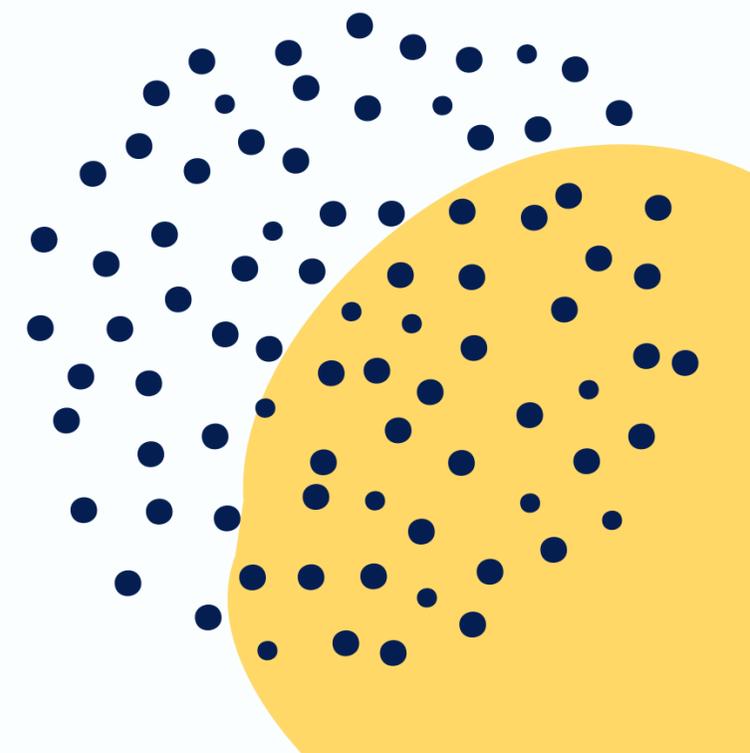


SAME IS NOT EQUAL

Presentation by Ashley Bauman, MS, MBA, BCC
Bauman Consulting Group



**MAKING THE
CASE FOR
GENDER-
RESPONSIVE
APPROACHES
FOR WOMEN**



SYSTEM DESIGN

The criminal justice system is designed for men based on research on men.

RISKS AND NEEDS

Women have different risk and needs than men. Often this means less access to appropriate programs and services.

INCREASING POPULATIONS

Women are entering the criminal justice system at approximately twice the rate of increase of men.

DIFFERENTIAL RESPONSES

Women incur higher rates of technical violations and struggle to be successful on supervision. They are viewed as "more difficult."

PATHWAYS INTO THE SYSTEM

Women and men enter the criminal justice system through unique pathways based on different life experiences.

FAR-REACHING IMPACTS

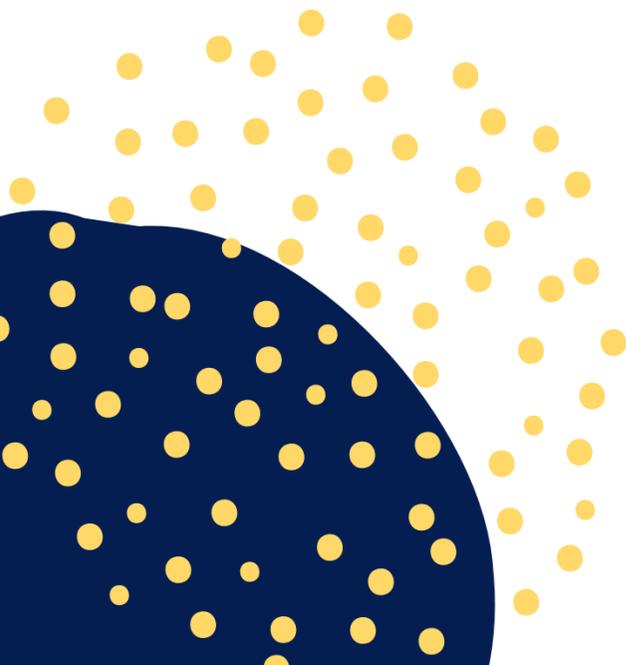
Many of the women (and their children) are involved in multiple "systems." The impacts of working with them is profound.



"...creating an environment through site selection, staff selection, program development, content and material that reflects an understanding of the realities of the lives of women and girls and that addresses and responds to their strengths and challenges."



