

Boston



46th Annual Training Institute | August 23-25, 2021

**MONDAY
8/23**

**Live-Streamed Opening
1:00PM – 3:00PM**

**TUESDAY
8/24**

**Live-Streamed Workshop
11:00AM – 12:00PM**

**Live-Streamed Workshop
1:30PM – 3:00PM**

**Live-Streamed Plenary
4:30PM – 6:00PM**

**WEDNESDAY
8/25**

**Live-Streamed Workshop
11:00PM – 12:00PM**

**Live-Streamed Workshop
1:30PM – 3:00PM**

**Live-Streamed Closing
3:30PM – 5:00PM**

NOTES:

- All times listed are in EST.
- Sessions are approved for APPA Contact Hours, CEUs, STCs, COBs, and WREs.
- See below for descriptions of **live-streamed** and **on-demand** sessions.
- Committee Meetings having a virtual option will be dependent on each respective Chair.

LIVE PRE-EVENT WEBINARS

A Transformative Approach to the Management of Stress, Conflict and Anger in You and Your Clients!
July 29 | 2PM EST

The Evolving Nature of Our Work: Where Does Community Corrections Go Next
August 4 | 2PM EST

Practitioner Perspectives of the Challenges and Benefits of Criminal Justice Reform
August 10 | 2PM EST

LIVE-STREAMED SESSIONS (Subject to Change)

Opening Plenary

Clearing a Path for Transformational Leadership

August 23rd | 1:00PM – 3:00PM

Aaron Montgomery will be addressing a room full of leaders because that is how he sees everyone. As leaders, the audience will be encouraged by his presentation about the need to change and the importance of strategic problem solving. Aaron will also explore the keys to creating cultures of continuous innovation as the way to move forward! This will be a robust, thoughtful, and inspiring 30-minute keynote (including Q/A) for both our in-person and virtual audiences.

Increasing Social Support in Justice-Involved Populations

August 24th | 11:00AM – 12:00PM

Positive social support exists in several forms: instrumental (tangible), expressive (emotional), perceived (valued), and received (actual). Instrumental support provides resources such as financial assistance and help with transportation, whereas expressive support offers individuals a 'sounding board' for discussion and advice on how to navigate life's challenges. Perceived support is intrinsic and received support focuses on pooled resources. A sample of justice-involved individuals were surveyed on the types of social support they received prior to crime involvement. Respondents were asked to think back to 30 days prior to the offense for which they were involved with the criminal justice system and identify social support levels at that time. The goal was to capture social support pre-offense as a baseline and how to increase it moving forward. Practical implications include working with community corrections officials develop a list of programs and services which may increase types of social support for justice-involved individuals.

Racial Justice Townhall Meeting - Part III

August 24th | 1:30AM – 3:00PM

In August 2020, APPA held its first Racial Justice Townhall meeting. Probation and parole leaders talked about the impact of the recent events and spoke candidly about how racism has been an issue in the U.S. for 400 years. They also talked about how they were managing the issue in their respective communities. In March 2021, the second townhall meeting took place and the conversation continued. Both important conversations were welcomed and embraced by the masses. Thanks to continued interest in this topic, the third townhall meeting will take place in Boston. The outstanding panelists will ask and answer questions like: Why now? Why does diversity, equity, and inclusion matter? They will delve into a number of pain points related to the impact of this topic on community corrections professionals and the individuals they serve. A great deal of focus will be on generating ideas and solutions to minimize the negative impact of racism in our field. Our brave, knowledgeable, panelists are Carmen Gomez, PhD, Marcus Hodges, Alisha James, John Laing, and Joe Winkler. Join them for the session, but more importantly, join them in confronting the uncomfortable truths in our world as the work goes on to create a better society for generations to come!

