



ICJA

INTERNATIONAL COMMUNITY
JUSTICE ASSOCIATION

COMMUNITY BASED TREATMENT SERVICES FOR JUSTICE INVOLVED INDIVIDUALS

2023 Annual Research Conference

August 20-22, 2023

"Centering People in Community Justice:
Enhancing Responsivity Through
Diversity, Equity, Inclusivity and
Belonging."

Program Book



Cleveland, Ohio

A Letter From our Outgoing President:

Welcome ICJA members and supporters to this year's conference in the beautiful city of Cleveland. We are excited to be connecting in person and returning to that sense of synergy and excitement of collaboration when we come together.

Since our last in-person conference, we have changed our name from International Community Corrections Association to International Community Justice Association. However, with this change, our mission is still to empower and serve justice-involved individuals and their families through community-based alternatives, evidence-based strategies, advocacy, and education through research. These changes highlight the communities we serve and this year's conference theme, "Centering People in Community Justice: Enhancing Responsivity Through Diversity, Equity, Inclusivity and Belonging". As practitioners and researchers, it is our obligation and duty to treat and serve justice-involved individuals with a person-centered approach, ensuring respect and prioritize their individuality.

This year's conference will provide us insight on how to move forward using a person-centered approach and fostering connections with the people our agencies serve. As a young practitioner, I recall always leaving each conference feeling invigorated and ready to share what I had learned with my team. I hope this conference will inspire you to do the same!

Thank you for your support and dedication to ICJA. I hope to greet each of you personally throughout the conference. I would like to thank our research co-chairs Brian Lovins, Ph.D., and Lori Brusman Lovins, Ph.D., we have been honored to have you both guide our way.



Lisa Lopez-Canseco

Residential Corrections Administrator at Crosspoint, Inc.
President ICJA, 2021-2023

Sunday August 20, 2023

Pre-Conference Registration

12:00 p.m. - 5:00 p.m.

Pre-Conference Workshops

1:00 p.m. to 5:00 p.m.

Job Matching – If the Job Could Talk	Brian Driscoll, Jim Drancevic, Carol Mettenbrink	Hope A
Gender Equity: Policies and Practices that Work with Women, Non-Binary People, and Families	Jacinta Hunt, Ruby Welch, Erica King, Dr. Marilyn Van Dieten	Hope B

Opening Reception

5:00 p.m. - 7:00 p.m.

Center Street B & C

Emerging Leaders Mixer

6:30 p.m. - 8:00 p.m.

Monday August 21, 2023

Conference Registration	7:00 a.m. - 4:00 p.m.	Third Floor Foyer
Continental Breakfast with Exhibitors	7:30 a.m. - 8:00 a.m.	Center Street B & C
<p>Opening Ceremony</p> <p>Color Guard: Cuyahoga County Sheriff's Department Honor Guard USA and Canadian National Anthems</p> <p>Welcome: Lisa Lopez-Canseco, ICJA President Chris Ronayne, Cuyahoga County Executive Ed Banks, Assistant Director ODRC</p>	8:00 a.m. - 9:00 a.m.	Hope Ballroom D & E
First Plenary: Director Nancy La Vigne, National Institute of Justice	9:00 a.m. - 10:00 a.m.	Hope Ballroom D & E
Morning Break	10:00 a.m. - 10:30 a.m.	Center Street B & C
<p>Workshop Sessions 10:30 a.m. - 12:00 p.m.</p>		
Justice Counts: You Can't Change What You Can't Measure	Stephanie Villanueva, Madelyn Roman-Scott	Center Street A
Exploring the Diverse Needs of Women Charged with Violent Crimes: Implications for Policy and Practice	Dr. Marilyn Van Dieten, Dr. Shelley Brown	Center Street D
Safely Reducing Supervision Revocations Through Evidence-Based Decision Making	Valerie Meade, Maja Vlajnic	Hope Ballroom A
Behavioral Health and Community-Centric Supports for Returning Citizens: Successful Collaborations in Massachusetts	Whitney Kraemer, Mike Kane, Tara Dhanraj	Hope Ballroom B
Health Disparities and the Criminal Legal System: A Call to Action	Dr. Kimberly Sperber	Hope Ballroom C
<p>Margaret Mead Award Luncheon 12:00 p.m. - 2:00 p.m. Hope D & E</p>		
<p>Afternoon Break</p>		

2:00 p.m. - 2:30 p.m.

Center Street B & C

Workshop Sessions

2:30 p.m. - 4:00 p.m.

Residential Reentry Centers: Identifying Leading Indicators for Success	Mei Yang, Shannon Streisel, Julie Finn	Center Street A
Identifying Gaps in Connecting Underserved Populations to Community Based Substance Use Services Using Needs Assessment Exercises Among Justice-Provider Partnerships	Dr. Jennifer Becan, Dr. Steven Belenko, Dr. Verlin Joseph, Amanda Wiese, Haven Scogin	Center Street D
Chilling The Amygdala: Strategies for Staff to Manage Client Agitation and Aggression	Dr. Randy Shively, Kelly Pitocco, Dr. Amanda Pompoco	Hope Ballroom A
National Guidelines for Post-Conviction Risk and Needs Assessments	Jennifer Kisela, Julie Micek	Hope Ballroom B
Utilizing Supportive Housing as an Investment to Decrease Recidivism for Those Leaving Incarceration	Terri Power	Hope Ballroom C

Tuesday August 22, 2023

Conference Registration	7:00 a.m. - 12:00 p.m.	Third Floor Foyer
Breakfast with Exhibitors	8:00 a.m.	Center Street B & C
Second Plenary: Yolanda Starks, Dr. Mitesh Desai, Dr. Greg Dillon, Gabriella Priest Celestin	8:30 a.m. - 10:00 a.m.	Hope Ballroom D & E
Morning Break	10:00 a.m. - 10:30 a.m.	Center Street B & C
Workshop Sessions 10:30 a.m. - 12:00 p.m.		
Centering Coaches and Players: How the Shift in Our Language Can Create a Coaching Connection	Brian Lovins	Center Street A
Hoops and Hurdles: Examining “Failure to Appear” in Court and Why People Don’t Get to Court as Scheduled	Kevin Kuehmeier, Shannon Magnuson	Center Street D
Why Staff <i>Stay</i> in Corrections: The Importance of a Stay Interview for Staff Retention	Jacob Sadon, Jodi Glitzenstein	Hope Ballroom A
Lessons Learned During the National Institute of Corrections’ Project to Validate the Community Corrections Report Card (an RNR Based Agency Level Assessment Tool)	Brian Colgan, Melanie Lowenkamp	Hope Ballroom B
Addressing the Needs of People with Mental Illness Under Community Supervision	Andrea Murray-Lichtman, Dr. Rebecca Smith, Dr. Tonya Van Deinse	Hope Ballroom C
Break into Lunch 12:00 p.m. - 12:30 p.m. Center Street B & C		
Closing Plenary & Conference Wrap-Up: Brian Lovins, Ph.D.	12:30 p.m. - 2:00 p.m.	Hope Ballroom D & E

Useful QR Codes and Links:

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ICJA Workshop Information

Sunday, August 20, 2023 – 1:00 p.m. to 5:00 p.m.

Gender Equity: Policies and Practices that Work with Women, Non-Binary People, and Families - Jacinta Hunt, Ruby Welch, Dr. Marilyn Van Dieten, Erica King

Women are the fastest-growing segment of the criminal population and experience unique challenges that impact their well-being, families, and recidivism outcomes. During this pre-conference workshop, a panel of experts will explore the impacts, critical drivers, and needs of women and non-binary people. They will also offer insight and solutions to inform policymakers, practitioners, and reform advocates who seek to implement equitable, trauma-informed, and inclusive practices throughout the carceral process.