-STEPHANIE COVINGTON, PH.D., LSCW



GENDER-RESPONSIVENESS HAS GENERATED SEVERAL QUESTIONS



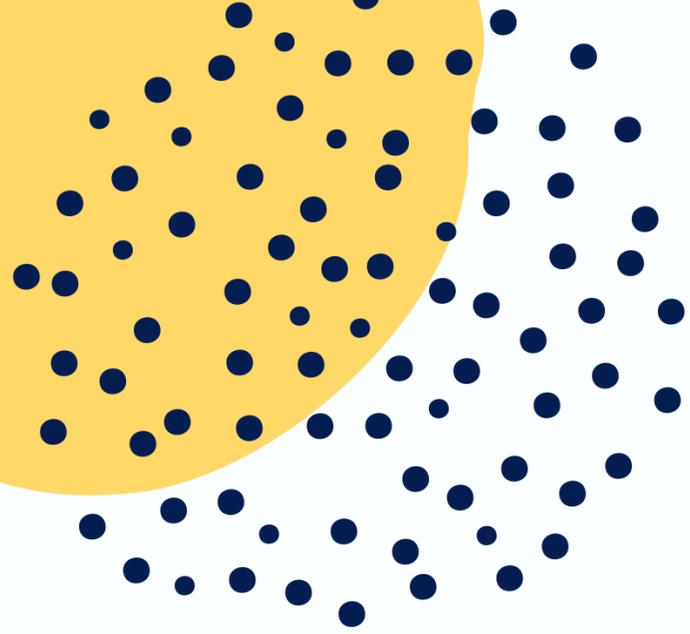
Is treating men and women differently legal?



Is it necessary to use gender-responsive practices?



How would we go about implementing this?



IS TREATING MEN AND WOMEN DIFFERENTLY LEGAL?

Yes. You can create separate policies and use separate programs for men and women as long as the agency does not engage in discriminatory funding.

EQUITABLE APPROACHES

Policies & Programs

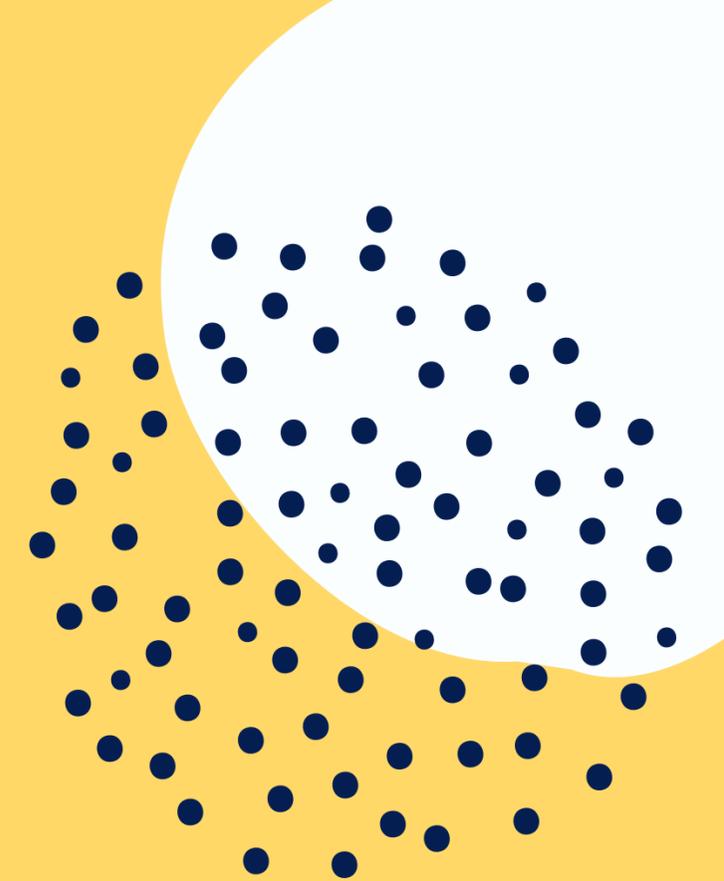


What about equal protection?

EQUAL PROTECTION CLAUSE OF THE 14TH AMENDMENT STATES:

No state shall deny any person "equal protection of the laws."

Equal protection guarantees that people who are similarly situated are treated similarly.



