

A vertical strip on the left side of the slide contains a collage of diverse human faces. The faces are of various ages, ethnicities, and genders, arranged in a slightly overlapping, grid-like fashion. The strip is positioned on the far left edge of the slide.

Equity and Inclusion Promising Practices from the Field

Anne Dannerbeck Janku, Ph.D.

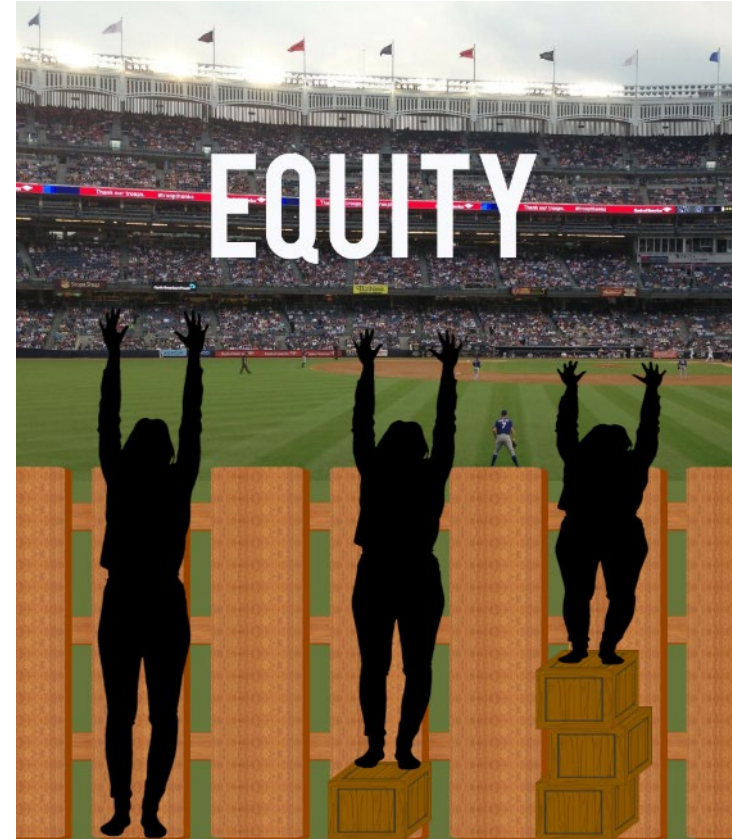
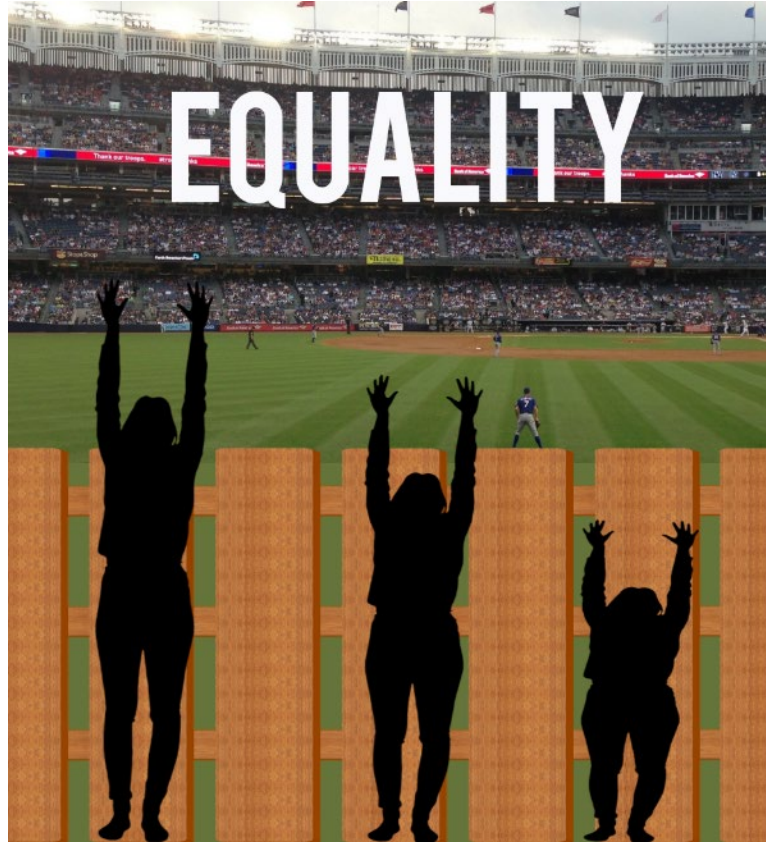
RISE20

A vertical strip on the left side of the slide contains a collage of various human faces, including a woman in a red hijab, a man with a mustache, and several other individuals of different ages and ethnicities.

