

Translating Gender Responsive Research into Practice: Implications for Assessment, Case Management and Programming

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National Resource Center 
on Justice Involved Women

UCCI  University of Cincinnati
Corrections Institute

National Resource Center on Justice Involved Women (NRCJIW)

- Funded by the U.S. Department of Justice, Office of Justice Programs, Bureau of Justice Assistance in partnership with the National Institute of Corrections.
- ***Primary Goal: Provide resources and tools to professionals to equip them to be more successful in their work with justice-involved women.***
- Administered by the Center for Effective Public Policy in partnership with Orbis Partners, University of Cincinnati, Women's Prison Association, CORE Associates, The Moss Group and SAMHSA's National Center on Trauma-Informed Care.

National Resource Center on Justice Involved Women (NRCJIW)

OUR GOALS

- Promote safety
- Synthesize and disseminate evidence-based and gender-responsive research and knowledge
- Promote the implementation of innovative, evidence-based and gender-responsive approaches
- Promote gender-informed policy and management practices
- Highlight critical issues
- Build a community of professionals to advance gender-informed practices nationally



NRCJIW

WAYS WE CARRY OUT OUR MISSION:

- Web site: www.cjinvolvedwomen.org
 - Resources
 - Innovator series
 - Newsletter
- Training events and webinars
- Technical assistance
- Document development
 - Women Veterans in the Criminal Justice System
 - Women who Perpetrate Violence
 - Trauma–Informed Care for Corrections Professionals
 - Ten Truths that Matter when Working with Justice Involved Women
 - Discipline and Sanctions Toolkit for Women’s Correctional Facilities

Today's Objectives

To provide participants with:

- An introduction to gender responsive assessments designed for use with women in both community and facility settings;
- A review of recent validation studies of gender responsive assessment tools and their implications for programming and case management; and
- Highlights of an integrated process for conducting gender responsive assessment at key decision points across the criminal justice system.

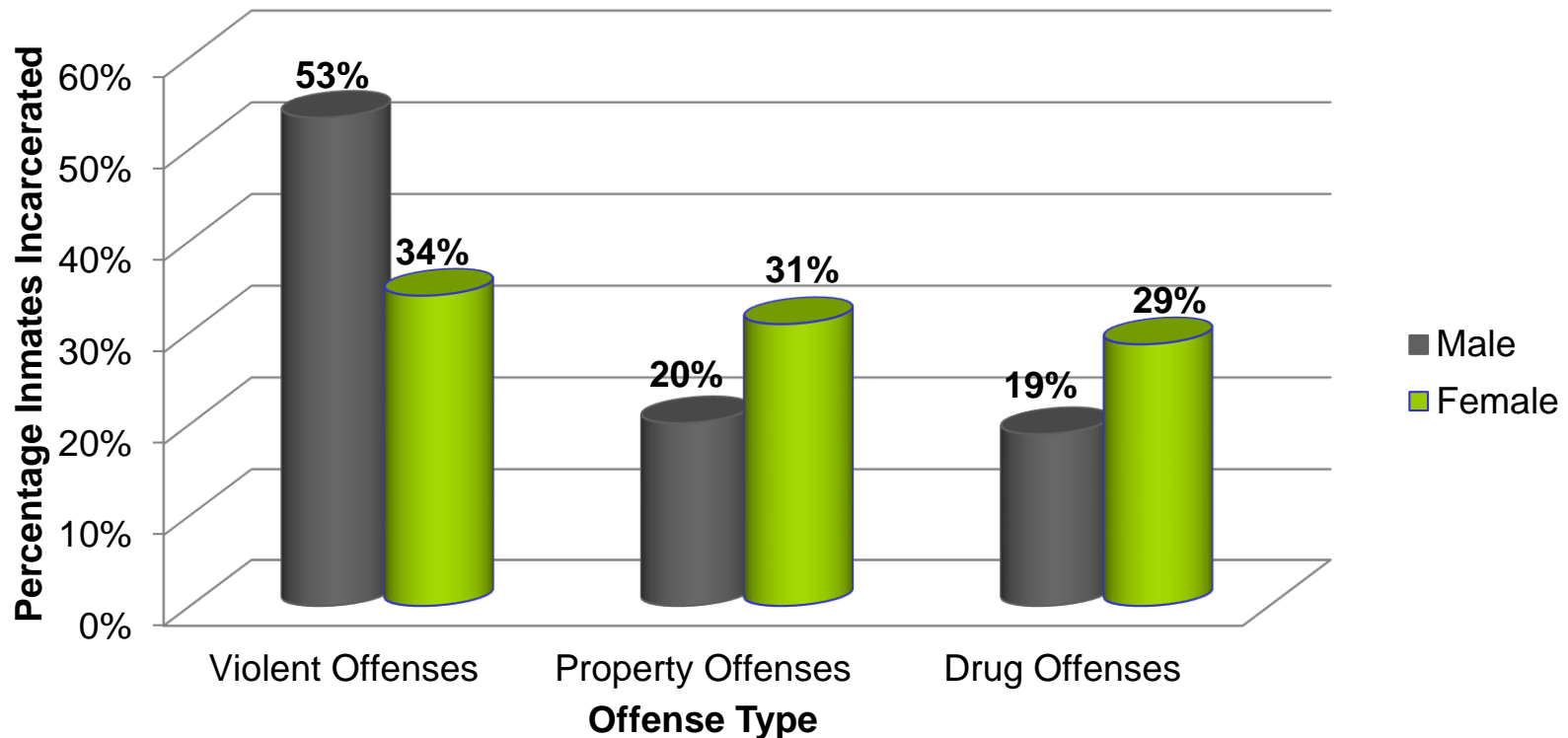


Offense Profiles

- The number of women under criminal justice supervision has risen disproportionately to arrest rates.
- Women have not become more violent as a group.
- Drug offenses represent the largest source of population growth for women, as opposed to violent offenses for men.

