



## Academy for Justice-Informed Practice Elective Offerings

The Academy offers each elective approximately 2 times **each year**. To receive email notices about our trainings, sign up for our [mailing list](#).

\* Training hours are different for webinars. Please refer to the training announcement or LearnUpon course description for course hours.

### **Accessing Care Coordination and ACT Programs for Justice-Involved Individuals** (1/2 day)

A representative from the Department of Health and Mental Hygiene (DOHMH) will present on the Single Point of Access (SPOA) program which connects people with serious mental illness to mental health services such as Care Coordination and Assertive Community Treatment (ACT) Services. Our presenter will provide a description and review the eligibility criteria for services available through SPOA such as Intensive Mobile Treatment (IMT), ACT, Forensic ACT, Shelter ACT as well as Non-Medicaid Care Coordination (NMCC). Information on the availability of these services and guidance on the application process and the Universal Referral Form (URF) will also be provided.

### **An In-depth Look at RAP Sheets, Certificates of Relief/Good Conduct and Other Advocacy TIPS to Improve Employment Outcomes for Individuals with Criminal Justice Histories** (1/2 day)

This 3-hour training conducted for the Academy by the Legal Action Center is a useful companion piece to our full day Employment training (Navigating Vocational Barriers and Exploring Employment opportunities). In this training we will focus on the following topics:

- The laws that prohibit employment discrimination based on a criminal record;
- How employers obtain criminal record information;
- How to get and correct errors on rap sheets (criminal history information);
- Basic facts about Certificates of Relief from Disabilities and Good Conduct;
- How to help clients address a criminal record when filling out job or housing applications; and
- Useful resources to help clients overcome criminal record-related job discrimination.

### **Child Abuse and Maltreatment Registry: Reentry Implications for Criminal Justice-Involved Parents** (1/2 day)

The New York State Office of Children and Family Services maintains a Statewide Central Register (SCR) of Child Abuse and Maltreatment. Once a parent is listed on the SCR, their name remains on the registry until their child is 28 years old, even if the allegations of abuse or maltreatment was never proven.

Being listed on the SCR can be a barrier to reentry for justice-involved parents, and can hamper a parent's ability to keep or secure employment. Any employer where children might be involved may do a search of the SCR. This means that a parent who was a daycare provider may lose their license on the basis of an unfounded report by a neighbor. It could also mean that a father who seeks employment as a janitor in a school or hospital may be denied a position on the basis of an unproven allegation.

In this training we will look at parents' due process right to request a hearing to "seal" unproven allegations of child abuse and maltreatment, for the purposes of securing employment. This session will help participants understand:

- Who are mandated reporters and what types of cases are called into the SCR?
- How can an unfounded report affect the reentry process for a criminal justice-involved parent?
- How can a parent request a hearing to "seal" their record when a report is unproven?
- When and how can providers advocate for their clients' around this issue?

### **Engaging Clients with Challenging Behaviors: Building Rapport, Improving Resilience and Mitigating Aggression** (video + Full day)

This 2-part blended course consists of three self-guided video modules and one full day in-person class. To complete the course, participants must view all three video modules and attend the in-person training. Videos must be viewed in advance of attending the in-person training. Please register for the video separately.

While the majority of people with mental illness are more victims of violence than perpetrators, providers may serve a subset of individuals who exhibit aggressive and threatening behavior. This behavior can engender fear and responses that may escalate crises and compromise a program's therapeutic environment and safety. In addition, when staff feel ill-equipped to serve these clients, they are more likely to have negative feelings about their job, leading to burnout and high staff turnover.

Drawing on the skills used in Dialectical Behavior Therapy (DBT), this training is designed to help direct service staff and their supervisors develop the skills and confidence to more effectively help clients learn to regulate their emotions and behaviors, and problem solve in more productive and less aggressive ways.

This training will cover the following Topics:

#### PRE-REQUISITE: Three self-guided Videos (1 hour total)

Our 3 video modules will provide an overview of the strategies that clinicians can use to work more successfully and confidently with clients who present with challenging behaviors such as aggression, low frustration tolerance and emotional dysregulation.