Legal Precedent



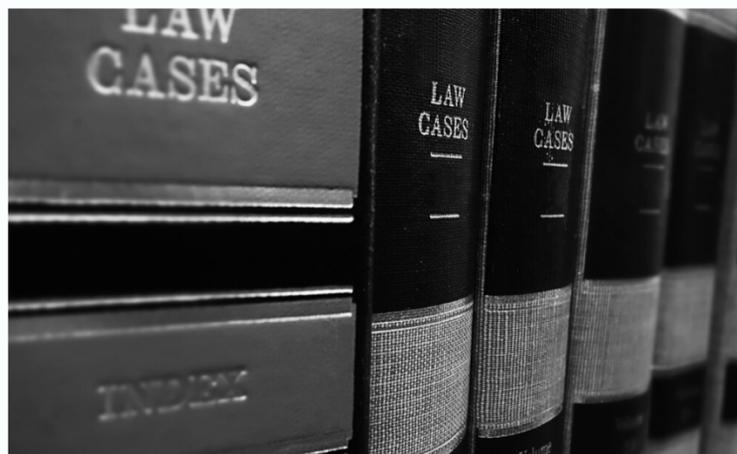
WOMEN PRISONERS V. DC

Men and women prisoners are not similarly situated due to population-specific and facility-specific factors.



KLINGER V. NEBRASKA

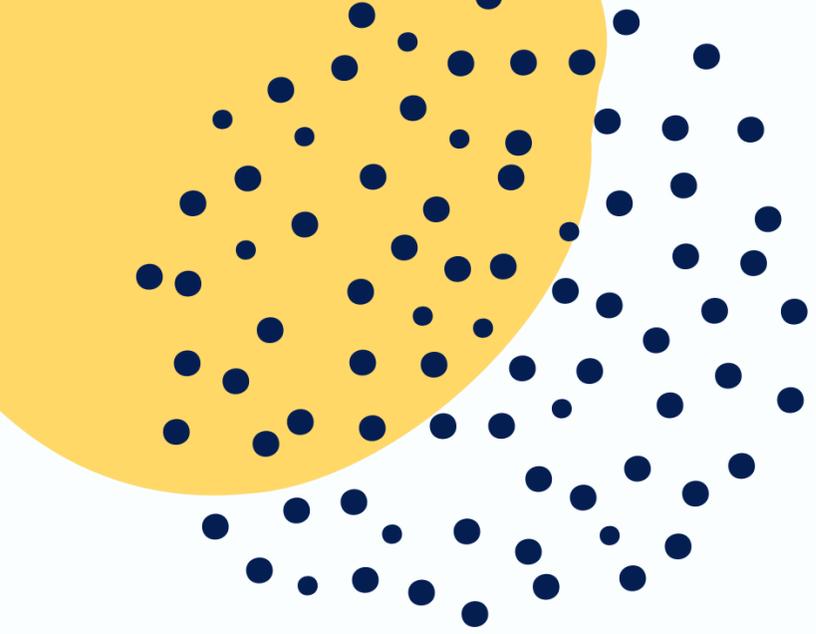
Organizational priorities matter.
Agencies can determine optimal mix of programs and services for population.



PARGO V. ELLIOTT

The risk levels and needs of men and women differ.



