops in their In The Making program and worked as museum educator in School Programs as well as in the Community and Access Department running partnerships with adults and youth involved in the criminal justice system. Lauren is a licensed NYS Department of Education Teacher and has taught art in many varied settings such as public schools, juvenile detention centers, and non-profit arts organizations both locally and internationally. Lauren has shown her own artwork nationally and has been awarded residencies at The Wassaic Project, Wassaic, NY; Anchor Graphics, Chicago, IL and The Artist's Proof Studio in Johannesburg, South Africa. Lauren's own artistic practice explores environmental and social issues through printmaking, drawing, animation and other media.

Kristy Laschober



Kristy Laschober had a thriving business as a wardrobe stylist in Southern California. Born with a medical condition, she became addicted to opioids as a child. After nearly 10 years of sobriety and ending a marriage to a police officer, Kristy relapsed. This change in trajectory led Kristy to trying methamphetamine and eventually selling to a Connecticut priest who the media dubbed “Monsignor Meth”. As a first time offender, she was sentenced to 60 months in federal prison. Kristy did her time in five different facilities including her last two years at the maximum security FMC Carswell in Texas. This unique and devastating experience has given Kristy deep gratitude and a thirst for life that comes only from having your freedom taken away. Kristy shares her vulnerable story with grace and dignity, while encouraging other women to do the same. Released in 2017, graduating with honors from Southern Oregon University with a degree in Innovation and Leadership, was her first accomplishment. Most recently Kristy led the fight to remove the criminal history box on all college applications in Oregon, which became law in June, 2021. Kristy continues to be a fierce advocate for prison reform, reentry, and supporting formerly incarcerated individuals to attend higher education. Kristy is a criminal legal advocate, speaker, a Community Resource Director for a non-profit and co-host of an national podcast called Survivors of Addiction.

Marty Hausam



Marty Hausam is a Reentry Programs Manager for Goodwill Industries of Arkansas who helps individuals that have been incarcerated overcome barriers to successful employment through training and education. Before becoming a Reentry Programs Manager Marty worked 9 years as a Ministry Leader and Recovery Life Coach. After a successful career helping individuals and leaders, Marty now coaches Reentry Coordinators on how to run a successful program that has a less than 10% recidivism rate. Marty enjoys Jeeping and gardening with her husband of 31 years and spending time with her 3 adult children.

Francine Perretta



Francine Perretta is the Executive Director of AWEC and is submitting this proposal on behalf of them.



Alyssa Benedict

Alyssa Benedict is Executive Director of CORE Associates and specializes in the design and implementation of gender responsive, trauma-informed, and culturally attuned policies and practices at all levels of justice and behavioral health. She has served as a consultant and faculty member on various federal initiatives in the US, presented her work internationally, and is a staunch advocate for collaborative implementation of trauma-informed approaches across systems. Alyssa has also authored, co-authored and contributed to various publications, models and resources designed to improve individual, community and organizational outcomes. Some of her publications include: “Using Trauma-informed Practices to Enhance Safety and Security in Women’s Corrections Facilities” and “Creating Regulation and Resilience: Essential Communication Skills and Advanced Techniques that Promote Safety and Positive Outcomes”. She continues to be a trailblazer of evidence-based and innovative approaches with women and girls, authoring the nation’s first policy guide on discipline with justice-involved women and co-authoring the Gender Informed Practices Assessment (GIPA), a cutting-edge national tool that assesses a facility’s integration of gender responsive, evidence-based policies and practices and has inspired critical policy and practice improvements in women’s facilities around the US. She co-developed The Women’s Justice Assessment (WJA™), a dynamic gender responsive jail and local justice system assessment that supports no-entry/reentry work with women. Alyssa is a federal partner with the National Resource Center for Justice Involved Women, and co-chair of the Women and Girls Committee of the American Probation and Parole Association. She is also the co-founder of The Women’s Justice Institute, an organization that is developing and implementing dynamic community and cross-sector engagement tools to end the mass incarceration of women.