Prior to this workshop, all participants will be given access to the award-winning documentary – Jacinta. This documentary bears the name of the main character when she is on the verge of being released from the Maine Correctional Center.

The documentary encompasses several social and community justice themes, including intergenerational trauma, the importance of familial bonds, substance use, and the journey Jacinta embarks on in her pretrial journey, relapse and transition to her community. All registered participants will be provided with a link to view the film prior to the session and asked to submit questions that they would like to pose to the panelists.

As a result of this session, from a panel, centering Jacinta herself and her partners in gender justice policy and practice from the National Resource Center for Justice Involved Women and Dream Corps will uplift gender equity strategies that make a measurable difference in the safety and wellbeing of women and nonbinary people. As a result of this session, participants will increase their understanding and application of the foundational elements for successful gender-responsive strategies, including:

- Safe and sober housing
- Support for primary caregivers and children
- Access to behavioral healthcare, recovery support and medical care
- Pathways to education and employment
- Social capital, peer support, opportunity pathways

Job Matching: If the Job Could Talk - Brian Driscoll, Jim Drancevic, Carol Mettenbrink

Organizations everywhere are seeking better ways to secure the talent necessary for success. But what talent does a job require for superior performance? Only the JOB has the answer, so let the job talk and listen carefully. Driscoll Learning and Target Training International's patented job benchmarking process enables businesses to assess the job and talent to find the best job fit. Join other busy professionals to explore the ins and outs of job benchmarking to uncover and understand the behaviors necessary to perform at peak levels and intrinsic motivators for a job.

Monday, August 21, 2023 First Plenary: 9:00 a.m. to 10:00 a.m.

First Plenary Session - Director Nancy La Vigne

National Institute of Justice Director Nancy La Vigne's priorities of fostering rigorous and inclusive research and elevating studies that apply a racial equity lens directly align with the themes of the research conference, and she will speak directly to how NIJ is working to promote these ideas.

Below, you'll find several examples of Director La Vigne discussing the importance of inclusive research and how it is an NIJ priority:

- In this video, Director La Vigne discusses inclusive research as one of her top priorities: [Inclusive Research: Engaging with the People Closest to the Issue.](#)
- In this [article](#), Director La Vigne outlines NIJ's priorities at the American Society of Criminology's 2022 Annual Meeting.

Monday, August 21, 2023 Workshops: 10:30 a.m. to 12:00 p.m.

Justice Counts: You Can't Change What You Can't Measure - Stephanie Villanueva, Madelyn Roman-Scott

When policymakers react to criminal justice trends like increases in reported crime, all too often they must do so based on stale, submerged, or scattered data or on anecdotal evidence. Criminal justice policy making requires timely and actionable criminal justice data. Justice Counts, a bureau of Justice led project, is a suite of tools built by the field, for the field that creates a community of data to drive decision-making. The Council of State Governments Justice Center will provide an overview of how Justice Counts helps policymakers better understand the

ways that past reform efforts are shaping the flow of people through their jurisdictions and help shape the narrative with up-to-date data and resources from Justice Courts.

Exploring the Diverse Needs of Women Charged with Violent Crimes: Implications for Policy and Practice - Dr. Marilyn Van Dieten, Dr. Shelley Brown

Until recently, researchers and policymakers have treated justice-impacted women charged with violent crimes as a homogenous group. The results of a recent study involving 3,773 justice-impacted women in Western Canada confirm that women charged with violent crimes present distinct profiles and needs. Understanding the heterogeneity of women who engage in violence is critical to provide effective interventions and outcomes.

This presentation will summarize the available research to explore the diversity of women charged with violence across identified profiles. Presenters will introduce a series of interactive activities highlighting programs and interventions that show promise in addressing the needs of women who perpetrate violence. Finally, we will discuss implications for policy and practice.

Safely Reducing Supervision Revocations Through Evidence-Based Decision Making - Valerie Meade, Maja Vlajnic

From 2020 through 2022, CJI conducted an assessment of supervision and revocation policies and practices in partnership with Colorado, Florida, Mississippi, and Montana. CJI worked with community supervision agencies, judges, Parole Boards, and practitioners to understand the factors impacting supervision outcomes, how agency policies align with best practices, and opportunities to reduce recidivism and enhance public safety. Through surveys, focus groups, individual stakeholder interviews, and data review spanning a ten-year period in the states, CJI analyzed agency practices and revocation results against evidence-based practices to form recommendations that can improve outcomes and address disparities in supervision and revocation practices.

Behavioral Health and Community-Centric Supports for Returning Citizens: Successful Collaborations in Massachusetts - Whitney Kraemer, Mike Kane, Tara Dhanraj

This workshop will highlight two innovative practices in Massachusetts that support people returning to the community from incarceration: Behavioral Health for Justice Involved Individuals, coined BH-JI, and the state's first After Incarceration Center. Through presentation and Q&A, attendees will learn about both initiatives including successes, challenges and lessons learned to date.

Massachusetts residents with a history of incarceration are 120 times more likely to die from opioid overdose than the general population; the risk is greatest in the first month after release. Individuals with severe mental illness are more likely to be incarcerated than hospitalized. The goal of Massachusetts Medicaid's Behavioral Health for Justice Involved Individuals (BH-JI) intervention is to disrupt the cycle of relapse-reoffending-incarceration-release-relapse without the opportunity for treatment for mental health and/or substance use disorder. BH-JI is intended to demonstrate improved health outcomes; decreased fatal overdoses; increased community tenure; effective, efficient healthcare utilization and sustainable financing. It builds on successful grant-funded models including Transitions Clinic in California, WISR in Massachusetts and the state prison reentry initiative in Ohio.

Massachusetts' first After Incarceration Center located in Worcester, MA will open in June 2023. The Center will provide a person-first, judgment free and inclusive resource center for people reentering the community from incarceration and their families. The Center will be governed by a multi-structure board that provides guidance on the day-to-day operations as well as larger scale vision. The governance structure will be led by people with lived experience to ensure the voices of the clients of the Center are consistently centered and heard.

Health Disparities and the Criminal Legal System: A Call to Action - Dr. Kimberly Sperber

Individuals involved in the criminal legal system find themselves at the center of converging health crises that include the opioid epidemic, the COVID-19 pandemic, and the HCV epidemic, among others. High levels of comorbidity, to include mental illness and chronic underlying primary care conditions, exponentially increase the risk of morbidity and mortality for this group, especially as they face high risk transitions such as release from jails, prisons, community based correctional facilities, and residential treatment programs. At the same time, individuals involved in the criminal legal system are often uninsured/under-insured and do not receive a level of integrated, evidence-based care that matches their medical complexity, resulting in health disparities. Community corrections/supervision and outpatient behavioral health programs represent an additional point on the correctional continuum to deliver and/or coordinate prevention and treatment services to individuals during periods of amplified risk and reentry. Consequently, this workshop will discuss how healthcare needs impact successful reentry, the placement of healthcare within the Risk-Need-Responsivity (RNR) model, and practical strategies and examples of cross-sector partnerships that may work to improve individual health, public health, and public safety while also reducing health disparities.

Monday, August 21, 2023 Workshops: 2:30 p.m. to 4:00 p.m.