Tuesday Plenary

Increasing Success on Probation through Action-oriented Research: Models and Lessons from the Reducing Revocations Challenge

August 24th | 1:30PM – 3:00PM

Revocations are an issue that community corrections leaders absolutely must confront, and understanding why they happen is critical to tackling them effectively. Like every aspect of the justice system, now more than ever before, probation and parole departments are under a microscope from both internal and external stakeholders. As such, it is imperative that the issue of revocations be front and center in the crucial conversations taking place among community corrections practitioners at every level.

Developing Organizational Resources to Support Behavioral Change

August 25th | 11:00AM – 12:00PM

As organizations adopt evidence-based practices (EBP), it is clear that context matters as much as content. A review of relevant research drawing from multiple disciplines supports that interventions are more effectively delivered and received in a coaching environment. The coaching framework provides a context in which EBP can be successfully implemented and applying this conceptual framework to community supervision can result in the development of a coaching organization that provides support and feedback to justice-involved individuals working towards individualized goals and aligns organizational attitudes and infrastructure with a belief in the ability to change. NIC is partnering with Justice System Partners to develop tools and processes to assess organizational characteristics that impact the effectiveness of evidence-based practices (EBP) in community supervision organizations. Presenters will share the work of this ground-breaking initiative that includes the development of an assessment that helps agencies identify the context (organizational culture, management styles, policy and procedures, and environment) in which they are delivering EBP. Additionally, we will share how project staff worked with pilot agencies to explore how key organizational characteristics impact the effective delivery of EBP in community supervision and develop planning to implement areas organizational supports essential to a coaching environment such as a culture supportive of innovation implementation, multi-level alignment and communication regarding organizational goals and policies, and the ability to support data –driven decision making.

Meaningful Policy Reform in the Justice System – Part III

August 25th | 1:30PM – 3:00PM

In the wake of increased conversations and a move to have an active voice to advocate for change in community supervision and corrections, the importance of seeking administrative, legislative, policy, and budgetary changes that align with the mission and direction of our industry cannot be overstated. Local, state, and federal laws, statutes, ordinances, and policies must be encouraged to help effect meaningful changes to promote and support better outcomes for people on pretrial, probation, and parole supervision. This session will bring attention to increasing legislative and legal reforms to the criminal justice system. Join the National Policy Director of REFORM Alliance who will discuss meaningful legislative and legal changes to community supervision systems and reentry services. Reforms have been focused on areas including but not limited to parole eligibility, parole and probation caps, supervision caseload restrictions, technical violations, anti-recidivism funding, supervision fines and fees, specialized caseloads, generalized supervision conditions vs. individualized conditions, positive incentives vs. negative consequences, housing for supervised persons, higher education opportunities, and reentry services. You will hear about recent reforms and data, with an emphasis on the effects of these new laws and changes to reentry services.

Closing Plenary: Removing Barriers To Success For Justice-Involved Youth

August 25th | 4:30PM – 6:00PM

Chef Jeff Henderson was seen by more than 1500 attendees of APPA's 2020 Winter Training Institute (virtual). He was in his element – in the kitchen with his students making delicious square-shaped deep fried, confectioners' sugar sprinkled beignets! You asked for it – and APPA delivers – hear more about this celebrity chef's amazing work with and for young people. The star of the Chef Jeff Project docu-reality television series and New York Times best-selling author has launched his culinary program targeting system-impacted young people. In collaboration with the Clark County Department of Juvenile Justice Services, Harbor Juvenile Assessment Center, Eighth Judicial Court, Southern Nevada Workforce Board, City of Las Vegas, and private entities, Chef Jeff utilizes his lived experiences and passion to use food to break down barriers of traumatized youth. The Chef Jeff Project Relaunch is wrapping system impacted youth in meaningful social services, teaching them a trade, and building their self-esteem and self-worth utilizing a unique blended treatment model. The panel will focus on the launch of a program with a specific focus on removing bureaucratic barriers across a multitude of jurisdictions while maintaining a "child-centered" focus. Chef Jeff, Director Jack Martin of the Clark County Department of Juvenile Justice Services, and Assistant Director DeNeese Parker of the Eighth Judicial Court will share their unique perspectives, challenges of partnerships, and lessons learned. Do not miss this great closing plenary session when change agents will speak about how Vegas' blended funding model can be replicated in both the juvenile and adult sectors, share insights for a successful diversion model for individuals escalating in their delinquent behavior, and describe the framework for building public-private partnerships.