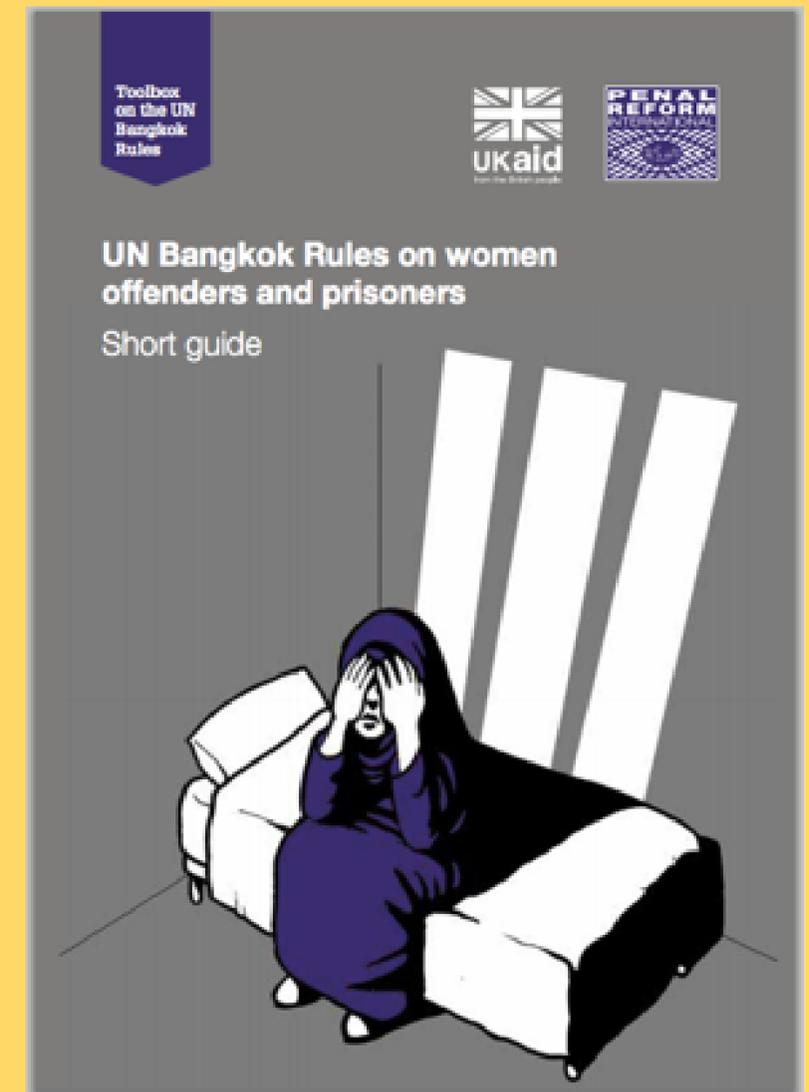


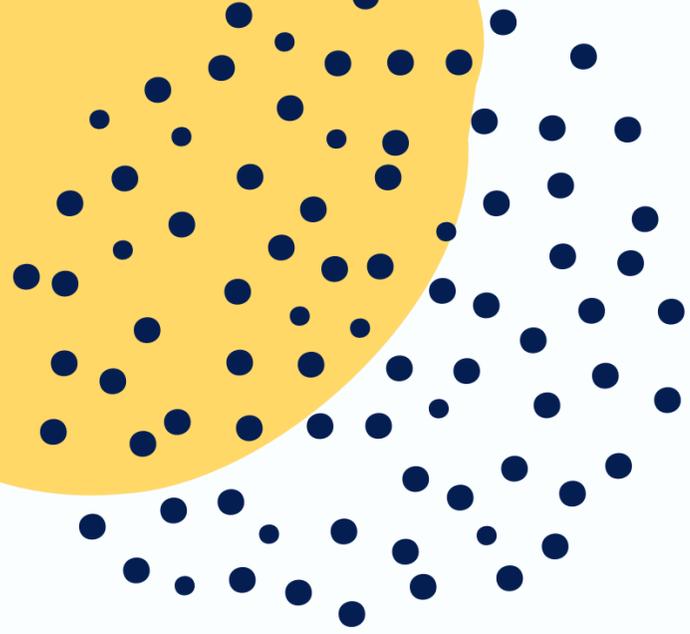
IS IT NECESSARY TO USE GENDER-RESPONSIVE PRACTICES?

Yes. This is not only ethically the right thing to do, it is also the best approach for community safety, client success, and organizational health.

EQUITABLE APPROACHES

Human Rights





HOW WOULD WE GO ABOUT IMPLEMENTING THIS?

This is not as easy as simply changing tools. It requires a cultural and philosophical switch as much as a shift in practices.