Residential Reentry Centers: Identifying Leading Indicators for Success - Dr. Mei Yang, Dr. Shannon Streisel, Julie Finn

In this workshop, presenters from Community Resources for Justice (CRJ) will share how they developed a better understanding for how to foster successful program outcomes by using case management data and staff insight. In the first part of the workshop, the presenters will give an overview of CRJ's reentry programs and demonstrate how they came to adopt a data-driven approach to answer questions about program success. In the second part of the workshop, the presenters will discuss how they use mixed-methods research to investigate several questions relevant to program completion. Specifically, the presenters will establish if and how program completion differs by demographics, risk levels, geographic locations, and time, as well as the predictors of program completion. Additionally, using information collected from staff interviews, the presenters will discuss how residents' behaviors are tracked, the implementation of rules and regulations, and the nature of staff-resident interactions and how this qualitative information is necessary for a holistic understanding of the key indicators for program completion. The workshop will conclude with reflections on how the findings are utilized to understand racial/gender disparities in program completion, identify residents' needs and increase program responsibility, and develop staff training areas.

Identifying Gaps in Connecting Underserved Populations to Community Based Substance Use Services Using Needs Assessment Exercises Among Justice-Provider Partnerships - Dr. Jennifer Becan, Dr. Verlin Joseph, Amanda Wiese, Haven Scogin

This workshop will focus on systematic approaches for exploring community level strengths and challenges for promoting substance use service access for justice involved individuals. The workshop brings together a cross-disciplinary team of researchers representing 3 Research Hubs for the Justice Community Opioid Innovation Network. JCOIN is a large national network, as funded by the National Institutes on Drug Abuse, to test strategies to expand effective treatment and care in partnership with local and state justice systems and community-based treatment providers. The first presentation will provide a brief overview of the JCOIN project including the study aims, as well as the justice populations targeted across 5 states. The second presentation will describe the needs assessment process as one approach to better understand community-level gaps and strengths along a full cascade of substance use services. The third presentation will spotlight community strengths and challenges as identified by justice and provider stakeholders during the needs assessment process. The fourth presentation will focus more closely on how stigma can impact service receipt as expressed during the stakeholder needs assessment meetings. The fifth presentation offers a framework for expanding the needs assessment process to other justice and community change processes. Lastly, the workshop will include feedback from a state level justice stakeholder on potential impacts of using systematic approaches to identify community gaps and strengths.

Chilling the Amygdala: Strategies for Staff to Manage Client Agitation and Aggression -
Dr. Randy Shively, Kelly Pitocco, Dr. Amanda Pompoco

This session will describe the Strategies pilot program between Alvis, Inc. and the University of Cincinnati Center for Justice and Communities (UCCJC) funded by a JAG grant. The approach assists staff in applying a model to reduce tension when justice-involved participants are resistant or agitated. The three-part approach includes strategies to reduce the incidents of agitation, techniques to de-escalate tense situations and recommendations for post-incident debriefing and remediation. The de-escalation portion includes three components: (1) TIME – steps for the staff member to prepare themselves for de-escalation, (2) CEASE – steps to engage the individual with empathy and reasonable suggestions towards calm and (3) RESPOND – offering choices with attending consequences to help the person gain control and choose to act in a more reasonable way. Given the frequency of past trauma in the lives of those in the justice system, staff need strategies to help clients manage their emotions and support their use of problem solving and decision making. Panel will share insights and anecdotes from Alvis staff participants and some preliminary positive outcomes from the grant.

National Guidelines for Post-Conviction Risk and Needs Assessments - Jennifer Kisela, Julie Micek

The United States does not follow a coherent set of guidelines on the development and use of risk and needs assessment and most states and counties have not tested their tools for accuracy and fairness across race, ethnicity, and gender. With support from the Bureau of Justice Assistance, the CSG Justice Center developed an advisory group of 28 national experts in the field to create a set of 13 specific guidelines and a suite of practical materials that are aimed at different audiences, including criminal justice practitioners and leaders and legislators. This workshop will educate attendees on the national guidelines, discuss the benefits of adhering to the national guidelines, and hear from a leader in the field on specific challenges their agency has encountered and their work to use the national guidelines.

Literature and Evidence: Risk and needs assessments are a foundational element of best practices in the corrections field. Every state in the US utilizes post-conviction risk and needs assessments in some capacity yet no standards on the accuracy, transparency, fairness, and communication and use of assessments existed prior to the national guidelines for post-conviction risk and needs assessments being developed. The national guidelines were developed in conjunction with national experts on risk and needs assessments, researchers, tool developers, and practitioners in the field. Adherence to the national guidelines ensures that post-conviction risk and needs assessments are valid on the population served, are equitable based on race, ethnicity, and gender, implemented with fidelity, scoring and use of the tools are transparent, and communicated properly to people served and stakeholders.

Utilizing Supportive Housing as an Investment to Decrease Recidivism for Those Leaving Incarceration - Terri Power

This presentation will begin with providing a definition and overview of supportive housing, highlighting its significance in assisting individuals leaving incarceration with a successful and safe community reintegration. Then, I will highlight two statewide programs in Ohio utilizing supportive housing as a platform to improve the lives of previously incarcerated individuals. Finally, the FUSE initiative will be presented which showcases one of CSH's initiatives in identifying and housing frequent users of systems. Participants will leave with an understanding of incorporating supportive housing as a possible solution in working with their clients.

Supportive housing is an evidenced based solution that leads to stability, better health and other positive outcomes. Supportive housing has over 20 years of research showing the success of working with individuals who are homeless and chronically homeless. Supportive housing has also been successfully utilized in reducing recidivism for individuals leaving state prisons and local jails. Tenants in supportive housing are provided affordable housing with wraparound support services, which can significantly reduce returns to jail/prison and homelessness, reliance on emergency health services, and improve overall quality of life.

Three programs will be highlighted to show the effectiveness of supportive housing with previously incarcerated individuals. Two statewide programs in Ohio will be presented: Returning Home Ohio (RHO) and Community Transitions Program (CTP). Funding, target population, collaborative partnerships, referral process, service components, program management and most recent outcomes, including the low recidivism rate, for both programs will be presented.

FUSE, Frequent User System Engagement, is a CSH initiative for local communities to identify and work with frequent users of jail, healthcare, shelters and/or other crisis public services. It is a proven model that uses data across systems to identify and understand the frequent users and then improve their lives through supportive housing. The FUSE program serves as a catalyst for systems change and improved coordination. The FUSE initiative in Franklin County, Columbus will be highlighted as an example, focusing on identification, coordination with the jail, and the decrease in jail days that have been shown. Other FUSE programs across the country will also be mentioned.

Tuesday, August 22, 2023, Plenary: 8:30 a.m. to 10:00 a.m.

Panelists: Yolanda Starks, Dr. Mitesh Desai, Dr. Greg Dillon, Gabriella Priest Celestin

In a panel session moderated by Dr. Brian Lovins, the panelists will answer questions regarding their personal experience within criminal justice systems, how the system can improve

the person-centered approach in community-based treatment, what direct-service is like today, how their lives have changed and what they hope the future will bring for themselves, as well as all justice-impacted individuals.

Tuesday, August 22, 2023, Workshops:10:30 a.m. to 12:00 p.m.

Centering Coaches and Players: How the Shift in Our Language Can Create a Coaching Connection - Brian Lovins

Our system has been historically built on a referee model where staff are forced to take an us/them approach to the work. This conversation will help us reimagine how we present and connect with the people that move through our system. Using evidence-informed practices, delivered in ways that improve the uptake of new skills, is an important component of the work we do. Participants will learn new ways to engage people moving through our system to establish a coaching connection.