#### Part II: In-Person Skills Building Module (full day)

In this in-person module, we will cover the following information:

- What are challenging behaviors? - Review

- - Types of Violence
- Affective Dysregulation
- An overview of skills drawing from DBT
- Skills building
  - - Mindfulness
  - Validation
  - Respect
  - Avoiding power struggles
  - Setting limits
  - Non-confrontational interactions
  - Managing your own emotions

### **Healing Boys and Young Men of Color – (Full Day)**

As a population, young men of color are more likely to fall victim to a violent attack, more than any other demographic in our country. Even more profound, for every one of these young men who suffers a violent attack as the primary victim, there are a myriad of secondary victims, usually people of color. Additionally, young people of color, young men in particular, living in areas with higher crime rates and low-income levels may be at higher risk for trauma due to elevated exposure to violence in the home and in their neighborhoods.

Many of the affected people fail to realize they are suffering from the cumulative effects of complex trauma. Their condition, much like the violence permeating their community, has become normalized.

This full-day training will briefly examine general issues related to trauma, as well as covering issues specific to communities with high rates of violence and the residents of those communities.

The training will provide an overview around the topics of: PTSD, symptoms of trauma/vicarious trauma, trauma and the brain, and recovery from trauma. Additionally, the training will include in-depth exploration around trauma and healing in historically marginalized communities. This section of the training will focus on: historical/intergenerational trauma in communities of color, healing justice, mutual healing and healing equity.

### **Helping People with Mental Illness and Criminal Justice Involvement Apply for Supportive Housing in NYC – (Full Day)**

It can be challenging to develop housing referral packets for clients with complex histories that highlight their strengths while accurately representing their criminal justice backgrounds and psychiatric histories. Often available clinical documentation is unbalanced, focusing on a client's past crimes and not on the progress they have made over time. This training will begin by outlining the types and levels of supportive housing available to people with MI in NYC. Following this overview, we will highlight the ways in which providers can draw out clients' strengths and goals, to develop a fair and honest housing packet that is holistic and balanced.

### **Medicaid Managed Care in New York: Leveraging Opportunities for Justice-Involved Individuals with Behavioral Health Needs – (1/2 day)**

In this ½ day training, we will outline NYS's transition to Behavioral Health Managed Care and its implications for clients involved with criminal justice system. We will overview this changing landscape and provide information to help providers leverage these changes to access needed services for clients. Get tips for working successfully with Managed Care Organizations, learn to speak the language of the Affordable Care Act, and understand how best to connect your clients to

new programs, services and benefits including but not limited to: Health Homes, Home and Community Based Services (HCBS) and Health And Recovery Plans (HARPs). Additionally, we will outline new regulation guidelines and discuss what it means to be client-centered and recovery oriented in today's managed care climate. We will also discuss an integrated care paradigm within a managed care context. The training will utilize a didactic and interactive training approach to help participants integrate the information presented. In addition, we will provide handouts and takeaways for practical use.

### **Mental Health Law for Non-lawyers Working with Criminal Justice-Involved Clients with Behavioral Health Issues – (full day)**

Non-legal professionals serving clients who are involved in the criminal justice system often encounter legal terms and concepts that are confusing and foreign. To best serve these clients it is important for providers to communicate knowledgeably with legal professionals and to understand the legal language and statutes that are impacting their clients' criminal cases. In this half-day training we will provide an overview of some key legal concepts. In layman's terms we will discuss the use and implications of Article 730, which comes into play when a client is thought to be unfit to proceed in a criminal proceeding; Criminal Procedure Law Section 330.20, which governs a client's life after a successful insanity defense; Mental Hygiene Law Section 9.43, which can be used to bring a client to a psychiatric hospital, where the client can be screened for potential commitment; and Assisted Outpatient Treatment (AOT) orders. People who attend this session will come away with an understanding of these statutory mechanisms and how they impact the clients they serve. Attendees will also learn how to tailor their advocacy efforts as clients navigate their criminal proceedings.

### **Motivational Interviewing for People with Mental Illness & Criminal Justice Involvement: Part I (full day)**

Motivational Interviewing (MI), an evidence-based practice developed by William Miller and Stephen Rollnick. It is an approach to working with clients around behavior change that elicits, supports and strengthens their own motivation and commitment to change.

