



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](#).

*** NYS Social Work CE, LMHC, and CASAC Renewal credit hours may vary. Please refer to the training announcement or LearnUpon course description for credit information.**

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.

A Guide on Story Telling for Aspiring Speakers Engaging Mental Health and Criminal Legal Audiences (1/2 day)

The world of peer services is expanding exponentially, and people are being asked to share their lived experience in various mental health and criminal legal settings. This elective which was only offered to those involved in the NYPD's Crisis Intervention Program (CIT) has now been expanded to general audiences. This course guides and enhances the skills of speakers who wish to move audiences into action by teaching them how to organize their experiences and hone in on their key messages. It also provides guidance on what should be shared to the public versus what should remain in private. Through various exercises the course will allow people to adopt an advocate's stance, identify goals and provide messages of inspiration that will create change in the audiences they address. The goals of the course are to help people adopt techniques that are in line with trauma informed care principles which will maximize the impact of sharing their experiences. Attendees will have an opportunity to practice some of these techniques and receive feedback. This training will include the insights of a person with lived experience and practical examples of how to employ the tools discussed.

An In-Depth Look at RAP Sheets: Advocacy Tips to Improve Employment Outcomes for Individuals with Criminal Justice Histories (1/2 day)

This 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 our learning 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

Community Crisis Guidelines (1/2 day)

The objective of this interactive training is to give providers the tools to effectively and collaboratively engage with emergency services, specifically police officers. This training provides crisis prevention strategies, the background of a 911 call, making accurate and reliable mental health calls to collaboration with emergency responders on the scene. Additionally, this training will incorporate a peer speaker who will discuss their personal experience with being the subject of a mental health crisis hotel call, as well as the perspective of a retired NYPD police officer responding to people in crisis. A focus is also placed on staff self-care following a crisis call and best practices and avenues for advocacy.

Creating Effective Housing Packets for Justice Involved Individuals (1/2 day)

This training is targeted to professionals working to access mental health housing for criminal justice-involved individuals living with mental illness. To begin, we provide an overview of the history of mental health supportive housing in New York, OMH mental health housing models and justice-involved housing initiatives. In addition, we will review eligibility and access criteria as well as community-based recovery-oriented services. 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.

This training is interactive and offers skills & strategies for assessing individuals' housing and support needs, as well as preparing applicants for successful housing interviews. Attendees will develop an understanding of the NYS OMH mental health housing spectrum and will be able to identify the appropriate level of housing for the justice-involved clients they serve. In addition, participants will learn how to navigate the HRA 2010e application and referral process. HRA recommends that trainees take this training prior to registering for the HRA 2010e technical training.

Mental Health Law for Non-lawyers Working with Criminal Justice-Involved Clients with Behavioral Health Issues (1/2 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 (1/2 day)

Motivational Interviewing (MI), is 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.

This training 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!

Navigating Vocational Barriers and Exploring

Employment Opportunities: Working with Justice-involved clients with Mental Illness to Pursue Employment Goals (1/2 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 as a result of incarceration and other mental health related problems. 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.

State Central Register: Navigating Long-Term Employment Implications After an ACS Investigation (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 were 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?
- How can providers advocate for their clients’ around this issue?

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

This training will cover the following topics:

- Overview of the population: The training 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

Note that this is not a clinically oriented training

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

This 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 identity/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 Complex PTSD Among People in Justice-Involved Settings (Full Day)

This training will provide an overview of Complex Post Traumatic Stress Disorder (C-PTSD). We will discuss the risk factors associated with the development of C-PTSD, in addition to diagnosis and treatment. Specifically, we will address the various areas of functioning affected by C-PTSD including cognitive, affective, relational, self-concept, emotion regulation, behavior, etc. Additionally, we will highlight the key differences between PTSD and C-PTSD and the importance of being able to differentiate between the two. This training will place a specific emphasis on clients involved in the criminal justice system, as research has shown elevated rates of chronic trauma among this population. This interactive training will utilize a variety of activities to help all participants increase their knowledge of C-PTSD and better understand how it may manifest in their clients, as well as how our systems may trigger responses/symptoms. Participants will be able to:

- Understand and identify various causes and risk factors for C-PTSD
- Identify areas of functioning affected by C-PTSD
- Identify various ways that C-PTSD may manifest itself among individuals within the criminal justice system.
- Identify how criminal justice system may trigger symptoms of C-PTSD
- Identify treatment strategies for C-PTSD

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 LGBTQ+ Criminalized Survivors (1/2 day)

Join Patrice James (she/they) and Kiara Montero-Reyes (she/her) to learn and discuss working with survivors of violence who are facing the criminal legal system. This training will have a focus on LGBTQ+ populations and intersectionally expand on the history of criminalization of LGBTQ+ survivors and its ongoing impacts. Attendees will also learn best practices as providers in the realms of counseling, advocacy, and overall support in environments whose goals are to limit us.