Hoops and Hurdles: Examining “Failure to Appear” in Court and Why People Don’t Get to Court as Scheduled - Kevin Kuehmeier, Shannon Magnuson

Did you miss that doctor’s appointment? Or did you fail to appear? Does that second question hit differently? Historically, courts, researchers, and practitioners have used “failure to appear” -- both in language and in measure – without critically examining how much it overestimates someone’s unwillingness to come to court while underestimating how much systems play a part. Instead, courts rely on a menu of options, with limited evidence of how well they work, to ensure an individual comes to court as scheduled. Importantly, these strategies can exacerbate the collateral consequences of legal system involvement, increase disparate outcomes, and ultimately cost courts more money.

However, when we reframe “did you fail to appear?” into “did you get to court as scheduled?” we are able to ask more thoughtful questions about “why not?” In doing so, we can consider all the dynamic reasons people don’t show up to places as scheduled or on time and build more effective pretrial services to attend to these very relatable reasons.

This workshop will unpack how a jurisdiction analyzed disparities around those in jail for failing to appear in court. The workshop will reveal “real” stories from individuals who struggled with navigating trying to get to court, explain a framework for understanding court absence, challenge how our system assesses failure to appear, and discuss innovative recommendations that will enhance equity by reducing or eliminating barriers that get in the way of individuals getting to court.

Why Staff Stay in Corrections: The Importance of a Stay Interview for Staff Retention - Jacob Sadon, Jodi Glitzenstein

It is important to understand why staff may be leaving your Agency, but it is equally if not more important to understand why staff are staying at your Agency. This is often an overlooked data set when studying staffing shortages. Far too often Agencies focus on recruitment while minimally addressing retention. This workshop will address the importance of a Stay Interview, the components and technical aspects of a Stay Interview, and our own experience and results completing an evidence-based Stay Interview at a corrections agency. We will share our successes and failures throughout the process as well as our moments of comic relief. This will be an engaging and interactive workshop that provides practical and implementable skills and processes for your Agency.

Lessons Learned During the National Institute of Corrections' Project to Validate the Community Corrections Report Card (an RNR Based Agency Level Assessment Tool) - Brian Colgan, Melanie Lowenkamp

Agency level evaluations of practices in community corrections agencies are traditionally based on compliance with administrative standards and service delivery timelines. If you work in a county-based community corrections office, it is likely the state office that provides your funding also provides oversight. At some regular interval, your agency is assessed for compliance with the state-wide standards of practice. A report is then created identifying identified deficits and those results are reported to internal and external leadership. A likely agency response to the results of these reviews is the increased focus on the shortcomings that are identified. Additional resources are then directed to correcting the deficits related to the measured administrative standards. Unfortunately, evaluations focused on operational efficiencies, seldom examine comprehensive adherence to the Risk, Needs, Responsivity Model (RNR) both organizationally and at the point of service.

In this context, the “million-dollar question” is – do these common administrative evaluations identify areas an agency can address that will improve adherence to RNR so that mission critical outcomes are improved? The answer is typically no. Why does the examination of an agency’s adherence to RNR based principles matter? Bonta and Andrews in the *Psychology of Criminal Conduct* (sixth edition) provide a summary of over empirical 300 tests of the RNR model over the last four decades, in 3 types of contexts: a demonstration project, a project that is part demonstration and part real world/routine and Real World/Routine. Simply, as RNR adherence increases, mission critical outcomes improve, across all three contexts.

The focus of this workshop will be on how an agency can evaluate its own adherence to the RNR model. Dr. Ralph Serin, Dr. Cristopher Lowenkamp and Dr. Guy Bourgon collaborated

to create an evaluation tool rooted in the RNR model that is public domain and focused on measuring both organizational and service delivery practices as they relate to RNR.

We will review the process used during the 2022 National Institute of Corrections funded project to examine the usefulness of the Community Corrections Report Card by measuring RNR related practices at both the organizational level and at the point of service, in nine different agencies. We will discuss the activities associated with use of the tool as well as some of the general findings of the project.

Addressing the Needs of People with Mental Illness Under Community Supervision -
Andrea Murray-Lichtman, Dr. Rebecca Smith, Dr. Tonya Van Deinse

Estimates suggest that up to 1 million people on probation have a mental health condition, and approximately 55% of those with mental illnesses on probation have a co-occurring substance use disorder. Further, individuals with mental illness and substance use disorders often face additional challenges, including unemployment, unstable housing, and lower levels of treatment engagement. Given these complex and co-occurring needs, probation agencies need evidence-informed practices to support people on probation who have mental illness and substance use disorders and to help them remain stable in the community and complete the terms of their probation. This session will summarize the research on the prevalence of mental illness and substance use disorders among justice-involved people and evaluate the evidence on specialized mental health probation approaches. In addition, the presenters will discuss an innovative implementation strategy, clinical case consultation, for enhancing probation officers' capacity for addressing the needs of people on probation. The session will conclude with a discussion about how this strategy and other mental health probation approaches can be used to promote responsivity.

Tuesday, August 22, 2023, Plenary: 12:30 p.m. to 2:00 p.m.

Dr. Brian Lovins will end the conference with a presentation on what was learned, how to implement the newest research, and most importantly, how to move forward centering justice-involved individuals that are being served by your agency.

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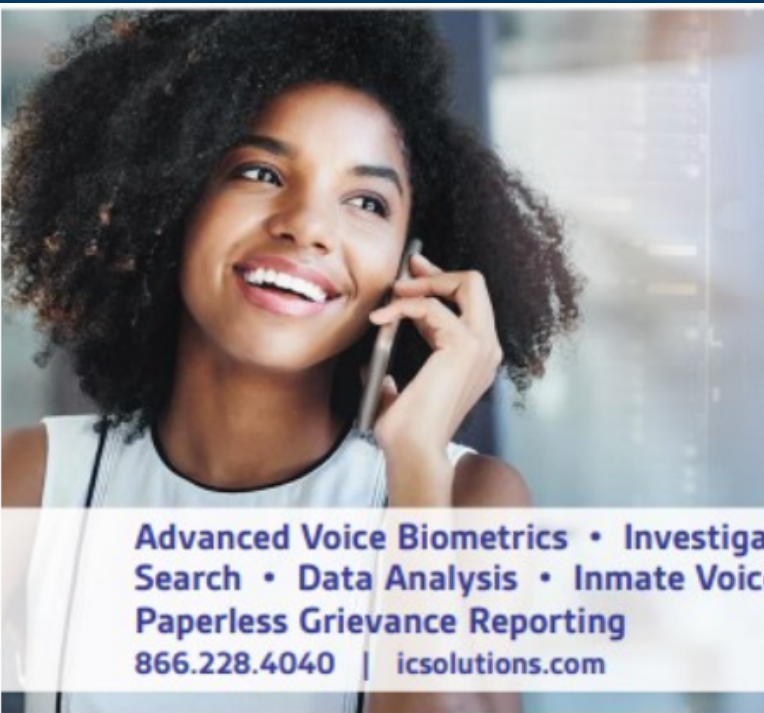


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Meet the Speakers

Dr. Jennifer Becan has served as the Principal Investigator (PI) or as a Multiple PI on several research projects funded by the National Institute on Drug Abuse (NIDA). Her areas of focus include developing treatment readiness interventions for youth in community and justice settings; as well as using implementation science approaches to promote system level change in improving access and delivery of substance use services for justice-involved populations. Dr. Becan is a lead scientist on the Texas Christian University (TCU) Hub of the Justice Community Opioid Innovation Network (JCOIN), a NIDA funded project that is a national network of more than 13 research organizations collaborating to study and disseminate evidence-informed approaches for justice settings.