In This Webinar We Will:

- Review common issues programs face in enhancing equity and inclusion
- Learn about possible strategies to address these issues

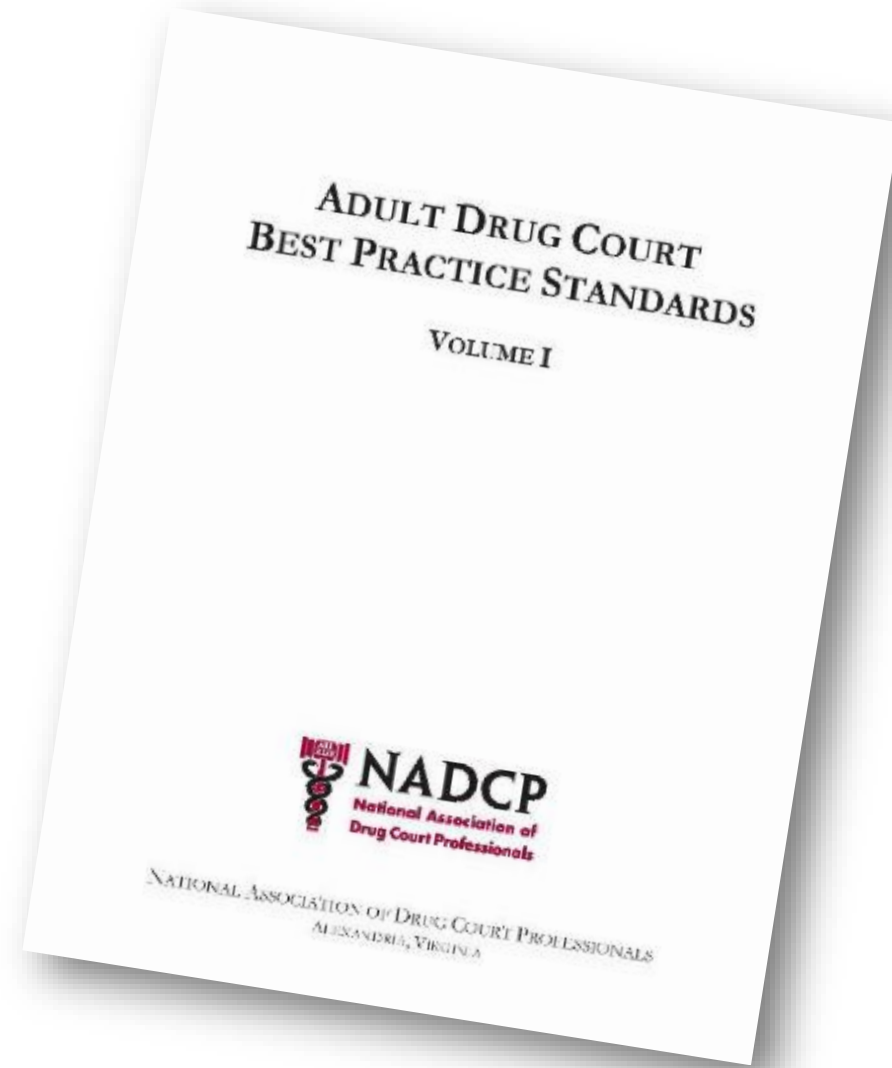
Why Equity? Creating an Equivalent Opportunity



Drug Treatment Court resources:

Standard II: Equity and Inclusion

- ✓ Ensure equal opportunity for everyone to participate and succeed regardless of race, ethnicity, or gender.
- ✓ Take affirmative steps to detect and correct disproportionate census, inequitable services, and disparate outcomes involving those who have historically faced discrimination.
- ✓ Ensure that teams are responsive to the cultural differences within their population.



WHO?

Race/Ethnicity

Gender

Sexual orientation or identity

Other abilities

Religion

Socioeconomic status

Acculturation



Issue: Team does not know who is underserved.
Strategy: Collect data based on relevant characteristics

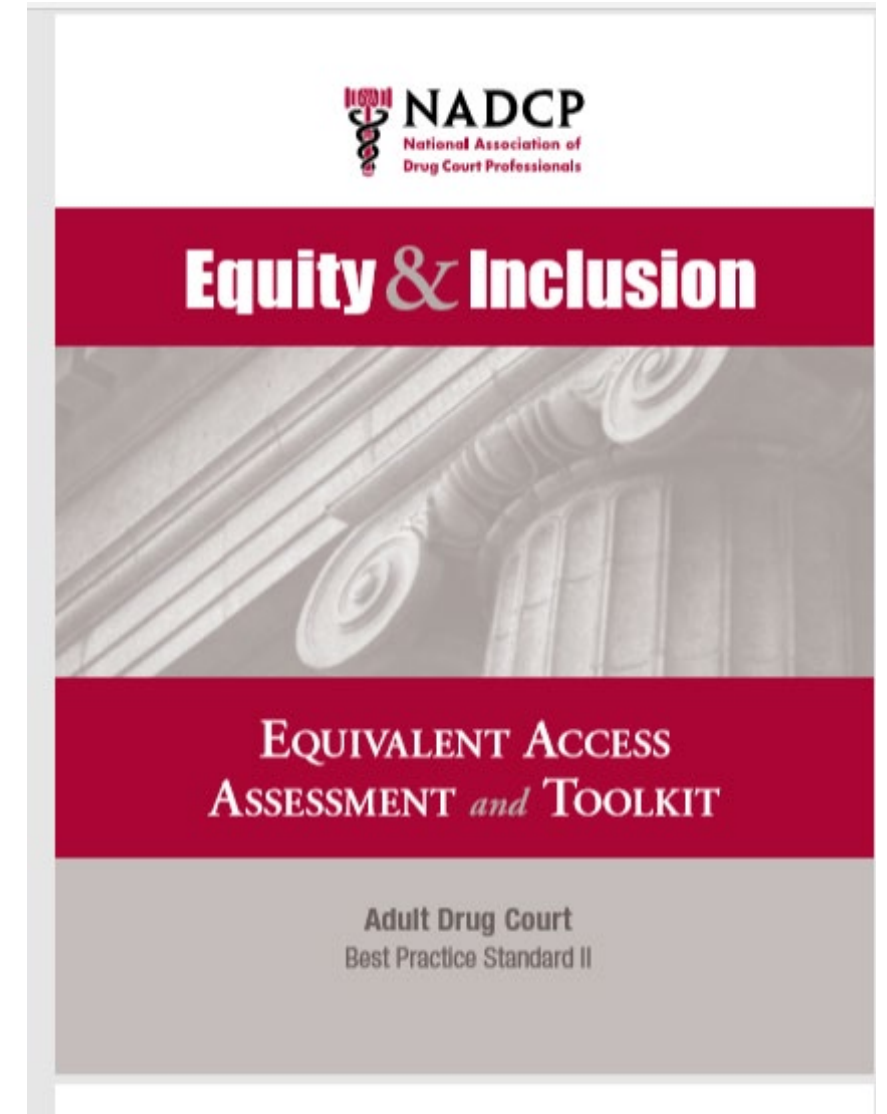
	Black women	White women	Latina (women)
# drug cases filed/ disposed	100	100	
# admissions	10	25	
Admission chance	10%	25%	