ON-DEMAND WORKSHOPS (Subject to Change)

“Wandering Warriors” Perspectives from Indigenous Reentrants

This panel presentation will focus on lived experiences of indigenous reentrants and strategies for reentry programming moving forward. Reentrant panelists will talk about supports and interventions that facilitated their own reentry process as they transitioned from prisons or jails back into their community. The presentation will then turn to ongoing efforts and programs to support tribal and indigenous reentry through education, art, case planning, housing, peer support, and wellness.

An International Exploration of Extraordinary Outcomes of the Peace Education Program

This workshop examines extraordinary attitudinal and behavioral transformations achieved through the inclusive Peace Education Program that is offered free of charge internationally. Panelists offer firsthand accounts of the positive impact of the program from client and practitioner perspectives across different cultures. A British Parolee discusses his journey with the Peace Education Program in prison and what compelled him to create a podcast series "How I Slayed the Dragon" about overcoming his 20-year heroin addiction. We include a discussion about the impactful experiences of panelists who completed the ten-session course themselves after learning of it at the 2021 APPA Virtual Winter Training Institute. Our panelists will present a compelling narrative of how the Peace Education Program has not only positively influenced their personal lives and their outlook but how they have been motivated to offer the program to colleagues, friends, parolees, youth and within organizations working to help overcome domestic violence and substance use disorders. www.tprf.org/peace-education-program/appa

Best Practices for Working with Victims/Survivors in Community Corrections

Community Corrections Officers often encounter victims/survivors but receive limited training around best practices for interacting with victims/survivors. This presentation will provide officers with skills to have trauma-informed and supportive interactions with victims/survivors. Participants will leave the workshop with a foundational understanding of best practices for working with victims/survivors and concrete skills for improving connections with victims/survivors.

Beyond Prisons for Women: Developing Effective Community-Based Practices as First Choice at Every Stage of the Criminal Justice Process

Women are the fastest growing incarcerated population globally, having increased by 50% over 18 years versus 20% for men. Jointly chaired by Canada and the United States, the “Beyond Prisons” Task Force, an international initiative of the ICPA*, is developing a conceptual and practical women-centered corrections and conditional release system for justice-involved women in which community options are represented as the primary option no matter where a woman is within the judicial process. The project draws on evidence, expertise, policy, and practice from around the world with the aim of informing governments, policy makers, practitioners, partners, and the public.

Building a Community Mentoring Program from Scratch: A Formula for Success for Connecting People in Reentry and a Caring Community

Developing a made-from-scratch mentoring program for your community, to improve the lives of people who have been involved with or affected by the criminal justice system is easier than you might think! This workshop will describe how the idea for the Kodiak Area Mentor Program (KAMP) originated, how the program was developed, and the vital role the State of Alaska Department of Corrections played in its development. Any community of any size can benefit from building a program that integrates people who can benefit from one another’s lived experiences and faith.

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Bureau of Justice Statistics Presents: Updates on Community Corrections Data Collection Efforts

The Bureau of Justice Statistics (BJS) will provide updates on their community corrections data collections. BJS will present information from recently released community corrections reports, including Probation and Parole in the United States, 2019. This report gives statistics on adult offenders under community supervision, including trends in the size and characteristics of the overall community supervision population, and statistical trends related to those populations. Presenters will also discuss efforts to enhance the coverage of probation agencies included in the Annual Probation Survey. BJS and RTI International conducted phased research activities to identify eligible adult probation supervising agencies that are missing from the annual survey. BJS will also describe two goals for the reference year 2020 collection: (1) the addition of the new agencies discovered from the frame development work; and (2) a COVID-19 supplement; and plans to pilot-test a revised survey questionnaire in reference year 2021.