MI ONE provides a basic overview of the principles and skills of MI. Attendees will learn about the *Spirit* of Motivational Interviewing: the mind-set and heart-set that is a cornerstone of this approach. In addition we will provide an overview of primary skills used to effectively engage clients around behavior change: Open-ended questions, Affirmations, Reflection and Summaries. Please come prepared to participate, interact, learn and have fun!

*Note: this course is a pre-requisite for MI II.*

### **Motivational Interviewing for People with Mental Illness & Criminal Justice Involvement: Part II (full day)**

This follow up training is for practitioners who have a command of the basic principles and skills of MI I and is intended to be the second part of a two part series on the subject. Following a short review, MI TWO will focus on helping participants understand and work with resistance as well as elicit, identify and support "*change talk*"—expressions of the clients own motivational drive. In addition we will discuss the roadblocks that can derail communication and learn how to replace these communication traps with more effective partnerships around the change process. Like MI I, come prepared to participate and interact.

Please note: MI I is a pre-requisite for MI II.

### **Navigating Vocational Barriers and Exploring Employment Opportunities: Working with Justice-involved clients with Mental Illness to Pursue Employment Goals – (Full Day)**

Clients with behavioral health issues and criminal justice involvement face significant vocational barriers. Often they are excluded from jobs due to their criminal record and they

have significant gaps in their work history. In addition to these barriers, criminal justice and behavioral health providers may not always encourage these clients to pursue vocational goals, fearing they might lose public benefits, jeopardize psychiatric stability and place the client at risk of re-incarceration.

The purpose of this full-day training is to help attendees develop the skills, tools and resources to support justice-involved clients in pursuing their employment goals. First, we will discuss the myths and realities of the impact of employment on public benefits. In addition, we will explore a new way of thinking about "job readiness", helping providers to see the value of exploring vocational goals at all stages of a client's recovery. In addition, we will overview tips to help clients clean up their RAP sheets and obtain Certificates of Relief and Good Conduct. The goal of this training is to help attendees develop a range of practical skills needed to provide quality vocational services to the growing number of justice-involved clients that pass through their doors.

### **Sex Offending Behavior Myths and Facts: an Overview of Treatment, Management and Supervision (1/2 day)**

This training is short primer for behavioral health professionals, providing an overview of some of the complex issues associated with sex offending behavior to help participants gain a more informed understanding of this population. This training will discuss the multiple typologies of sex offending behavior, how individuals are assessed for their risk of re-offending, treatment options, management and supervision levels. Participants will learn that there is not a one-size-fits-all "Sex Offender Profile" but rather, multiple types of sex offending behavior that inform treatment and management strategies. Instructors will provide an overview of the research related to sex offender recidivism rates, outline classification levels and describe the obligations and restrictions that may apply to individuals convicted of sexual offense. This training will cover following topics:

- Myths vs Facts – Statistics and Research Related to Sex Offending Behavior
- Risk Assessments and Identifying Risk Factors
- Effective Treatment
- Supervision and Management in the Community
- Understanding Sex Offender Registry Levels
- Overview of the Civil Management Process Including Strict and Intensive Supervision and Treatment in the Community

### **Supporting Justice Involved Parents with Behavioral Health Needs in the Child Welfare System – (1/2 day)**

This ½ day training provides an overview of the child welfare system and family court process with a focus on supporting parents who have concurrent justice system involvement. Participants will learn strategies to help clients engage in mental health and other services with the goal of improving the quality and frequency of family visits, and speeding safe and lasting reunification. We will also explore the interplay between criminal and family court proceedings and the importance of coordination between systems when mandates conflict. The training will cover the following topics:

- **Overview of the population:** We will provide an overview of family court participants and the typical allegations that are commonly seen. We will also discuss the disproportionate rates of women being charged with abuse and neglect and the prevalence of mental illness among this population.
- **Family Court 101:** The training will also provide an overview of what happens when a parent is suspected of neglecting or abusing their child with a focus on how mental illness can lead to involvement in the child welfare system. We will review the family court process, which often begins with a call to the state maltreatment registry, is followed by an investigation, an initial filing in family court, and in certain circumstances, the placement of children in foster care. We will also discuss family reunification and the role that social workers can play in helping to support families to safely reunify.
- **Family Court and Criminal Court – When Systems Intersect:** Additionally, we will discuss what can happen when proceedings in Family Court and Criminal Court intersect and provide guidance to participants on how to help clients navigate seemingly conflicting mandates.
- **Advocating for justice involved parents in family court:** We will also provide concrete strategies to advocate for a parent with behavioral health needs who are involved with both criminal and family court proceedings, including parents who are incarcerated.