Charges filed or disposed / admissions= chance an individual will be admitted to program

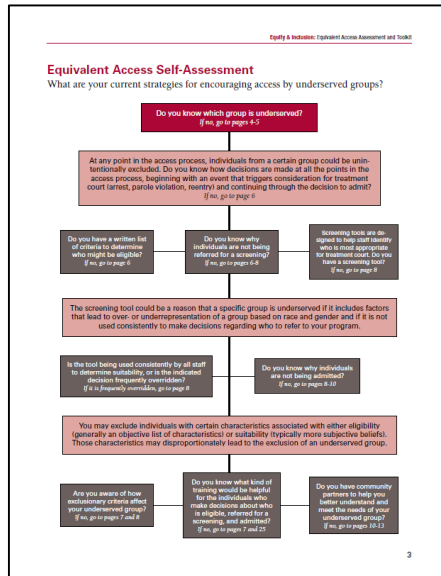
Example: 100 drug cases filed for AfAm women / 10 admissions = 10% chance an Af Am woman with drug charge will be admitted to the program. [see page 5 of Toolkit]

Issue: Our program lacks tools to assess and address equity and inclusion

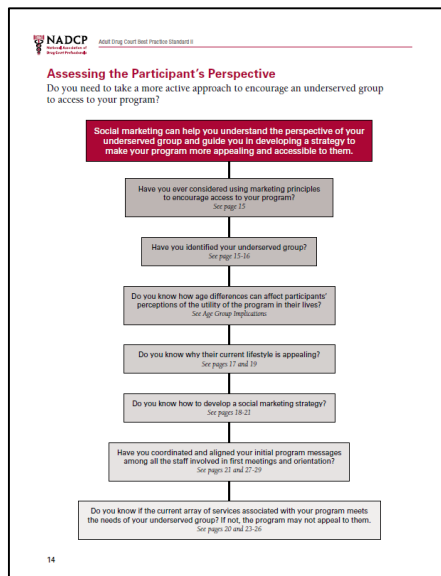
- **Equivalent Access Assessment and Toolkit**
- <https://www.ndci.org/wp-content/uploads/2019/02/Equity-and-Inclusion-Toolkit.pdf>



The E&I Toolkit



- Pages 3 and 14 contain self-assessments related to access, decision making, and a participant's perspective.



- Each box on the self-assessment diagram takes you to a section of the toolkit that covers specific topics and provides details to answer the question posed in the box.

Equivalent Access

Issue: Not all eligible individuals have a chance to participate in our program.



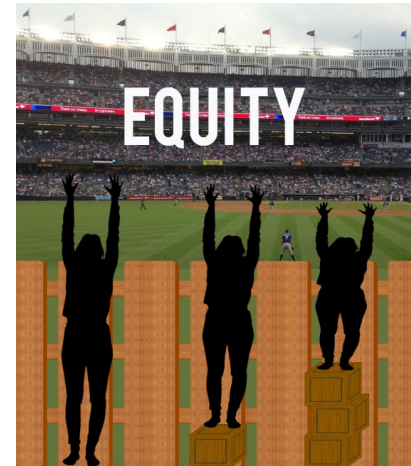
Issue: Team does not know reasons for non-admission