Crossing a Jurisdictional Divide: A Case Study in County Collaboration with Federal Probation

Federal Probation and State/County Probation agencies share a lot in common – their geographic boundaries overlap, they both struggle to find local resources for their population, and sometimes they co-manage the same people! So why aren't they talking more often? This workshop shares how Multnomah County Probation and Federal Probation initiated a fledgling collaboration over jurisdictional lines and sustained that collaboration over multiple years. Panelists will cover developing negotiations where each jurisdiction benefits, and the barriers they sometimes faced against closer coordination. This collaboration culminated in a first of its kind multi-agency research project funded by the National Institute of Justice (#2017 – MU-MU-0055). This workshop introduces innovative research questions made possible by this partnership and shares early data findings. Participants will come away more prepared to bridge these jurisdictional divides and with a better understanding of what can be known about our clients when we step outside of our data silos.

Human Trafficking Experiences – The Ongoing Effect with Women on Community Supervision

Women on community supervision can bring significant difficulties - lack of safe housing, parental responsibilities, financial problems, often racial and gender discrimination, and traumatic life experiences - challenges that many women must face and navigate to remain living in the community. Among the women we work with, are those who have experienced human trafficking and may still be living in situations where they are at risk. Using gender-responsive and trauma informed strategies, how do we effectively fulfill our roles of supervision and case management, while assisting women in successfully meeting their conditions, living safely, as well as finding a new path forward? A woman with lived experience will speak briefly how her trafficking experience unfolded, her correctional legal journey, and where community supervision can help and where it hinders. What is our community supervision role in recognizing and speaking with women about their experiences, how do we effectively supervise women who continue to experience trauma and may be living in fear?

It's Beyond Important, It's Survival: Essential Justice Work with Native Women

The push to implement gender responsive policies and practices with justice-involved women and girls has led to improved outcomes with this historically neglected population. At the same time, efforts to confront the ways in which Indigenous communities have been harmed by criminal justice system practices have led to impactful, Indigenous-centered justice initiatives. Unfortunately, Native women have remained invisible in both these efforts. Native American women are incarcerated at six times the rate of white women, have different experiences than Native men, and are disproportionately impacted by various criminal justice system practices. This workshop explores the importance of an intersectional approach to justice work with all women, specifically elevating the narratives and perspectives of Native women and essential community supervision practices to support their successful reentry experience. It centers the voices and perspectives of directly impacted Native women, uncovering their realities, their resilience, and their critically important perspectives on justice. Designed for supervisors and officers, this workshop will provide concrete steps criminal justice professionals and providers can take to improve their policies, practices, and outcomes with Native women.

Picking Up STICS in Sweden and Canada: What Does the Research Show?

Over the past decade, a significant resource has been invested in training probation officers in core correctional practices through such training programs as STICS, EPICS, and STARR. A few studies published on the effects of these programs have been encouraging, with results suggesting that officers improve their skills and some indications of a positive impact on reoffending. However, these studies have been involved small samples of probation officers and clients under supervision from primarily pilot studies.

With many jurisdictions making efforts to implement this change agent approach throughout their entire systems, community correctional agencies are faced with the challenge of implementing these programs and practices agency wide. This workshop will present the results of evaluations of Swedish and Canadian implementations of Strategic Training in Community Supervision (STICS), a Risk-Need-Responsivity (RNR) based model of offender supervision.

The Canadian research describes the efforts of a 3½ year journey of a system-wide implementation of STICS in community corrections in the Canadian province of British Columbia, including comprehensive results on officer development and the impact on recidivism followed by a discussion on the lessons learned on how to successfully facilitate the change agent evolution in community supervision.

The evaluation of the Swedish Probation Services' multi-year implementation showed increased RNR adherence, but no effects on recidivism could be established. STICS-trained probation officers used cognitive behavioral techniques in supervision sessions while demonstrating moderate-to-high levels of relationship building skills. However, adherence to the risk principle was lacking and key cognitive behavioral techniques showed inferior quality. Implementation challenges may therefore obscure the assessment of the program's effectiveness.