Dr. Shelley Brown is a professor of forensic psychology within the Department of Psychology, Carleton University, Ottawa, Canada. Shelley's program of research aims to improve gender responsive services for girls and women in conflict with the law. Shelley studies complex trauma, violence, strengths, risk assessment and desistance among justice-impacted girls and women. Shelley has published various articles, reports, book chapters and books. Her most recent publication includes the edited book: *The Wiley handbook on what works with girls and women in conflict with the law: A critical review of theory, practice, and policy* (Brown & Gelsthorpe, 2022).

Brian Colgan has worked in community corrections for over three decades in both the county and federal systems. He has worked as an officer, middle manager, and division manager. His experience includes agency-level coordination of the implementation of the Risk, Needs, and Responsivity model; training and coaching staff in the use of Core Correctional Practices; reviewing over a thousand recordings between staff and individuals under supervision (IUS); and creating curriculum used by staff and IUS. He has completed dozens of agency-level evaluations. In 2022, he served as the lead for the Assessor Team in the National Institute of Corrections' project to evaluate the Community Corrections Report Card (CCR) developed by Drs. Ralph Serin, Chris Lowenkamp, and Guy Bourgon. The CCR incorporates contemporary research, policy, and practices in community supervision of IUS into a comprehensive public domain evaluation tool. Brian has an M.A. from Northern Arizona University.

Dr. Mitesh Desai is a physician who has designed and evaluated wellbeing programmes for those who are frequently marginalized, including the diverse population of people experiencing the longer-term effects of both intensive care and COVID-19, as well as those living with HIV in the UK. Dr. Desai provides pro bono consultancy supporting the implementation of The Prem Rawat Foundation's Peace Education Program in diverse settings across Europe. He has evaluated the impact of the program as a strengths-based, cross-cultural approach that may complement other approaches and interventions for behavioral and attitudinal change, developing resilience and fostering wellbeing.

Tara Dhanraj currently works with the JHE Program as Director of Reentry and Community Based Programs. In this position she oversees the implementation and fidelity of Massachusetts' first After Incarceration Center, a people-first, judgment free and voluntary resource center for people reentering the community from incarceration and their families. Ms. Dhanraj has worked in the justice reform field for 9 years helping jurisdictions across the country improve practices and policies to reduce over-incarceration. Most recently, Ms. Dhanraj worked at the Vera Institute of Justice where she conducted a study on justice-involved women in a North Carolina County and provided recommendations to reduce justice-involvement, improve conditions in the local jail, and strengthen services in the community.

Brian Driscoll, as you meet the owner of Driscoll Learning, you will immediately feel at ease and realize that his purpose is to facilitate that which is important to you as a busy professional. Bryan's commitment to hard work and discipline are exemplified through his multiple degrees and athletic achievements including a bachelor's in criminal justice and Minor in Psychology, as well as a Master's in Sports Management and Marketing. Bryan's aspirations were to become a College Athletic Director or Wrestling Coach.

Life handed Bryan a different journey. Bryan was introduced to successful business owners and professionals, and he was bitten by the ‘Entrepreneurial Bug’. “I am fortunate for the mentors who played a significant role throughout my life. They uncovered my ability to facilitate business transformations while making others feel comfortable and relaxed with who they are.” Bryan launched Driscoll Learning in Columbus, Ohio, in July of 1998. Initially, he offered Team Building solutions and over time client-demand sparked Bryan to add a full-spectrum of services. Driscoll Learning primarily serves time-starved Business Owners and Companies who are experiencing turnover problems, working through hiring mistakes and noticing gaps in their workforce Leadership & Sales Teams. He is motivated by being the catalyst who brings value to an organization as they ultimately become more effective...and self-reliant.

Julie Finn has been with Community Resources for Justice (CRJ) for more than 15 years and works to improve criminal justice programs, policies, and services. Julie now acts as SJS’s Implementation Manager and oversees implementation efforts related to data-driven decision making, risk/need assessment, and training and coaching to support staff development in best practices. Julie is certified to facilitate CJI’s Effective Case Management, Graduated Responses, Motivational Interviewing, and Core Correctional Practices training. Additionally, she is trained to administer the Ohio Risk Assessment System tools and the Women’s Risk Need Assessment.

Jodi Glitzenstein is the Director of Human Resources at Oriana House, Inc. In that capacity, Jodi is responsible for overseeing all human resources functions in a multi-county 800-employee Agency. She has been employed by Oriana House for over 30 years.

Jodi’s goal is to retire in a few years. She will spend more time volunteering at ACCESS shelter for women and children who are experiencing homelessness and working in her furniture refinishing business she plans to start.

Jodi received her master’s degree in public administration in 1998 from the University of Akron. In 1990, she received her bachelor’s degree in criminal justice from Kent State University where she was also commissioned as an Army officer through the ROTC program.

Dr. Verlin Joseph is currently a postdoctoral fellow at the Center on Alcohol, Substance use, And Addictions (CASAA) at the University of New Mexico (UNM). He has served as the Principal Investigator (PI) or as a trainee on several research projects funded by the National Institute on Drug Abuse (NIDA) and the National Institute on Alcohol Abuse and Alcoholism (NIAAA). His research seeks to improve substance use treatment outcomes among justice-involved populations by addressing ways to reduce stigma and discrimination at each step of the criminal legal continuum. Dr. Joseph is a scientist on the Texas Christian University (TCU) Hub of the Justice Community Opioid Innovation Network (JCOIN), a NIDA funded

project that is a national network of more than 13 research organizations collaborating to study and disseminate evidence-informed approaches for justice settings.

Mike Kane, MA, is Senior Director, Criminal Justice Reform at For Health Consulting at UMass Chan Medical School. Mr. Kane is an experienced researcher, consultant, and technical assistance provider whose work has focused on supporting the implementation of evidence-based programs and practices across the criminal-legal system, including supporting reentry programs in jails, prisons, and the community. Mr. Kane has served as the project director for the National Institute of Corrections-funded Transition from Jail to Community Initiative, led technical assistance efforts to support statewide planning coordination and implementation projects through the Comprehensive Opioid Stimulant and Substance Abuse Program (now known as COSSUP), led evaluation efforts of a recovery-based reentry program for Black and Latino men in Massachusetts, and is the lead author of *Planning and Implementing a Reentry Program for Clients with Co-Occurring Disorders: A Toolkit*. Mr. Kane is also the Co-Director of Research, Evaluation, and Policy Division of the Massachusetts Center of Excellence for Specialty Courts

Jennifer Kisela is a Deputy Program Director at the CSG Justice Center where she oversees special projects and has been providing expertise in evidence-based practices, risk and need assessments, changing behavior, programming, and quality assurance for the past 8 years. Prior to joining the CSG Justice Center, Jennifer worked for 15 years in community corrections in Ohio and provided training and coaching services as an independent consultant to community corrections agencies throughout the United States. Jennifer holds a BA in justice studies from Kent State University and an MA in criminal justice from the University of Cincinnati.

Whitney Kramer currently works with the JHE Program as the Director Justice & Health Equity, advancing projects to support increased services to justice-involved individuals. Ms. Kraemer is a licensed mental health clinician with twelve years of clinical experience within correctional healthcare. Most recently, Ms. Kraemer has worked closely with the Massachusetts Parole Board staff to develop the Community Pathways program, assisting field parole staff with establishing connections to community providers. Ms. Kramer also supports the Behavioral Health-Justice Involved program, providing contract management, clinical review, and training program. Ms. Kraemer is also an experienced trainer, having twelve years of experience developing and delivering training on topics including best practices for working with incarcerated individuals, trauma, health equity, de-escalation, and mental health.

