RISK
This tells us who we need to intervene with.

NEED
This tells us what areas we need to intervene in.

RESPONSIVITY
This tells us how to individualize our approaches to each client.

TREATMENT
This tells us what programs and services will make the most impact.

FIDELITY
This tells us how important it is to implement processes as designed.
Gender Matters

Men and Women in Prison

State Prisoners in 2018
Offense Type by Gender

<table>
<thead>
<tr>
<th>Offense Type</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Violent</td>
<td>57.1%</td>
<td>37.8%</td>
</tr>
<tr>
<td>Property</td>
<td>16.2%</td>
<td>25.0%</td>
</tr>
<tr>
<td>Drug</td>
<td>13.6%</td>
<td>25.4%</td>
</tr>
</tbody>
</table>

Increasing Populations 1990-2016

PROBATION
Men 45%     Women 125%

PAROLE
Men 65%     Women 189%

JAIL
Men 65%     Women 175%

PRISON
Men 91%     Women 152%

JUSTICE-INVOLVED WOMEN

CJ INVOLVEMENT
Early 30’s
Drug-Related or Property Crimes
Disproportionately Women of Color

POVERTY
Undereducated
Unskilled
Unemployed
Mothers to Minor Children

CO-OCcurring NEEDS
Victims of Abuse/Trauma
Substance Abuse Problems
Health Problems
Mental Health Problems
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
Assessment Validity

Overclassification Problems
While there are some risk factors which appear to be "gender-neutral" there are others which seem to be "gender-responsive."

CONSTRUCTION RESEARCH
Conducted between 2004-2008
4 States (CO, MN, MO, HI)
Probation, Prison, Prelease
Standalone and Trailer Versions

RESULTS
Six states (IA, KY, MN, MO, OH, & RI)
Allowed for the further improvement and refinement of the tools.
Women’s Risk Needs Assessment

**Gender-Neutral**
- Criminal History, Antisocial Attitudes, Antisocial Friends, Substance Abuse History, Recent Substance Abuse

**Gender-Responsive**
- Housing Safety, Employment/Financial, Educational Needs, Anger/Hostility, History of Mental Illness, Current Symptoms of Depression & Anxiety, Current Symptoms of Psychosis, Histories of Abuse/Trauma, PTSD, Family Conflict, Relationships Difficulties, Parental Stress

**Strengths**
- Educational Assets, Relationship Support, Parental Involvement, Family Support, Relationship Satisfaction, and Self-Efficacy
Gender-Responsive Process

1. Assessment
2. Case Management & Case Planning
3. Gender-Responsive Programs and Services
4. Transition

Ongoing reassessment, case planning and case management

Gender-Responsive Approaches

Trauma-Informed Practices

Case Management

COLLABORATIVE CASEWORK WITH JUSTICE INVOLVED WOMEN

PATHWAYS TO CHANGE
Bauman Consulting Group (2017)
Programs

MOVING ON
Van Dieten (1998)

SEEKING SAFETY
Najavits (1996)

DIALECTICAL BEHAVIOR THERAPY
Linehan (2011)

HELPING WOMEN RECOVER BEYOND TRAUMA BEYOND VIOLENCE
Covington (1999), (2003), (2013)

PARENTING INSIDE OUT
Oregon Social Learning Center (2006)

ACTIVE ADULT RELATIONSHIPS
Simpson (2006)

Research

QUALITATIVE POPULATION PROFILES
Life stories

PREDICTION RESEARCH
Pathways Studies
Risk Assessment Studies

EVALUATION STUDIES
Individual outcome studies

META-ANALYSES
Studies of studies
Pretrial Success Rates

From 2018 to 2019 the overall pretrial success rates for female clients increased 18% from 30% to 48%.

Oregon State Pilot Project

Average Length of Foster Care Stay (Days)

- Incarcerated Parents: 1066 days
- Statewide Average: 677 days
- FSAPP-Involved Parents: 577 days
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?

21

Policies & Programs

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.

22
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.

Data-Driven Results

- Risk/Need Assessment
- Case Management
- Trauma-Informed Approaches
- Strengths-Based Approaches
- Programming
- Services
- Disciplinary Practices
- Supervision Strategies
- Recidivism Rates
- Staff Outcomes
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
ELEMENTS TO INCLUDE
Training
Implementation Planning
Organizational Development
Booster Training
Assessment
Case Management
Programming & Services
Quality Assurance
To Recap...

<table>
<thead>
<tr>
<th>Necessary?</th>
<th>Legal?</th>
<th>Possible?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, there are ethical and data-based grounds for making the change to gender-responsiveness.</td>
<td>Yes, there is legal precedent to support gender-responsive practices.</td>
<td>Yes, there are models and guides to support you through the change process.</td>
</tr>
</tbody>
</table>

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