The workshop will discuss the evaluation results and discuss similarities and differences in implementation as well as sharing experiences of establishing effective and consistent routines for a successful implementation.

The Resilience Recipe: Get the Ingredients to Bake Away the Burnout and Temper the Trauma

Resilience is the best way to combat Corrections Fatigue and to also help our clients work through their trauma. Much like baking a cake, if you've got the right ingredients, a recipe to follow and a fun-loving chef, you can make a difference in your own life, that of your employees, peers and clients. You'll leave this workshop with some practical tips to build your own Resilience cake but will also have a great time laughing as the worst cook ever uses a cooking analogy to bake away the burnout and temper the trauma.

Responding to 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 a crucial step in determining what current resources and information is available and what strategies agencies are using to address these concerns cross 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 participants to the identified obstacles and opportunities in providing consistent, on-going support to staff in both long-term and short-term experiences of trauma.

Rhythmic Mind Hip Hop Therapy: The Transformative Power of Hip Hop with Incarcerated Youth Impacted by Trauma

Many incarcerated youths are heavily impacted by trauma and are often resistant to and uninspired by conventional mental health models and interventions. Rhythmic Mind is a Hip Hop Therapy organization, based in the San Francisco Bay Area, which utilizes an innovative, culturally responsive, and strength-based approach to bridge this gap and provide effective, trauma-informed services to this often-underserved population. Their Rhythmic Mind Hip Hop Therapy Discussion Groups create a space for in-depth exploration and a shared experience of support and connection. The design of these groups provides containment within a trauma informed structure, while allowing the youth and strength-based agency to participate in shaping and directing their own healing process. The use of the culturally relevant medium of Hip Hop allows direct access to deep levels of engagement and emotional expression by the youth

involved and provides an avenue for authentic connection by speaking to them in their own language and meeting them where they are. In this presentation you will get a look into Rhythmic Mind's work, and some of the clinical science behind it, including the neurophysiology of trauma and its impact on the brain and central nervous system. The presenters, Co-Founders/Co-Executive Directors Max Kline and Jonah Scott will explore the numerous ways in which Hip Hop can be an incredibly powerful tool for healing, growth, and addressing the harmful impacts of trauma. The presentation will conclude an in-depth breakdown of their Rhythmic Mind Hip Hop Therapy Discussion Group model, including unpacking the therapeutic outcomes as they relate to criminogenic risk factors, and how their model addresses trauma and its impact through the use of rhythmic regulation, narrative, and the healing and transformative power of Hip Hop.

School to Prison Pipeline. Why Probation Departments Should Handle Truancy

Research consistently documents that school truancy is related to a greater risk of delinquency during adolescence and adult criminal behavior (see Mazerolle et al 2019 for a review). Brown County, a rural county located in southern Minnesota received an OJP program to start a pre-truancy and truancy program in 2019. In the first year of this program a link between truancy and delinquency emerged. This program has shown that handling truancy matters through a probation department in rural areas has helped reduce the number of juveniles who commit new crimes and kept more kids in school. The STOP Truancy Program developed strategies to keep kids in school, reduce delinquency, and develop community relationships. Presenters will share the evaluation statistics, how they implemented a validated risks and needs tool, and real world experiences of the truancy officer to detail how truancy matters were handled by this rural probation department.

The Organizationally Intelligent Leader: Upping Our Game with EBP Implementation and Justice Reform

The justice system is facing large-scale and pervasive change with both implementation and reform initiatives. It is time to think beyond the limits of traditional 'change management' approaches that simply have not worked. These traditional approaches to change in the justice system have been weak and devoid of the complex human and organizational elements to change. Consequently, there are measured data showing impotent and disappointing results of these methods. This presentation will compare traditional approaches to more scientific and potent ones; and will offer more compelling frameworks for authentic change in the justice system. Blunt, honest, and often funny, the presenter will illuminate a provocative, disruptive, and enticing opportunity to reimagine the way we lead and implement change in probation, parole, and pretrial supervision.