Jim Krancevic is the quintessential picture of the unique combination of a trusted C-suite advisor and behavioral science analyst. His 30+ year career as a senior HR leader, management consultant and executive coach in Big 4 consulting, banking, and healthcare spans prominent organizations such as PWC, Fifth Third Bank and Cardinal Health.

While Jim has been responsible for leading HR departments for companies with as many as 135,000 employees, he understands how to deploy a practical, common-sense approach to an organization's human capital. He knows what it takes to manage HR at scale, and in doing so, has developed many innovative programs requisite to successfully meet the tough demands experienced by rapid growth companies.

Jim has implemented scientific and patented behavioral assessment tools that enabled his firms, and subsequent consulting clients, to hire loyal, dedicated, and motivated people who consistently deliver quantifiable results. Understanding the true behavioral patterns, motivational tendencies, and communication skills of an individual lies at the heart of Jim's career work in human resources related leadership development, consulting, and executive coaching.

Among Jim's many other measurable career successes are his contributions to large merger and acquisition transactions; the development of employee retention strategies, talent management, change management and performance management; the development and implementation of succession planning strategies, large scale employee training programs, and pay for performance compensation plans.

Kevin Kuehmeier is a Senior Associate at JSP. He currently works assisting criminal and juvenile legal systems and community partners with transforming their systems. Mr. Kuehmeier provides technical assistance to several jurisdictions involved in the Safety and Justice Challenge through the MacArthur Foundation to safely reduce jail populations, eliminate ineffective and unfair practices, and reduce racial disparities. He provides pretrial assessment training and implementation assistance, strategic planning assistance, and is working with the National Institute of Corrections assisting with leadership development and training, Organizational Coaching Assessment assistance in several jurisdictions, and development of resource videos for community supervision professionals.

Mr. Kuehmeier has 25 years of experience working for the U.S. Courts with Federal Probation and Pretrial Services. He has 12 years of experience working as a Probation and Pretrial Services Administrator with the Administrative Office of the U.S. Courts in Washington D.C. and Charleston, SC. Mr. Kuehmeier is skilled in providing national organizational assessment, technical assistance, and recommendations regarding policy and procedure improvements. He has been at the forefront of policy development and national training and implementation regarding evidence-based practices, assessments for pretrial and probation, supervision of those on pretrial and post-conviction, treatment services, and core correctional practices. Mr. Kuehmeier was also instrumental in developing a national training curriculum for probation and pretrial services officers in all these areas of expertise.

Mr. Kuehmeier was a faculty member of the Federal Judicial Center for three years and graduated from their leadership development program. He served as a U.S. Pretrial Services

Officer in Philadelphia, PA, and U.S. Probation and Pretrial Services Officer in Buffalo, NY. He received a Bachelor of Arts and Master of Science degree in Criminal Justice from the State University of New York College at Buffalo.

Dr. Nancy La Vigne is a nationally recognized criminal justice policy expert and former nonprofit executive whose expertise ranges from policing and corrections reform to reentry, criminal justice technologies and evidence-based criminal justice practices. Her previous position was senior fellow at the Council on Criminal Justice (CCJ), where she served as executive director of the Council's Task Force on Policing. Prior to joining CCJ, Dr. La Vigne served as vice president of justice policy at the Urban Institute, a nonprofit social policy research organization based in Washington, D.C. Over the course of a decade, she directed Urban's Justice Policy Center and from 2014 to 2016, she also served as executive director of the congressionally mandated bipartisan Charles Colson Task Force on Federal Corrections Reform. Before being appointed as director of the Justice Policy Center in 2009, Dr. La Vigne served for eight years as a senior research associate at Urban, leading groundbreaking research on prison reentry. Prior to joining Urban, she was the founding director of the Crime Mapping Research Center at NIJ and was special assistant to OJP's Assistant Attorney General. She previously served as research director for the Texas sentencing commission.

Dr. La Vigne holds a Ph.D. in criminal justice from Rutgers University-Newark, a master's degree in public affairs from the Lyndon B. Johnson School at the University of Texas-Austin and a bachelor's degree in government and economics from Smith College.

Melanie Lowenkamp has worked domestically and internationally training and implementing evidence-based practices for over a decade. She has trained over 2500 corrections professionals in using effective practices to improve communication and to target criminogenic to reduce recidivism. She has reviewed over 10,000 recordings of interactions between trained staff and individuals under supervision (IUS). Melanie has developed professional materials including several curricula for use with pretrial, probation, parole, correctional officers, and treatment staff. Melanie has also developed instructional materials for use with IUS, including worksheets to address skill deficits and address thinking errors. Her training and coaching expertise includes working with both frontline staff and leadership in these curricula: EPICS-II; STARR; IBIS; SAFE-domestic abuse curriculum, T4C, COB, and MI. She has an M.A. in Criminal Justice from the University of Cincinnati.

Dr. Brian Lovins is a Principal at Justice System Partners (JSP). He earned his PhD in Criminology from the University of Cincinnati, and he is the current President for the American Probation and Parole Association (APPA). Prior to JSP, Dr. Lovins worked for Harris County Community Supervision and Corrections Department (CSCD) as the Assistant Director. He was

tasked with developing and implementing agency-wide change plans to drive increased successful completion rates.

Dr. Lovins has been instrumental in introducing the referee/coach conversation to the field. In 2018, Dr. Lovins and colleagues published the initial article “Probation Officer as a Coach: Building a New Professional Identity” in *Federal Probation*. Since then, he has delivered hundreds of conference presentations and invited talks regarding the referee/coach concept. Dr. Lovins routinely consults with agencies regarding their implementation of a coaching framework within the context of evidenced-based interventions.

Dr. Lovins received the 2020 Edward J. Latessa Practitioner Research Award from the American Society of Criminology-Division on Corrections and Sentencing for his continued body of work in helping community corrections move forward. He has also been honored with the Dr. Simon Dinitz Award by the Ohio Community Corrections Association and the David Dillingham Public Service Award from the International Community Corrections Association for his work and dedication in helping correctional agencies adopt evidence-based programs, as well as being recognized as a Distinguished Alumnus by the University of Cincinnati. His publications include articles on risk assessment, sexual offenders, effective interventions, and cognitive-behavioral interventions.

Shannon Magnuson is a Senior Associate with JSP. Her pronouns are she, her, and hers. Shannon earned her PhD in Criminology, Law and Society from George Mason University. Shannon has over five years of experience conducting meaningful rigorous research; providing evidence-informed technical assistance to local, state, and federal partners; and developing creative and research-based training curriculum for practitioners. Her work is dedicated to researching and implementing evidence-informed and culturally responsive policies and practices in legal systems. Importantly, her work centers on the humane and dignified care of people who have contact with the legal system. Shannon’s work has appeared in *Perspectives*, *Justice Quarterly*, *Race and Justice*, *Punishment & Society*, and *Law & Society Review*.

Valerie Meade has worked in criminal justice for over 20 years, with expertise in the areas of cognitive behavioral interventions, case management, model fidelity, and continuous quality improvement, and extensive experience with adult and juvenile populations on community supervision, in correctional facilities, and in substance abuse treatment. In her current role, Valerie assists states throughout the country with implementation and sustainability of Justice Reinvestment policies. Valerie was named Community Corrections Employee of the Year for the State of Kansas in 2012 for implementing sustainable evidence-based practices and Supervisor of the Year in 2017 for supporting staff through culture change to foster evidence-based practices. Valerie is committed to improving the quality of criminal justice programs and interventions through collaboration and implementation of sustainable research-based strategies that lead to improved public safety.