Emily Salisbury, Ph.D.

Dr. Emily Salisbury is an Associate Professor and the Director of the Utah Criminal Justice Center at the University of Utah College of Social Work. She is trained as an applied criminologist and focuses her research on the science of correctional treatment interventions, particularly among system-involved women. The Utah Criminal Justice Center is an interdisciplinary research center that provides organizations with research, training, and technical assistance grounded in scientific evidence to prevent and reduce crime and victimization among all communities, with an understanding that approaches must be tailored to the contextual needs of organizations and the diverse populations they serve. Dr. Salisbury is a co-creator and Research Director of the Women’s Risk Needs Assessment (WRNA) instruments that were developed through a cooperative agreement with the National Institute of Corrections. The WRNA correctional assessments are specifically designed to focus on the risk and needs of system-involved women, and have been implemented in multiple international and domestic jurisdictions. She frequently provides applied technical assistance to the U.S. Department of Justice, the U.S. Bureau of Prisons, various federal and state departments of corrections and international NGOs.





Candice Norcott, Ph.D.

Candice Norcott, Ph.D. is a Licensed Clinical Psychologist at the University of Chicago in the Department of Psychiatry and Behavioral Neuroscience where she is an Assistant Professor, national consultant, and public speaker. A graduate of Brown University and the University of Connecticut, Dr. Norcott completed her pre and post-doctoral work at Yale University's Department of Psychiatry where her research focused on gender and trauma. Dr. Norcott is the co-Director of the OBGYN Mental Health Program at the University of Chicago. In this role, her work encompasses providing trauma-informed, mental health services to patients referred by the Department of Obstetrics and Gynecology. She is also the Director of GME Well-Being for the University of Chicago where she brings her trauma-informed approach to resident physician well-being. Dr. Norcott speaks internationally on issues related to trauma, gender and race. She was recently featured on the Lifetime docu-series "Surviving R. Kelly" and was a guest on Jada Pinkett Smith's Red Table Talk as an expert discussing the impact of sexual abuse on girls and young women, and the intersection of race. Throughout her career, Dr. Norcott has been committed to trauma-informed and gender-responsive services for girls and women, minority advancement in psychology, and cultural responsiveness in the health field.

Tira Hubbard

Program Manager in Southern Oregon, supervising Parole and Probation Officers, Case Management Coaches, Wellness program Family Sentencing Alternatives Pilot Project and Gender Responsive Unit. WRNA, Trauma, Resilience and Case Management trainer. Oregon American Parole and Probation Association Representative and AJFO Board Member.



Dorothy Stucky Halley, LMSW

Dorothy Stucky Halley, LMSW, is co-founder and co-director of the Family Peace Initiative, a trauma-focused initiative for ending violence in relationships. The Family Peace Initiative has developed unique programs to serve justice-involved women, as well as justice-involved youth and those who have perpetrated domestic violence. Dorothy focused her career on addressing domestic violence since 1986, when she became the director of a domestic violence shelter. She has worked with those who batter since 1991 and has served as an expert witness in domestic violence cases since 1989. Her development of a motivation typology for those who batter has opened the door to a new understanding for judges, prosecutors, law enforcement, advocates, batterer intervention providers, and others in the domestic violence field. Dorothy served as Director of the Victim Services Division of the Kansas Office of the Attorney General for 13 years. She led the state efforts to develop standards and certify battering intervention programs and served as President of the state domestic violence coalition (KCSDV).

Audra Fullerton



Audra Fullerton served as the Director of FPI's Program for Justice-Involved Women from 2016 - 2021, and now serves as FPI's Director of Training. Audra has 15 years of non-profit management experience in areas of performing arts management and domestic violence public education and outreach. She is a passionate advocate for women's rights, justice for incarcerated peoples, and Waldorf education.

Melanie Brooks

Melanie Brooks is an advocate for the health and dignity of women surviving incarceration and is a single mother of 5 children in a small town in rural Kansas. She was featured in the "Faces of Change" photography exhibition by photographer Nick Vedros, and shown at several galleries in Missouri and Kansas, including the Kemper Museum of Contemporary Art in Kansas City, MO. Melanie became a skilled advocate while serving a six-year sentence in state prison.