BONUS ON-DEMAND WORKSHOPS

10 Steps to Building a Gender Responsive Caseload with No \$\$\$

As agencies struggle with the balance between budgetary concerns and best practices, implementing a Gender Responsive caseload can be challenging for jurisdictions. Through a fun and interactive workshop, participants will be introduced to 10 steps to start a Gender Responsive program in their jurisdiction when they have the desire, but not the money. This will include staff and client selection, partnering with community, recommendations for curriculum and tips for staff resiliency. This workshop is applicable for either juveniles or adults in small or large jurisdictions.

Behind Closed Doors: What Really Happens in a DWI Treatment Court - Part 1

Born out of the drug court movement, DWI courts aim to change behavior, restore lives, and protect public safety. There are now well over 700 DWI courts in jurisdictions all around the country, many of whom boast incredible successful completion rates, reductions in recidivism and crashes, and save taxpayer dollars. To achieve those outcomes, have you ever wondered what really goes on in a DWI court? For DWI court practitioners, have you ever wondered if what goes on behind your closed doors is similar to other programs? This session, part one of a two-part series, will reveal what needs to occur in a DWI court to maintain fidelity to the model. A case study, from arrest to successful completion, will be used to highlight evidence-based practices supporting the 10 Guiding Principles, effective treatment and supervision case management, judicial interaction, and phase structure of DWI courts.

Behind Closed Doors: What Really Happens in a DWI Treatment Court - Part 2

Continuation of Part 1

Bridging the Gap: Increasing Coordination and Connection Between Community-based Health Services and Probation and Parole

People under probation or parole supervision have rates of substance use disorders and serious mental illnesses that are at least two to three times higher than the general population. Jurisdictions have responded to these needs by implementing specialized caseloads and referring clients to community-based services. However, even with these efforts, there remains a persistent treatment gap for this population which can contribute to poor health outcomes and serve as a risk factor for violations. These challenges are particularly acute for subpopulations including people with opioid use disorders. Some jurisdictions have bridged this treatment gap by increasing coordination between community-based health providers and probation and parole. These strategies include creating collaborative case plans, ensuring that providers understand the role and structure of probation and parole, and creating formal agreements where probation and parole clients are served by community-based providers with expertise and facility for working with the clients.

Diversion Reimagined: Not Every Kid that Breaks the Law Needs a Probation Officer

In Casey's publication Transforming Juvenile Probation, diversion receives as much attention as probation. Why? Nationally, diversion continues to be under-used despite research that most youth will naturally age out of problem behaviors and that formal system involvement can harm youth who might otherwise be diverted. Presenters will walk you through Casey's vision for community-led diversion and why it is necessary. Diversion is not only under-used but is often overly formal in practice. For hundreds of thousands of legally diverted youths, their experience has looked and felt like traditional probation. This session will explore the untapped opportunities and benefits of significantly increasing pre-adjudication diversion and shifting responsibility for diversion to community-based organizations. With clear guidelines and dedicated resources, diversion can be an opportunity to counter disparities and reduce deeper system involvement for youth of color, while helping the entire system function more effectively. Hear the specifics of how L.A. County has put this in place, their results, their dedication to race equity, and how they have sustained this work for over 40 years. The learning objectives for this workshop will include: 1) overview of the issue and its current status, 2) learning principles, 3) current and future practice implications, and 4) skills or tools to take away from the session.

Family-Engaged Case Planning: A Critical Component of Probation Transformation

Annie E. Casey's 2018 report, *Transforming Juvenile Probation: A Vision for Getting it Right*, highlighted ways in which jurisdictions can—and are—fundamentally shifting their approach to juvenile probation. The paper was grounded in on-the-ground efforts across the country to move away from a surveillance and compliance focus and toward an orientation in which the primary aim of probation is to promote young people's long-term success. This workshop focuses on one of the most important of these on-the-ground efforts—reinventing the initial stage of the probation process, case planning, to be one that places family engagement and partnership front and center.