Strategy: Collect reasons for non-admission by demographic groups

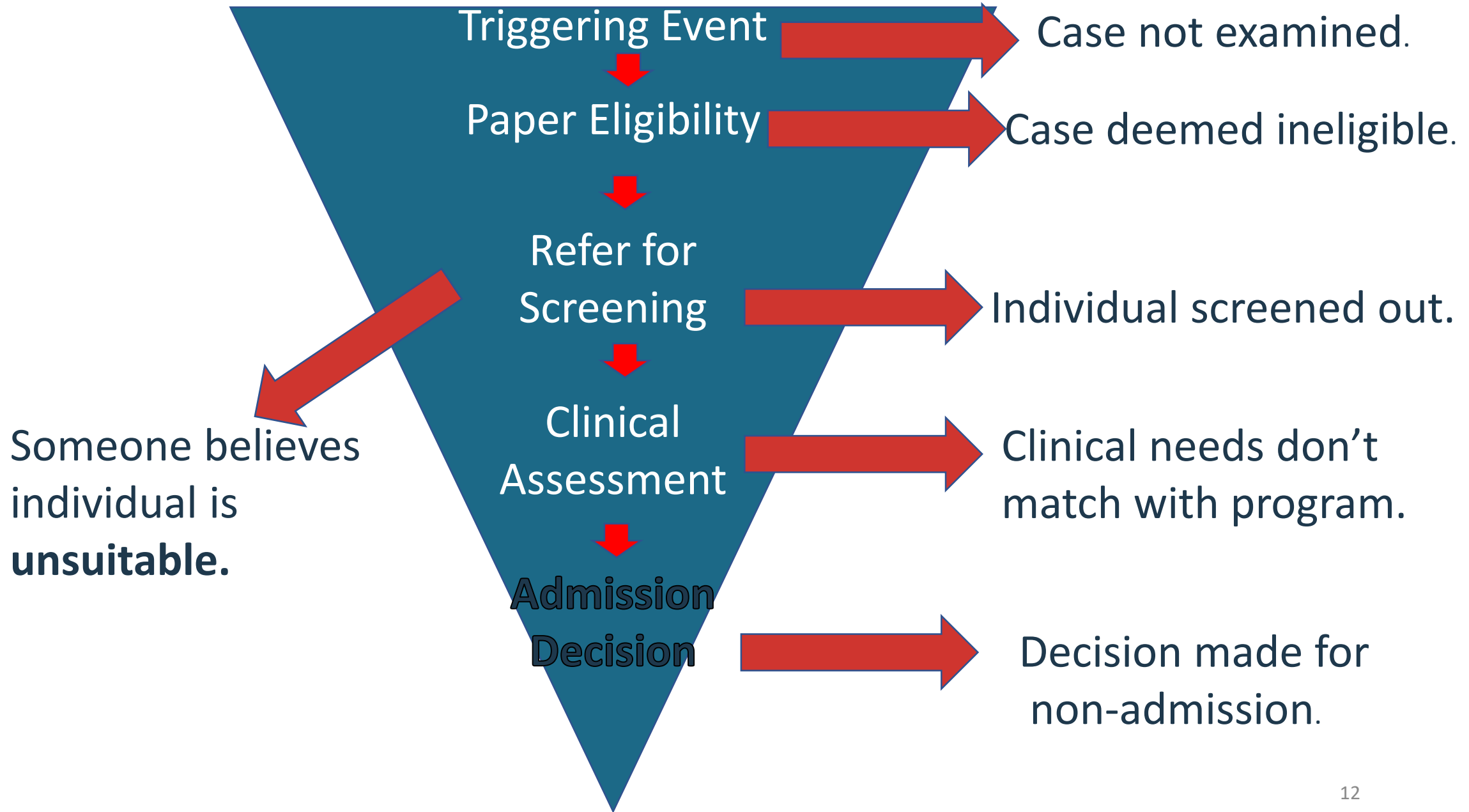
Reason for Non-Admittance	Black Females	Black Males	White Females	White Males,etc
PA Decision				
Medical				
Mental Health				
Admit to Other Treat Pgm				
Not Eligible				
Judicial Override				
Defendant Opt-Out				
Dismissed				
TOTAL				

Issue: Team is unaware of how admission decisions are made.

- Strategy: Examine the admission decision making process including:
 - all decision makers,
 - inclusion and exclusion criteria,
 - and decision processes.

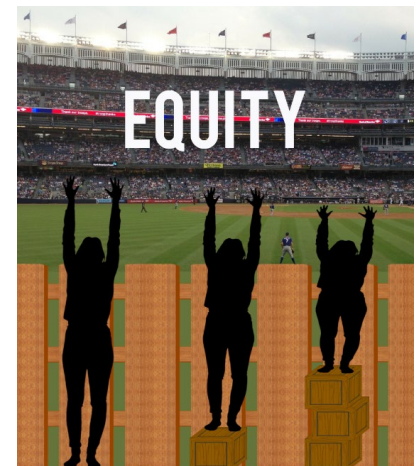


Examine your 'decision to admit' process



Issue: Subjectivity is often used in determining who will be referred and admitted to the program.

- Possible strategies:
 - Implicit bias training
 - Devil's advocate to question decisions and the nature of discussions
 - Eliminating the 'is this person really suitable for our program?' discussion at a staffing
 - Check beliefs with evidence/data



E&I TOOLKIT, P. 39: A SURVEY INSTRUMENT COVERING 'SUITABILITY FOR TREATMENT COURT'

- Issue: Subjective beliefs about who is suitable for treatment court may influence decisions about access.
- This survey can help staff identify subjective beliefs.
- The results can be used to develop training programs for decision makers to counter beliefs with facts.



Equity & Inclusion
Suitability for Treatment Court Survey

Understanding How Decision Makers Assess Criteria for Suitability for Treatment Court

Purpose: Identify potential training needs of professional staff who are involved in the decision to refer and admit individuals to treatment court.