Tina Waldron

Tina Waldron is a project director with The Moss Group, Inc., where she provides leadership and expertise in areas such as evidence-based correctional practice, gender-responsive practice, leadership development, culture change and transition, reentry, mental health, agency and facility assessments (sexual safety, gender responsive practice and culture), and strategic planning. Ms. Waldron's primary responsibilities within The Moss Group include management of assessment, and leadership and strategic planning initiatives. Her work includes, but is not limited to, leading more than 100 assessments of culture, sexual safety and gender-responsive practice in adult and juvenile systems, providing training and consultation in the areas of sexual safety and gender-responsive practice, and primary management of various strategies (leadership, culture, strategic planning, and training) within complex multi-year projects. Prior to her current position, she served as the reentry and women's services manager for the Missouri Department of Corrections (MDOC). In this role, she worked closely with representatives from MDOC, partnering state agencies, and community partners to research, plan, and evaluate the Missouri Reentry Process (MRP). MRP strategies were designed to advance the ability of the system to assist inmates leaving prison in preparing to reenter and successfully re-integrate into the community, with the ultimate goal of enhancing public safety throughout the state. She has also served as a program consultant with the Kansas Department of Corrections (KDOC), where she acted in a leadership role in implementing the state's Justice Reinvestment Legislation. Ms. Waldron has published articles on state-specific risk reduction and reentry, and she has taught as an Adjunct Professor of Psychology at Washburn University in Topeka, Kansas. She received her Bachelor's Degree in Psychology and Master's Degree in Clinical Psychology from Washburn University.



Camille Kramer

Camille Kramer is a public health professional and the Senior Research Program Coordinator for the Advocacy and Research on Reproductive Wellness of Incarcerated People (ARRWIP) research team at Johns Hopkins University School of Medicine. Her role is to coordinate and assist with all aspects of study design, implementation, data analysis and dissemination for the grant-funded projects. Prior to joining ARRWIP, Camille worked at a child advocacy center in Atlanta, Georgia where she worked on a Substance Abuse and Mental Health Services Administration (SAMHSA) funded project focused on building and sustaining a trauma-informed multidisciplinary response regarding the commercial sexual exploitation of children. She has a master of science in public health and her research interests involve health disparities, sexual and reproductive health care and education, vulnerable populations, and implementation science and evaluation research.



Giselle Jacobs

Giselle Jacobs Bio Entrepreneur/Activist Giselle Jacobs is a life-long resident of Hartford, CT, a devoted mother of four and grandmother of four beautiful granddaughters and one handsome grandson. Ms. Jacobs is a great example of someone who works hard to overcome life's challenges and to serve her family, society and Nation. Her interest in the advancement of her society through the generous contribution of her time, talents and resources has earned her the admiration of many residents in the city. After receiving an honorable discharge from the military, Ms. Jacobs worked for several years as an Administrative Assistant and Target Balance Analyst in the banking industry. Mrs. Jacobs then decided to follow her heart's desire to serve her community and make a difference in the lives of others. In 2010, she founded the Children of Color Organization, Inc., a 501c3 organization. In this capacity Giselle provides outreach and education initiatives for Children of Incarcerated Parents. Additionally her responsibilities include facilitation of community support groups, in-home visits, transporting of clients to visits at correctional facilities, meetings and appointments. She also plans and implements events that create public awareness and opportunities for supporters to engage with families impacted by incarceration. In 2011, Ms. Jacobs graduated from the North Star Center for Human Development – Environmental Training Program with numerous environmental certifications and took further initiative to become a Licensed Lead Inspector with the State of Connecticut. As a result of her entrepreneurial spirit and wanting to be in control of her own destiny, she started a new business, Sister Soldier Environmental Services, LLC. In an effort to offer employment opportunities to members of her community, she expanded her scope of work in 2014 to include construction, commercial and residential cleaning and has since hired several members of her community

Katie Meyer

Katie Meyer became the program manager for a proprietary assessment system at Evident Change (formerly the National Council on Crime and Delinquency) in 2021 after joining Evident Change as a program associate with in 2012. Throughout her time at Evident Change, Katie has influenced systems change in both adult and youth justice settings. She stays current with national best practices as a member of the Association for Talent Development's Madison-area chapter and the American Probation and Parole Association (APPA). She is a member of the editorial board for Perspectives, APPA's research publication.