Carol Mettenbrink brings over 30 years of consulting expertise in delivering results to clients as a behavioral scientist, executive coach, and a purveyor of wisdom to business leaders throughout the country. She brings a unique perspective on how businesses operate and how individuals succeed. Carol works with senior executives who are looking to navigate the challenges of their roles and coaching high potential employees how to prepare for promotion into new and more demanding roles.

Carol utilizes a combination of analytical and organizational skills coupled with critical thinking to deliver practical solutions with a strong emphasis on taking action and reviewing results. She works with business leaders and their teams to define and align strategy, infrastructure, systems, leadership behaviors and culture to achieve measurable and sustainable results.

Her clients learn to recognize and develop crucial perspectives, behaviors, and leadership skills, increasing their effectiveness and impact while handling the challenges of increasing responsibilities and rapidly changing markets.

Carol's experience consulting and guiding teams helps her provide real time solutions and tools that can be immediately implemented. She will ask tough questions and help clients gain new perspectives, awareness of their impact, and create habits that will build authentic leadership skills and range. Her style is direct and open, with healthy doses of humor and is passionate about her clients' learning and growth.

As a former Division I college athlete, Carol practices staying fit and healthy as a life-long goal and lives by the philosophy of setting an example of what is possible. Additionally, she is certified in five behavioral sciences: DISC, Driving Forces, Emotional Intelligence, Acumen, and Competencies (DNA).

Julie Micek has been the Director of Parole for the State of Nebraska since 2016. Julie has spent her career over 25 years as a leader in criminal justice reform and mental health treatment delivery. Her experience began in direct care work in correctional institutions, followed by leadership positions in community and state agencies in several states. Julie has focused on strategic planning, training, curriculum development, and consulting.

Andrea Murray-Lichtman, MSW, LCSW, is a clinical associate professor at the UNC Chapel Hill School of Social Work. She is a PhD candidate with 20 years of clinical experience within healthcare and criminal legal settings. Her research interests include equity in chronic illness, substance use, and mental health disorder treatment and the intersections with the criminal legal system. Andrea provides clinical consultation to specialty mental health probation officers and chiefs across North Carolina.

Kelly Pitocco received her M.S. in Criminal Justice from the University of Cincinnati in 1989. She earned her Master's of Social Work from the University of Kentucky in 1992. She is independently licensed as a social worker and chemical dependency professional in the state of Ohio. Ms. Pitocco has over 35 years of experience working in the social services and corrections fields. She has provided direct service with youth and adult populations in residential treatment, correctional institutions, and halfway house settings. She has provided clinical supervision and program management in adult outpatient substance use disorder services, Drug Court and jail-based substance use and batterers' intervention programs. Pitocco has developed and provided staff training at a large social service agency and has provided training, technical assistance and coaching at many social service and community corrections agencies. Ms. Pitocco is a Senior Research Associate at the University of Cincinnati, Center for Justice and Communities. Ms. Pitocco develops, evaluates, and trains on a variety of topics including cognitive-behavioral interventions, risk assessment, group facilitation, and motivational interviewing (MINT member since 2009). She has extensive experience in change management, program implementation, and program evaluation for adherence to evidence-based practices.

Dr. Amanda Pompoco, originally from Youngstown, Ohio and received her Ph.D. in Criminal Justice from the University of Cincinnati in 2021. She is currently a Senior Research Associate at the Center for Justice & Communities (CJC) at the University of Cincinnati. Her research experience includes involvement in various phases of data collection, analysis, and technical report writing for a statewide study of Ohio's prison programs and an evaluation study of continuous quality improvement efforts in community supervision units across the state of Wisconsin. Additionally, she works regularly on redesign initiatives, training practitioners in multiple Cognitive Behavioral Interventions, as well as training, coaching, and implementation support for the EPICS model in community supervision settings. Her research interests include correctional education, institutional programming, the transfer of knowledge to practitioners and policymakers and applying the principles of effective intervention to community settings.

Terri Power joined CSH in December 2012 as a Senior Program Manager and was promoted to Associate Director in 2018. Terri Power has 35 years of experience in providing and supervising high quality services in a variety of social service settings, with an expertise in program analysis, expansion, quality improvement policies and procedures, and Medicaid billing requirements. As the Associate Director for CSH's Ohio office, Ms. Power monitors, manages and expands the statewide reentry supportive housing project, Returning Home Ohio, and a local county justice supportive housing initiative for frequent users of the jail. In addition, she provides consultation, technical assistance, and training on supportive services in supportive housing, justice and reentry, Medicaid capacity building, and quality improvement practices. Prior to joining CSH, Ms. Power directed services across multiple cities in Ohio in family permanent supportive housing, single adult transitional housing and emergency shelters, and correctional halfway house programs. Terri has a Master of Social Work degree from Ohio State

University and a Bachelor of Arts in Psychology from the University of Steubenville. She holds an independent social work license with a supervisory designation.

Gabriella Priest Celestin is a Senior Associate at Justice System Partners. Gabriella works with community corrections agencies to improve practices through the Coach/Referee Model for Change, including work with multiple states through the National Institute of Corrections, with Virginia's Department of Juvenile Justice, and the Community Supervision Leadership Learning Lab with the National Institute of Corrections. Gabriella also manages JSP's Coaching Network for Change (CNC) - a virtual community of practice for community corrections organizations.

For nearly two decades, Gabriella has worked tirelessly to improve the criminal legal system, partnering with practitioners, policymakers, academics, and impacted individuals and their families in research and evidenced-based practices for equitable reform and services. Prior to joining JSP, Gabriella was the Program Director of the Harvard Kennedy School's Program in Criminal Justice Policy and Management (PCJ) and serves on the PCJ's Roundtable on Reducing Racial Disparities in Massachusetts Criminal Courts. Gabriella worked for 11 years at the nonprofit Community Resources for Justice (CRJ). As CRJ's Director of Innovation, Implementation, and Development, she was responsible for oversight of its Massachusettscommunity-based reentry programs and its Social Justice Services (SJS) training academy. Through CRJ's Crime and Justice Institute (CJI) division, Gabriella led youth and adult justice system policy reform and implementation efforts in several states— Georgia, Utah, Kansas, Oregon, West Virginia, and Kentucky— as part of the Justice Reinvestment Initiative. These reforms improved outcomes and reduced prison and juvenile system populations.

Gabriella is an adjunct faculty member at Suffolk University, teaching undergraduate and graduate courses on crime and justice. She obtained a Bachelor of Science in Sociology and Criminology and a Master of Science in Criminal Justice from Suffolk University. Gabriella is on the Board of Directors of the International Community Justice Association (ICJA) and in 2019 received the Inaugural "Emerging Leader" award from ICJA.

Madelyn Roman-Scott provides support and technical assistance to policymakers and stakeholders through Justice Counts, an initiative to help policymakers make better decisions using public safety data. Previously, she worked at the Pennsylvania Commission on Crime and Delinquency, where she assisted agencies with implementing evidence-based programs, led prevention initiatives, and started a youth justice advisory board for Pennsylvania. She also worked as a criminal justice systems planner with victims' services, a youth advocate project manager, and a bilingual family service specialist. She was appointed a 2012 Youth Justice Leadership Institute Fellow through the National Juvenile Justice Network. Maddy holds a BA in psychology and criminal justice from Rutgers University and an MPS in organizational leadership from Central Penn College.