Scoring: The easy-to-follow method to compile results is to calculate the percentage of responses associated with each level of suitability and identify which response is the most frequent for an item. Alternatively, you can score “unsuitable” = 1, “somewhat unsuitable” = 2, “somewhat suitable” = 3, and “very suitable” = 4. (Use the same approach for the effectiveness scale.) Calculate an average score for each item. Comparing the difference in averages between items in a general category, such as number of prior misdemeanors, will provide an indication of where cutoffs are appropriate.

Interpretation of results: For a discussion of research on how the items in the survey relate to treatment court, recidivism, and racial disparities, see the **Research Brief on exclusionary criteria**.

Source: This survey instrument is based on one reported in Brown & Gassman (2013).¹³ The original instrument was obtained from the first author, who gave permission for it to be reproduced. It has been modified to simplify the scale scores, and some changes were made to the items covered.

¹³ Brown, R., & Gassman, M. 2013. Assistant district attorney decision making when referring to drug treatment court. *American Journal on Addictions*, 22, 381-387.

More issues and strategies involving decision-makers

- Defense bar often experiences high turnover and has little knowledge about treatment court.
 - Distribute fact sheet or brochure about program benefits
 - Informal discussions at lunch
 - More formal discussion at court
- Prosecutor/district attorney – potential bias in referral process
 - Discussion/training about implicit bias
 - Time-limited recording of ‘reasons for non-referral’
- Judges lack knowledge about treatment court
 - Treatment court judges provide CLE training for court en banc about treatment court, what it does, and impacts

Issue: Potential participants from underserved group are not eligible

Identify differential impacts of requirements for program entry:

- Transportation
- Program fees
- Sobriety
- Housing



Equity & Inclusion

Research Brief

Exclusionary Criteria and Their Impacts on the Likelihood to Reoffend, Racial Bias, and Outcomes in Treatment Court

Violent offense (current or past)

One of the most common criteria for exclusion from treatment court is a history of violence. Violent behavior is often one of the items listed on assessments of risk for reoffending. Such behavior endangers public safety and is costly. Perceptions of risk of violent victimization influence the public and those who answer to them, namely elected officials. Understandably, minimizing the risk of violence is a goal of the justice system. Thus, listing a history of violence as an exclusionary criterion is understandable. However, the research on violence and its association with recidivism suggests that its treatment as an automatic exclusion should be reconsidered.

Property and drug offenses have the highest association with recidivism (Langan & Levin, 2002). The severity of the violence involved in an index offense is not associated with general, violent, or sexual offense recidivism (Hanson, 2009). Drug involvement (possession with intent to use) among individuals with a history of violence increases the likelihood of reincarceration. A close association exists between drug possession (but not distribution), violence, and reincarceration (Stahler et al., 2013). The likely explanation is that drug users commit acts of violence (robbery) to get the funds to buy drugs.

Certain types of drugs, namely alcohol and cocaine, are strongly associated with violent behavior. In particular, individuals who tend to suppress anger while sober are prone to violent tendencies when inhibitions are removed by substance use (Burnette et al., 2008; Chermack et al., 2008).

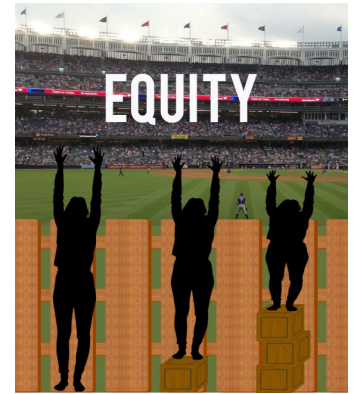
The association between violent history and treatment court outcomes is unclear. Criminal history, not current or previous violent charges, is associated with recidivism (Saum & Hiller, 2008).

Comparisons of treatment court participants with and without a prior history of violence demonstrate that the two groups have equivalent reductions in recidivism (Carey, Mackin, & Finigan, 2012). Treatment courts that include those with a history of violence can achieve significant cost savings for their community by reducing recidivism among individuals involved in violent crimes, which are more costly than nonviolent crimes. Comparing courts, rather than individuals, indicates that programs accepting violent

ISSUE: EXCLUSIONARY CRITERIA EXCLUDE CERTAIN GROUPS

- Strategy: Review research brief on exclusionary criteria in Toolkit
- Summarizes research on how exclusionary criteria impact recidivism, treatment court outcomes, and racial disparities.
- Encourages program staff to revisit these criteria to decide if they are justified.

Issue: Potential participants opt out



- Use **social marketing** principles and techniques to understand the perspective of potential participants and to enhance their access and retention in your program.

Product enhancements,

A **price** which reflects benefits > costs,

Promotional messages, and

A **place** or environment which supports the behavioral changes.