Trina Sexton

Warden Sexton has a Masters Degree in Criminal Justice with a concentration in Corrections and Offender Rehabilitation from the University of Cincinnati. She began her career in 2008 as a Correction Officer and has held numerous positions throughout her career in the Connecticut DOC. She has extensive experience and training in gender responsive assessment, programs, and interventions. Under her leadership and focus on process improvement, policies were implemented that advanced re-entry efforts and enhanced public safety. She has completed numerous leadership trainings to include the Council of Juvenile Administrators Facility Superintendent Training, Aspiring Leaders Executive Development Program, and National Institute of Corrections (NIC) Leadership for Women: Partnering for Performance.

At York Correctional Institution, she served as Unit Manager for the Reintegration Unit and oversaw programs. Her efforts in parenting initiatives resulted in the implementation of parenting education seminars, support groups for expecting mothers, and interactive mother-child visiting programs. She also served as Unit Manager for the WORTH Unit helping to construct the framework for a gender and age responsive program model in the nation's first specialized unit for 18-25 year old incarcerated women.

As Deputy Warden of Programs and Treatment at Willard-Cybulski Correctional Institution, she oversaw three specialized reintegration units and incorporated principles of effective intervention to expand programs and services to support successful community re-entry, provide employment opportunities, and strengthen the bonds between incarcerated parents and their children. Her efforts helped WCCI to be selected as one of five pilot sites nationwide to implement model practices in Family Connections developed by the NIC and Urban Institute.

In her previous role as the Director of Re-Entry Services, she was responsible for enhancing and expanding re-entry efforts through vital collaborations with the Reentry Collaborative, state and non-profit agencies, the community, and those returning to the community. She played a vital role in the creation of a housing assistance program developed and implemented in the midst of a global pandemic. Her efforts, in conjunction with progressive reintegration services, sought to enhance public safety while improving post-release outcomes for returning citizens, their families, and their communities.



Amanda Emerson, Ph.D., RN

Amanda Emerson, PhD, RN, is an Assistant Professor of Nursing at the University of Missouri-Kansas City. Dr. Emerson's research seeks to build better understanding of challenges and opportunities for forming more just and equitable communities of care, especially in populations that experience health disparities on account of criminal-legal system involvement. She has collaborated on research with the Sexual Health Empowerment (SHE) team at the University of Kansas Medical Center that centered on improving cervical health literacy and increasing screenings by women after a jail incarceration. Dr. Emerson is currently planning, with members of the SHE team, an implementation study to bring jails and local health departments into collaboration to offer HPV vaccinations in county jails. The work covered in this AFJO presentation is from an exploratory study Dr. Emerson is conducting with funding from the Aging Research

in Criminal Justice and Health (ARCH) Network. The research seeks to lay a conceptual groundwork for future participatory-action research to support older adult women in attaining and/or maintaining sexual wellness. Ella Valleroy, originally from Cape Girardeau, Missouri, is a recent graduate of the University of Missouri-Kansas City, where she earned degrees in Biology and Chemistry and a minor in Public Health. As an undergraduate, Ms. Valleroy helped obtain funding for and conduct research on sexually transmitted infections in Missouri. In the current project, Ms. Valleroy has been able to focus on long-standing interests in women's health and sexual wellbeing and also build skills in qualitative analysis. Ms. Valleroy will continue her education in Fall 2021, when she will be pursuing her passion for public health and research as a student in the Masters of Public Health degree program at the University of Kansas. Next step: medical school.