Jacob Sadon is the Staff Development Manager for Oriana House, Inc. in Akron, Ohio. Oriana House is a private non-profit community corrections and behavioral health provider. He is responsible for the training and development practices for over 800 employees across the state of Ohio. He has worked for Oriana House for over 15 years in a variety of different positions and facilities.

Jacob personally conducts many training sessions and oversees hundreds of training sessions each year both internally for employees and externally for community and professional partners. He received his Master of Arts degree in Justice Studies from Kent State University in 2009 and received his Bachelor of Arts degree in Criminal Justice from Gannon University in 2005.

In his free time Jacob enjoys frequently traveling with his wife Jill and son Noah, attending Noah's swimming events, woodworking, and vinification.
Haven Scogin

Dr. Randy Shively has worked for Alvis since 1990, an agency specializing in community corrections and developmentally disabled individuals with challenging behaviors. He has worked in the capacity as a psychologist and an administrative and clinical leader. Randy has a private practice where he serves individuals with developmental disabilities, mental health, substance abuse and sex offending issues. Randy currently is licensed in Ohio as an Independent Chemical Dependency Counselor and a Psychologist. Randy received a masters and Ph.D. in psychology from The Ohio State University. Randy is currently the Director of Research and Clinical Development. Randy is actively involved in publishing articles for the Journal of Community Corrections, Corrections Today and other ACA publications and corrections journals. He is co-editor of the Journal of Community Justice. He also regularly presents workshops at the local, national, and international levels. Randy was awarded the 2016 Peter Lejins Research Award by the American Correctional Association. Randy serves on all the other treatment committees at ACA. He has been instrumental in drafting national policies in corrections in the clinical area for ACA.

Dr. Rebecca Smith, MSW, is a principal research associate for the mental health and justice partnerships and public safety performance project at The Pew Charitable Trusts. Before joining Pew, Smith served as principal investigator on a research project funded by the National Institute on Alcohol Abuse and Alcoholism. She previously worked as a research analyst at a juvenile justice agency and a clinician at inpatient forensic and acute psychiatric hospitals.

Dr. Kimberly Sperber currently works as the Criminal Justice Program Lead for CareSource, a Managed Care Organization, where she helps to develop and evaluate initiatives to address the unique behavioral, physical, and social needs of CareSource members involved in the criminal

legal system. Dr. Sperber also serves as a CareSource Co-Investigator on two NIMH-funded studies seeking to reduce suicide risk among individuals involved in the criminal legal system. In addition to her work at CareSource, Dr. Sperber serves as the Director of the Center for Health and Human Services Research at Talbert House, where she has spent more than 25 years with responsibilities for conducting research, helping staff to operationalize research findings into practice, and assisting staff in assessing and monitoring fidelity to evidence-based practices.

Dr. Shannon Streisel holds a PhD in criminology from the University of Delaware. Shannon works as a Data and Policy Specialist at the Crime and Justice Institute, a division of Community Resources for Justice where she works on criminal justice reform, largely as a part of Justice Reinvestment Initiatives. She is currently working on several projects based out of Oklahoma that focus on improving the conditions and policies related to county jails and diversion. Shannon's research interests relate to topics such as substance misuse within the criminal justice population, the intersection of recovery and desistance, and alternatives to carceral punishment.

Dr. Tonya Van Deinse, MSW, is a research associate professor at the UNC Chapel Hill School of Social Work and a mental health services researcher focused on the development, implementation, and evaluation of interventions that span the mental health and criminal justice systems.

Dr. Marilyn Van Dieten is a Senior Advisor to the Center of Effective Public Policy and the National Resource Center on Justice-Involved project director. As a co-founder of Orbis Partners, she spent over 20 years developing trauma-informed and gender-responsive interventions that have demonstrated positive outcomes in changing the lives of women in both institutional and community settings.

Stephanie Villanueva supports policymakers to make better decisions using criminal justice data as part of the Justice Counts initiative. Previously, she worked for American Prison Data Systems, preparing people for successful reentry. As a support associate, she visited jails and prisons throughout the country and ensured access to educational and rehabilitative resources. She also worked in law enforcement as a community service officer and a crime analyst, providing geographic and statistical analysis to guide the Tampa Police Department's crime reduction efforts. Stephanie has a BA in criminology from John Jay College of Criminal Justice with minors in gender studies and sociology. She also has an MS in criminal justice from Long Island University.

Maja Vlajnic joined CJI's data team in 2019 and works primarily with adult corrections and community supervision. She brings to the role an extensive background in scholarly research on criminal justice, as well as interdisciplinary experience in analytical work. In addition to her academic experience, she has worked on projects exploring the impact of forensic evidence on

sexual assault case progression, investigating commodity misinvoicing in international trade data, and collecting and analyzing qualitative data on hate crimes. Maja is currently a doctoral candidate at Northeastern University's School of Criminology and Criminal Justice. She graduated from the University of Maryland, College Park with a BA in English and a BA and MA in Criminology and Criminal Justice.

Dr. Amanda Wiese is an associate research scientist at the Institute of Behavioral Research. Her areas of focus include applying statistical analyses and model testing for multi-level and structural statistical models to evaluate the effectiveness of treatment programs within justice settings. Dr. Wiese is the data lead for the Texas Christian University (TCU) Hub of the Justice Community Opioid Innovation Network (JCOIN), a NIDA-funded project aiming to expand effective treatment and care for people with opioid misuse in justice settings.

Dr. Mei Yang holds a PhD in criminology and criminal justice from University of Maryland. She has been a Data and Policy Specialist at the Crime and Justice Institute, a division of Community Resources for Justice, for two years. She currently works on several projects that focus on improving court appearances and optimizing pretrial supervision resources allocation. Mei's research interests mainly include juvenile delinquency, school punishment, and alternatives to youth detention and incarceration.

Erica King is a Senior Manager at CEPP, where she directs gender justice initiatives that are part of CEPP's National Resource Center on Justice-Involved Women (NRCJIW). Ms. King focuses on addressing the unique needs of impacted women across the justice system, including pretrial justice, sentencing, corrections, and community supervision. She delivers technical assistance to jurisdictions and agencies with a focus on evidence-based, gender-responsive approaches and creates resources to help the field better understand the implications for women who are involved in the criminal justice system. Prior to joining CEPP, Ms. King worked for two decades as a Senior Policy Associate at Muskie School of Public Service, directing a results-focused portfolio aimed at improving the opportunity landscape for emerging adults. Ms. King has a master of social work from University of Southern Maine and serves as a policy leader across hyper-local and national initiatives.

Dr. Gregory Dillon, LPC-S is the Director for the Brazoria County Community Supervision and Corrections Department (CSCD) and an adjunct professor for Texas Southern University in Houston, Texas.

Dr. Dillon has worked in the field of community supervision for over 25 years as an officer and clinician, starting his career at the Sacramento, CA, Juvenile Probation Department and gaining extensive experience in a large and innovative department as a deputy director for Dallas County CSCD. He currently serves on the Texas Probation Association Board, Texas Probation

Legislative Committee, TDCJ Legislative Committee, and the Women's Center of Brazoria County. He is also the Officer Safety Committee Co-Chair for the American Probation and Parole Association.

Dr. Dillon is an advocate and consultant of evidenced-based practices on the local, state and national levels and is passionate about the call for re-envisioning and supporting transformational change within the field of community supervision and juvenile justice. Most importantly, Dr. Dillon is quick to share that the knowledge and environment he was provided during his early development from his two historically conscious parents was an indelible privilege in maneuvering through this human experience and defying all barriers.