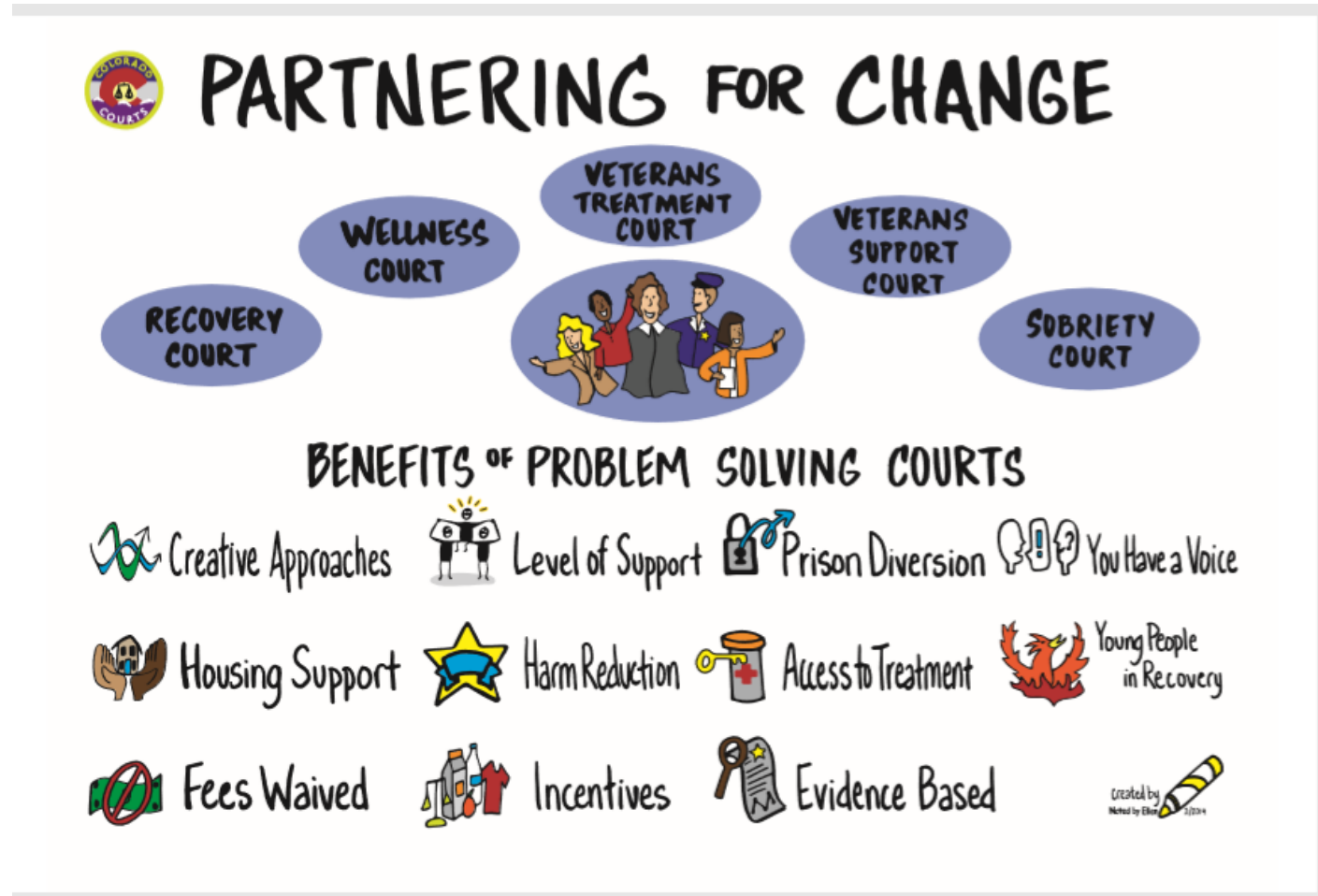
Participant Perspective on accessing the program

“All we hear about at the beginning are ‘rules, rules, rules’, but no mention of benefits.” *-Focus group participant*

- State benefits from a participant perspective using:
 - Infographic
 - Brochure
 - Poster
 - Video
 - Orientation delivery person

Using Social Marketing to Enhance your Program

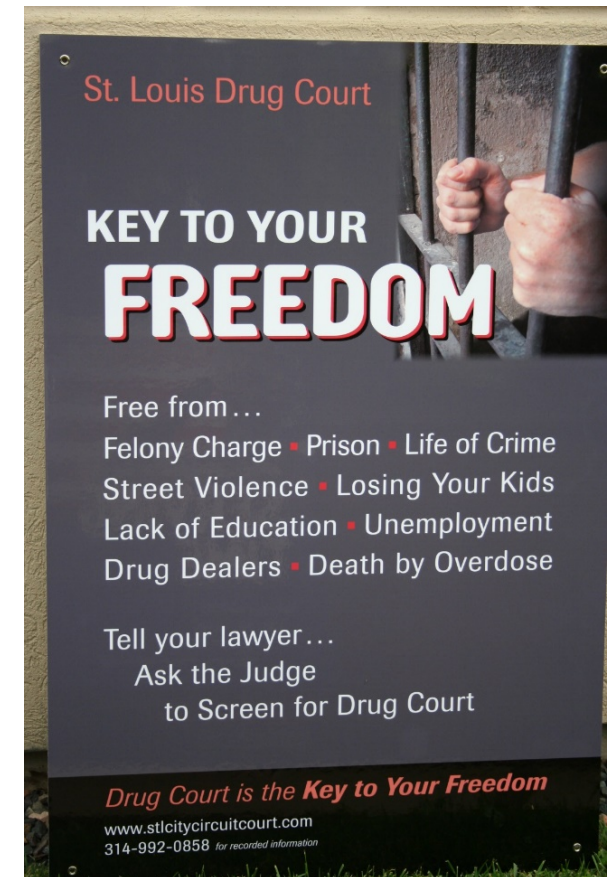
Colorado 18th Judicial District



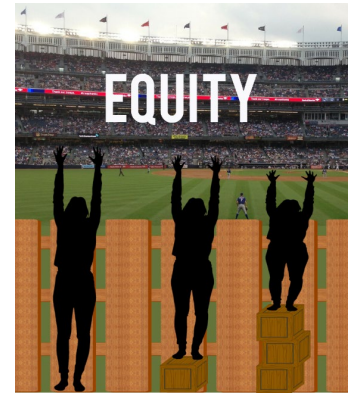
Strategies to enhance access and retention