Implementation

**EQUITABLE
APPROACHES**



WINS ASSESSMENT

WOMEN'S INVENTORY OF NEEDS & STRENGTHS

Organizational Culture and Philosophy

Leadership and Management

Environment

Stakeholders and Resources

Staffing and Training

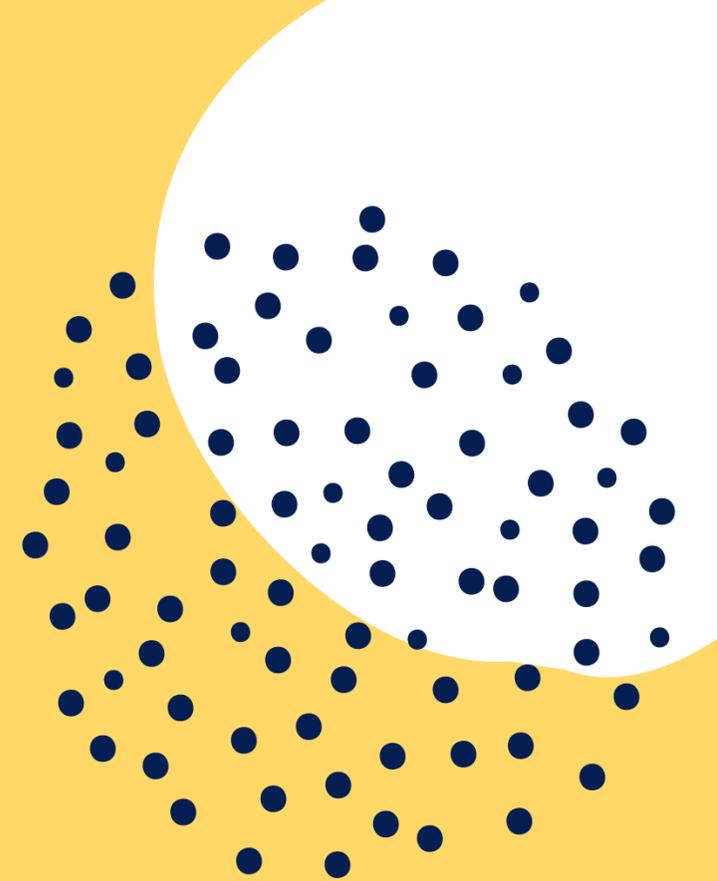
Operational Practices

Assessment, Case Management, and Transition

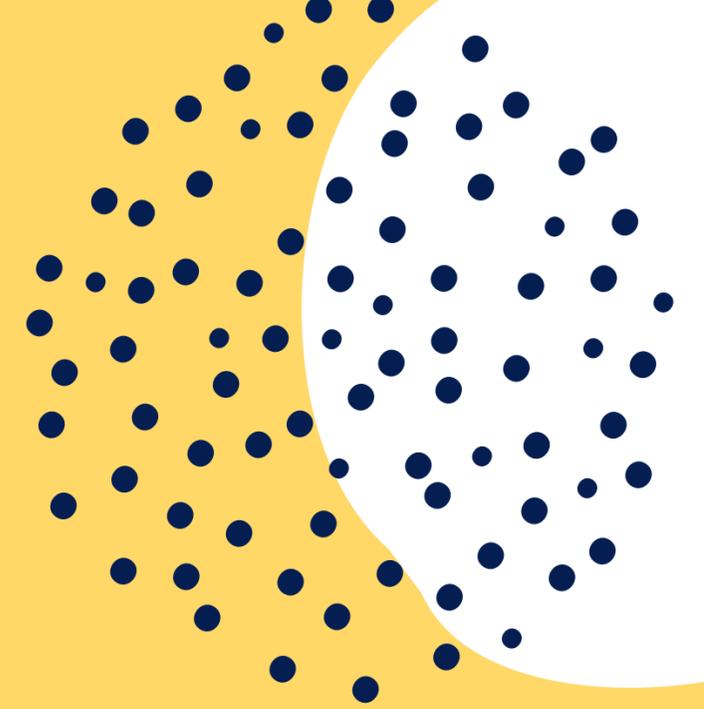
Programs, Services, and Activities

Continuous Quality Improvement and Evaluation

Implementation Capacity



To Recap...



LEGAL?

Yes, there is legal precedent to support gender-responsive practices.

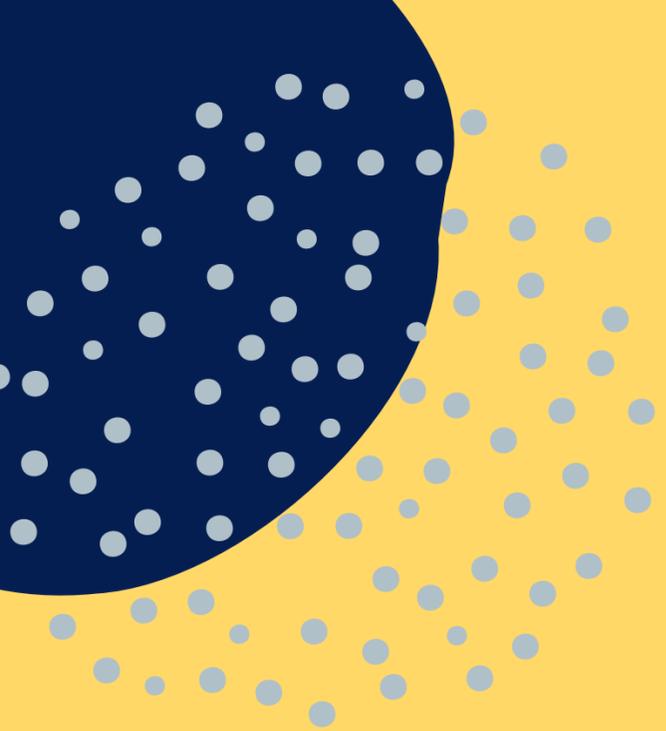
NECESSARY?

Yes, there are ethical and data-based grounds for making the change to gender-responsiveness.

POSSIBLE?

Yes, there are models and guides to support you through the change process.





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