### **Supporting the Needs and Rights of Justice-Involved LGBTQ Clients Across the Criminal Justice Spectrum - (1/2 day)**

This 4-hour training will outline the ways that providers can support the needs and legal rights of their LGBTQ clients who are involved in the criminal justice system in New York City. First, we will discuss the importance of developing cultural competency around issues of sexual orientation and gender identify/expression. Following this, we will outline common pathways into the criminal justice system with a focus on poverty, discrimination and involvement in survival economies. In addition, we will discuss the struggles that LGBTQ persons face when they encounter discrimination across the spectrum of the criminal justice system. We will end the training with a focus on LGBTQ rights and the ways that providers can support their clients as they navigate police interactions, court proceedings, prison/jail and reentry.

### **Therapeutic Communication Skills – (Full Day)**

While the majority of people with mental illness are more victims of violence than perpetrators, agencies may serve a subset of individuals who exhibit aggressive and threatening behavior. This behavior can engender fear and responses that may escalate crises and compromise a program's therapeutic environment and safety. In addition, when staff feel ill-equipped to serve these clients, they are more likely to have negative feelings about their job, leading to burnout and high staff turnover. Drawing on the skills used in Dialectical Behavior Therapy (DBT), this training is designed to help supervisors and their direct service staff develop the skills and confidence to deescalate crises when they occur, and more effectively help clients learn to regulate their emotions and behaviors in more productive and pro-social ways.

### **Understanding the Rights and Risks on Non-Citizen Clients in our Current Political Landscape (1/2 day)**

This training will provide an overview of the following: changes in immigration law and policy under the current administration and an explanation of the options for undocumented individuals; the rights of non-citizens in the event of an arrest with specific attention to those with serious mental illness; an overview of the rights of parents and children in the school system; and advance

planning for non-citizen parents facing deportation. This training is appropriate for a variety of professionals serving undocumented and/or non-citizen clients.

### **Understanding Vicarious Trauma: A Workshop for Professionals Serving Justice-Involved People with Behavioral Health Needs – (Full Day)**

When professionals working with justice-involved consumers routinely come into contact with the trauma and suffering of these individuals, it can potentially take a serious toll on well-being, causing cognitive, spiritual, physical, and emotional alterations. It can negatively impact one's job performance and impede recovery progress for the consumer. We refer to these effects as vicarious trauma. Vicarious trauma can affect an array of workers, including behavioral health and other healthcare workers, parole, probation, and correction officers, 911 dispatchers, law enforcement, and defense and prosecution attorneys. Often people don't recognize the signs and symptoms that lead to vicarious trauma and are not aware that they are being so profoundly affected.

This training will provide a framework for conceptualizing vicarious trauma. We will examine causes and risk factors, and discuss prevention and treatment measures. In addition, we will explore the importance of self-care beyond the blanket list of suggested options. Additionally, this training will empower participants to engage their agency in taking measures that address and prevent vicarious trauma. This interactive training includes a variety of exercises designed to encourage participants to evaluate the impact of ongoing exposure to trauma on their well-being. Ultimately, we aim to equip participants with knowledge and resources -- both internal and external -- to support themselves and their colleagues in maintaining personal and professional wellness.

### **Working with Justice-Involved Women with Mental Health Needs: The Importance of Creating Gender-Responsive Models of Treatment and Engagement – (1/2 Day)**

Women represent one of the fastest growing segments of the criminal justice population in the United States today. This training will provide an overview of justice involved women with behavioral health needs and highlight the importance of understanding, engaging and responding to their needs in gender-responsive ways. We will overview women's common pathways into the criminal justice system and discuss the role of trauma and other gender-specific risk factors that can perpetuate ongoing justice involvement. The overarching goal of this training is to familiarize participants with the needs of justice-involved women and why and how they differ from that of men. In addition, it is to help participants recognize the importance of creating a gender-responsive model of treatment to reduce recidivism and support women's recovery.

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