Colby Rooney

I am a 43 YO female with 10 years clean and sober. I spend 7 years in AZ DOC and it saves my life!! I took advantage of all of the classes abs resources available in the department of corrections. I successfully completed 1.5 years of parole and have been out of prison since 2017. Today I have my level 1 FP clearance card and run a detox. I do orientation for parole here in Mesa, Az. I would love to share my experience, strength and hope with all!!



Barbara E. Bloom

Barbara E. Bloom, Ph.D. is Professor Emerita of Criminology and Criminal Justice Studies at Sonoma State University. She is the Co-Director of the Center for Gender and Justice which seeks to expand gender-responsive policies and practices for people who are under criminal justice supervision. Dr. Bloom has directed a range of research projects focused on gender-and trauma-responsive interventions and services for justice-involved individuals. For over 30 years, she has provided professional services to federal, state, local and international criminal justice agencies.

Dr. Bloom's publications include: *Why Punish the Children? A Reappraisal of the Children of Incarcerated Mothers in America*; *Gendered Justice: Addressing Female Offenders*; *Gender-Responsive Strategies: Research, Practice, and Guiding Principles for Women Offenders*; and, *Meeting the Needs of Women in California's County Justice Systems: A Toolkit for Policymakers and Practitioners*. She has also authored and co-authored numerous peer-reviewed journal articles, book chapters, and technical reports.

Angela Hill

Angela Hill, is the Founder and CEO of Future Link Collaborative, a company that provides Transformation, Success, and Life-Coaching Services and produces digital personal development self-help courses. Concurrently, Angela is a Residential Counselor at an Intensive Outpatient behavioral health treatment facility in California. Angela is also a facilitator/Peer Mentor for Dr. Stephanie Covington's Beyond Violence program.

Angela received a Bachelor of Arts, in Human Services from California Baptist University. She is a passionate social-justice advocate, champion for women's issues, and member of the Anti-Recidivism Coalition. In 2010, Angela authored the personal development curriculum Future Hope. Future Hope is a program designed to help women overcome life's challenges and setbacks, by identifying self-limiting beliefs and creating inner healing.

Nena Messina

Nena Messina, Ph.D. is a Criminologist and Director of the Criminal Justice Research Group at UCLA Integrated Substance Abuse Programs. She is an expert in research and evaluation on gender-responsive and trauma-informed curricula and responsible for implementation and dissemination of empirical knowledge based on her research findings. Dr. Messina is currently the Principal Investigator for the California Corrections Health Care Services at the California Department of Corrections and Rehabilitation statewide training for the Integrated Substance Use Disorder Program roll out. Dr. Messina is also conducting randomized controlled trials in 2 women's prisons and 3 men's prisons assessing the efficacy of trauma-informed programs.

Leticia Longoria-Navarro

Leticia Longoria-Navarro is the Executive Director at The Pathfinder Network where she leads and supports the management, direction and strategic vision of the organization and all community and institutional programs serving justice-impacted individuals. She is a skilled and passionate leader, practitioner, developer, trainer and evaluator working in and around the criminal justice system. Her diverse and distinctive experiences include working inside correctional institutions, in community corrections, with nonprofit organizations and in the educational system. She is known for her enthusiastic and engaging leadership style and has a vision for lifelong learning and guiding individuals and organizations through change. Alyssa Benedict, MPH has over 20 years of experience working to improve policies and practices with justice involved women, and specializes in the design and implementation of gender responsive, trauma-informed, and culturally responsive policies and practices. She is the founder and Executive director of CORE Associates and co-founder of the Women's Justice Institute. Alyssa is an expert in policies and practices with justice-involved women and girls, and has extensive implementation experience, including multi-site statewide initiatives and specialized approaches in juvenile and adult facilities and community corrections. Tiffany Atkinson is a Peer Support Specialist and helps to lead the Resilience & Recovery Project Peer Support Program for the Pathfinder Network. She is a leader in the agencies Creating Regulation and Resilience Implementation effort and brings incredible lived and professional experience to the work.