Viewing the program from a participant perspective

- *'Drugs are not the problem'*
 - Transform the job requirement into a stepping stone to a career
- The 'inmate grapevine'
 - Educate jail staff about benefits of program
 - Create benefits brochure to distribute at jail
 - Display posters
 - Have program staff meet with inmates

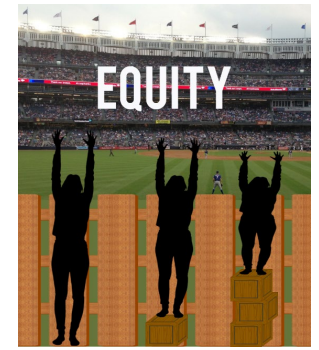


More on the participant perspective



- Issue: Community lack of trust in anything court related
- Possible strategies:
 - Community outreach- interfaith groups- staff attend community events
 - Judge meets with ministers and gives them benefits brochure about program
 - Community celebration of treatment court with invitations to community members

Issue: *We treat everyone the same.* Staff
Program lacks cultural relevance.



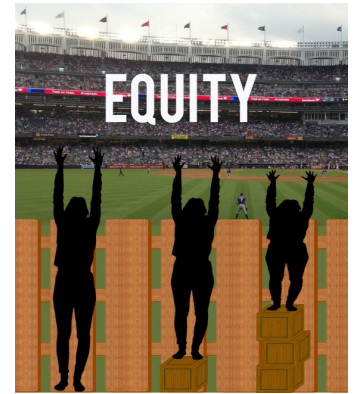
Individuals respond more positively to interventions that respect and respond to their specific values, traditions, and needs, eg. culture (Bettancourt, et al, 2003).

- Strategy: Recognize the role of culture
 - Pay attention to language used to describe ailments and to coping mechanisms used to address the ailments

EQUIVALENT TREATMENT, AN EXAMPLE

- Language
 - Depression
 - The Blues
 - Heavy Spirit
- Coping mechanisms
 - alternative healing
 - exercise
 - Music *Let go of your troubles and dance.(BM)*
 - Belief systems- Is an ailment to be endured or treated?

More on participants



- Issue: Resistance to 12-step programs
 - Counter staff beliefs about need for 12-step through training
 - Staff matches participants to support group
 - As alternative, identify a support person in the faith community
- Issue: Staff lack experience in working with underserved groups
 - Create special advisory board for the group
 - Create a special docket for them

Issue: Individuals may relate to the culture of the streets.

- *You have people who grew up, their mama not there, daddy locked up, no uncles or anybody to guide them so they feel like the streets is right here and the streets is their home and they are protected when they around the people in the streets because those people feed them, help them, do things for them, rob for them. The streets is their home, that's why they fall right in, join a gang. Certified youth*
- *Didn't want to be told what to do, when to do it and how to do it. I'm a man and I have been living on the street and I've been doing what I been doing to get by. So how dare somebody come and try to tell me how to live my life. Focus group*



Strategy: Recognize Role of Cultural Identity



Is it of value to maintain cultural identity?

Is it of value to maintain relationships with other groups?	<u>Yes</u>	<u>Yes</u>	<u>No</u>
	<u>Yes</u>	Integration	Assimilation
	<u>No</u>	Separation	Marginalization

Issue: Underserved participants need to better connect to their own culture and community.

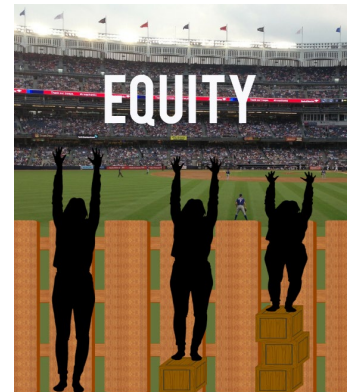
African American men need to get back on top of being family oriented.

Focus group

- Offer Culturally proficient treatment:
 - Habilitation, Empowerment and Accountability Therapy
 - Created by Guy Wheeler and Darryl Turpin
 - Manualized cognitive behavioral therapy designed for those who identify with the culture of black males between the ages of 17 and 29
 - Focuses on spirituality, community, family and self.
 - Geared to reduce recidivism, reduce drug use, address trauma, ambivalence and resistance

Strategy: Provide mentors/ peer supports

- Provide feedback/coaching to staff on implicit bias.
- Offer art therapy as alternative to those resistant to mental health treatment.
- Facilitate links to employment resources, conduct practice interviews, guide resume preparation, and link participants to workforce development.
- Serve as a bridge between participants and staff.
- Facilitate a culturally relevant support group.