Improving Victim Services Through Collaboration

The Texas Department of Criminal Justice-Victim Services Division and the Texas Board of Pardons and Paroles have developed a collaborative partnership to ensure that victims and survivors of crime can fully exercise their right to participate, be heard, be informed, and be protected and, moreover, to ensure that decision-makers have critical information and victim input available when considering offender release and reentry. During this workshop, the presenters will outline the continuum of services available to crime victims in Texas during the post-conviction phase of the criminal justice process. They will discuss how the system benefits from involving survivors in the process. They will also describe a new training initiative that assists both parole decision-makers and the victims who are speaking to them. Workshop participants are encouraged to exchange their own idea, tips, and tools for serving crime victims and ensuring that their rights are preserved post-conviction.

Not All Native Americans Smoke a Peace Pipe. You Know So Much About Me, Yet Don't Understand Me. A Personal Insight into Native American Culture.

We will present the findings of a global mixed methods study assessing attitudinal and behavioral change among course participants from correctional facilities (n=604), which demonstrated statistically significant quantitative improvements in relation to level of understanding of the Peace Education Program themes and qualitative improvements in anger and violence avoidance. We will also share the findings from a small quantitative and semi-qualitative survey among homeless participants from South Africa supporting potential broader generalizability of the findings.

Probation Transformation: A Vision for Getting it Right

Annie E. Casey's 2018 report, *Transforming Juvenile Probation: A Vision for Getting it Right*, highlighted ways in which jurisdictions can—and are—fundamentally shifting their approach to juvenile probation. The paper was grounded in on-the-ground efforts across the country to move away from a surveillance and compliance focus and toward an orientation in which the primary aim of probation is to promote young people's long-term success. This workshop will take you through that vision from inception to the components, and implementation. Probation is the most frequently issued disposition for young people and is most heavily passed down to youth of color. We will discuss how if the system is not careful, probation can be a gateway to the deep end of the system. Transforming probation is centered around leveling the playing field for youth of color, using probation as a liaison between the system and the community instead of a barrier, and forming relationships that will set up a youth for success within their community. Transforming probation is rooted in two pillars, diversion and refashioning probation, and this workshop will discuss how redesigning those two pillars is essential to transformation. From why this is needed, to what is needed, we will discuss what have been the barriers to using probation as it was originally designed.

Reducing Racial and Ethnic Disparities in Juvenile Justice: How Arizona is Using Data and Partnering with Law Enforcement to Reduce Arrests for Youth of Color

Youth of color are overrepresented in juvenile justice systems across the country. Addressing racial and ethnic disparities can be extremely challenging; there is never just one thing causing disparities and there is never just one solution. This workshop will provide participants with specific tools, strategies, and interventions that have been successfully implemented in Pinal County, Arizona over the past 2 years to reduce disproportionately high arrests rates for youth of color. Since 2017, Pinal County Sheriff's Office and Juvenile Probation have been collaboratively developing and implementing data-driven interventions to strengthen relationships between community members and law enforcement, connect youth and families to local resources, and divert youth from juvenile justice system involvement. Presenters will share how they used data to identify disparities, engage system and community partners, and measure progress throughout implementation.

What's Trauma Got To Do With It? A Trauma-Informed Response to A Nation crisis: The Connection Between Mental Health, COVID -19 and Racial Justice & Community Restoration Amongst Justice-Involved Individuals

In this training session, participants will learn about the connection between an individual's repetitive trauma, grief and loss history, and dysfunctional behavioral choices such as substance use during a global COVID-19 pandemic and ongoing system inequalities impacting justice-involved individuals. Participants will learn various definitions of trauma; the meaning of trauma for an urban, economically challenged population; and how involvement in government systems can improve or exacerbate traumatic reactions amongst individuals in the criminal justice system. In addition, participants will learn how to improve their ability to recognize both trauma and grief and loss reactions, as well as how to use basic intervention strategies for dealing with those reactions when working with justice-involved individuals.