Tenesha A. Williams

Tenesha A. Williams is the Classification and Programs Supervisor with the Alabama Department of Corrections Women's Services supervising multiple departments within the agency to ensure compliance with gender-responsive approaches. She assisted in the implementation of the Women's Risks and Needs Assessment (WRNA), effective correctional case management, and evidence-based programming. She serves on the Women's Services Strategic Planning Committee, the Women's Services Classification Manual Committee, coordinates site visits to include the 2020 Urban Institute and partners site visit (Incarcerated Women's Project) which explored trauma-informed care approaches by various state department of corrections and is a member of the American Correctional Association. Tenesha received a Bachelor of Arts in Psychology from the University of South Alabama and a Master of Science in Counseling from Faulkner University. She is a dedicated trainer for Women's Services in Safety Matters, Gender-Responsive and PREA practices, WRNA, Correctional Case Management, and Correctional Behavior Mental Health. She has been with the Alabama Department of Corrections for 13 years and strives to positively influence the lives of women offenders and build supportive networks within the community. Tenesha is committed to collaborating with incarcerated women on their innovative journey and believes in effective communication and consistency for successful reentry. In her spare time, she enjoys spending time with her family and coaching volleyball for teenage girls for a non-profit organization.





State Representative Robyn Porter

State Representative Robyn Porter is a native New Yorker who was raised in a three-generational home where her mother was the breadwinner, and her grandmother was the General of the household. Much of Porter's morals, values, and principles derived from her strong matriarchal upbringing. Over time, Porter's community and matriarchy-filled foundation, along with a phenomenal team, helped lead the way and deliver her a phenomenal win on April 28, 2014, when she was first elected to the Connecticut House of Representatives following a special election to represent New Haven and Hamden.

Since winning the 94th Assembly District seat, Porter has championed legislation that has provided fair wages and workspaces for Connecticut's workers, reformed the State's criminal justice system, and increased protections for domestic violence victims. Porter is a member of both the Appropriations and Judiciary committees. She has authored and sponsored legislation that guarantees the right to counsel to provide legal representation for tenants facing eviction and equity in the legislation crafted to legalize adult-use cannabis, as well as legislation that ended prison gerrymandering, and restored voting rights for individuals in community facilities or on parole.

At the beginning of her second full term in January 2017, Porter was duly named House Chairwoman of the Labor and Public Employees Committee. Under her leadership, Representative Porter has been and continues to be, an authentic voice for her community and CT at large by being a staunch advocate for economic, social, and criminal justice reform. Though her success is in large part due to her unwavering commitment and passion, it would have never been birthed had she not seen it first delivered from the Queens in her life.

Thank you to all of our outstanding presenters
for sharing your knowledge and experience
with the entire AJFO community!

Ashley Lovell

Ashley Lovell is a Lamaze-Certified Childbirth Educator, a DONA-certified birth doula, and a peer breastfeeding counselor. She received her B.S. and M.S. from Clemson University and Auburn University in wildlife sciences, but eventually left her 17-year career in natural resources to focus on professional birth work and maternal advocacy. As a doula for 8 years, she has supported birthing people in 10 different hospitals and home settings in Alabama and Georgia. She lives in Auburn, Alabama, with her husband and two daughters.



Speakers Not Pictured

Rocsana Enriquez

Autumn Mason

Ashura Hughley

Rebecca Schlafer

Erica Gerrity

Lori Timlin

Bernadine Waller

Tiffany Atkinson

Susana Avalos

Raelene Baker

Oly Beer

Linsey Belisle

Deanne Benos

Donte Boyd

Kristina Bryant

Evelyn Coker

Dr. Hilary Cuthrell

Ralph DiClemente

Kristian Jones

Zoe King

Raven Lynch

Duncan McClish

Sujeeta Menon

Micah Mitchell

Angelise Radney

Tammy Rothschild

Sherri Simmons-Horton

Emily Sluiter

Carolyn Sufrin

Ella Valleroy

Dexter Voisin

Thank You



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