Strategy: Create a culturally relevant program VOICES, Colorado 18th Judicial District

- Created a community advisory group
- Gave participants a voice in creating culturally relevant programming
- Program elements include HEAT, employment coaching, alternatives to NA/AA
- Addressed concerns of probation officers and district attorney's office

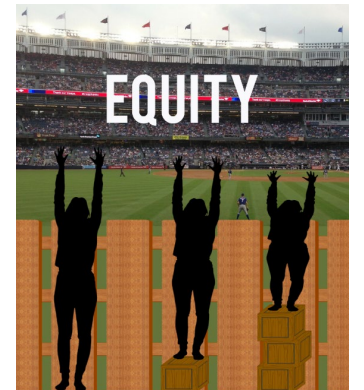
Issue: Not recognizing the role of discrimination in substance use and coping mechanisms



- Historical traumas
- Discrimination has an additive effect above other social determinants of health status that often leads to the elevation of chronic stress hormones which have a corrosive effect at the cellular level (Swain, Johnson, & Ports, 2016).
- Parents who experience chronic stress can pass on changes in gene expression at the cellular level. The effects on the children are the same as if they had directly experienced the stress.

Issue: Lack of knowledge about neighborhoods where participants live and lack of awareness about the impacts of residential segregation

- Map out where participants live and look for patterns of access and retention
- Use GoogleMaps to map out from participant home address to treatment, court, UA test site and view instructions for using public transportation to access each one
- Draw on knowledge of law enforcement team members



Possible action items to enhance equity and inclusion

What benefits some may benefit all.



Possible Action Items-Equivalent Access

- ✓ Compare eligible cases filed/disposed and admissions by race, gender, age groups at state and local level
- ✓ Track reasons for non-admission
- ✓ Implement a marketing plan for your program to publicize its existence and to frame the messages at orientation
- **Form a community partnership to advise you on how to better serve underrepresented groups**



Patricia Erickson, Costa Rica

Possible Action Steps-Equivalent Treatment

- ✓ Acknowledge the role of historical trauma and discrimination
- ✓ Create a culturally relevant program
- **Pay attention to how your program cultivates self-efficacy**
- ✓ Use motivational interviewing to arrive at a common understanding of the problem/s to be addressed



*Artist, Patricia Erickson
Costa Rica*

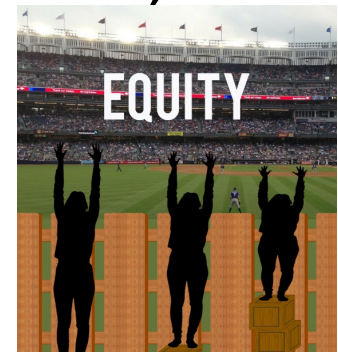
Possible Action Steps-Equivalent Retention

- ✓ Be aware of your participants' neighborhoods, the opportunities and challenges associated with those neighborhoods
- **Apply smart phone technology to keep participants engaged**
- ✓ Create a pathway from 'getting a job requirement' to developing a career
- ✓ Offer a culturally tailored intervention to individuals who identify with a particular culture



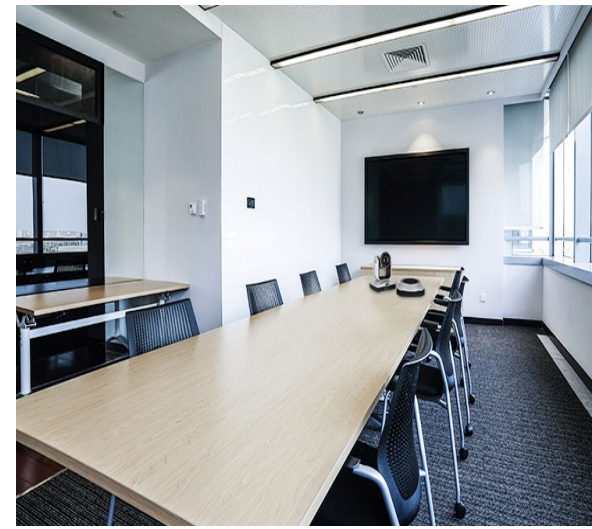
Possible Action Steps-Equivalent Incentives and Sanctions

- **Interview participants regarding the impact of sanctions and incentives.**
- In particular ask them about:
 - about aspects of procedural justice (trust, having a voice, fairness, respect)
 - regarding whether jail sanctions are perceived as a punishment or form of help
 - about changes in their perceived health status (stress levels, illness management, etc.)



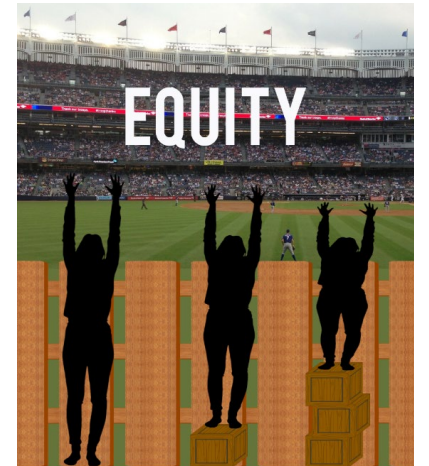
Possible Action Steps- Team Training

- Have staff discussion around topics like:
 - Equivalent does not mean treating everyone the same.
 - Being color-blind is not effective.
 - How does neighborhood matter?
- Create a comprehensive training approach that includes
 - Implicit bias training
 - Cultural congruence training
 - Data sharing
 - Practicing skills such as how to have difficult dialogues about race and discrimination



Explore untapped community resources

- Make connections with county extension offices
- Engage coder resources to address barriers
- Discover resources of Work Force Development Offices



Questions???

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