Men and Women in Prison

Estimated percent of sentenced prisoners under State jurisdiction,
by offense and sex, year end 2004



1990-2000 Increases

	Women	Men
Correctional Supervision	81%	45%
Prison	108%	77%
Jail	89%	48%

Bureau of Justice Statistics (2001). *Prison and Jail Inmates at midyear 2000*. Washington D.C.: U.S. Department of Justice; Bureau of Justice Statistics (2007). *Prisoners in 2006*. Washington D.C.: U.S. Department of Justice; Bureau of Justice Statistics (2001). *National correctional population*. Washington D.C.: U.S. Department of Justice



Gender Differentials

- IN OFFENSE PATTERNS – Women's crimes:
 - Occur at much lower than male rates
 - Are predominantly petty theft, low-level drug use and sales, minor fraud and prostitution
- WHILE IN CUSTODY – Women present with:
 - Lower levels of violence; higher rates of disciplinary write-ups
 - Relationships with staff and other offenders
 - Responsibilities for children and other family members
 - Gender-based treatment needs while in custody and during transition to the community.



Women in the Criminal Justice System

- The increase has slowed, but women offenders are still outpacing male offenders.
 - (2000-2009: Women offenders grew by 23.7% vs. 15.8% for men).
- More than 1.3 million women are currently under criminal justice supervision in the U.S.
- Women now comprise 18% of the total number of offenders under criminal justice supervision.



Reasons for the Increase in Women

- The War on Drugs
- “Tough on Crime” Policies
- Reduced Funding for Mental Health



Blanchette, K. & Brown, S. (2006). *The assessment and treatment of women offenders*. West Sussex, England: John Wiley & Sons, Ltd.; Mauer, M., Potler, C., & Wolf, R. (1997). *Gender and justice: Women, drugs, and sentencing policy*. The Sentencing Project.

Research: Gender Responsive Risk Factors

Correctional policies and practices have traditionally been based on models developed for male offenders.

Including:

- Prison Architecture
- Classification
- Needs Assessments
- Programs
- Dress
- Disciplinary practices
- Property
- Visitations
- Staffing

In Comparison to Male Inmates, Female Inmates are More Likely to be:

- Incarcerated for drug-related offenses
- Have mental health diagnoses
- Mothers to minor children
- Unemployed and living in poverty
- Substance dependent
- Victims of physical, sexual and emotional abuse



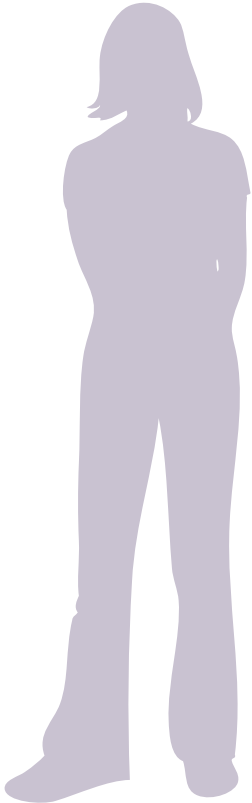
Bloom, B., Owen, B., & Covington, S. (2003). *Gender-responsive strategies: research, practice, and guiding principles for women offenders*. Washington D.C: U.S. Department of Justice



Common Risk Factors for Male Offenders

- Antisocial associates
- Antisocial attitudes: entitlement, blaming others
- Antisocial personality: Impulsivity
- Substance abuse
- Educational and vocational issues
- Externalized anger

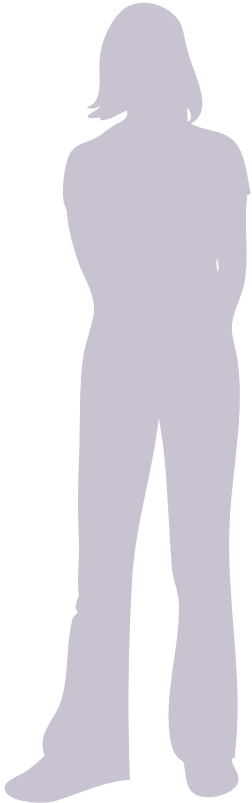
Emerging Research on Women



Additional risk factors:

- Mental health (depression/psychosis)
- Abuse and trauma
- Parental stress
- Dysfunctional relationships
- Boundary issues with others
- Internalized anger
- Substance abuse co-occurs with mental health and trauma
- Housing safety

Emerging Research on Women

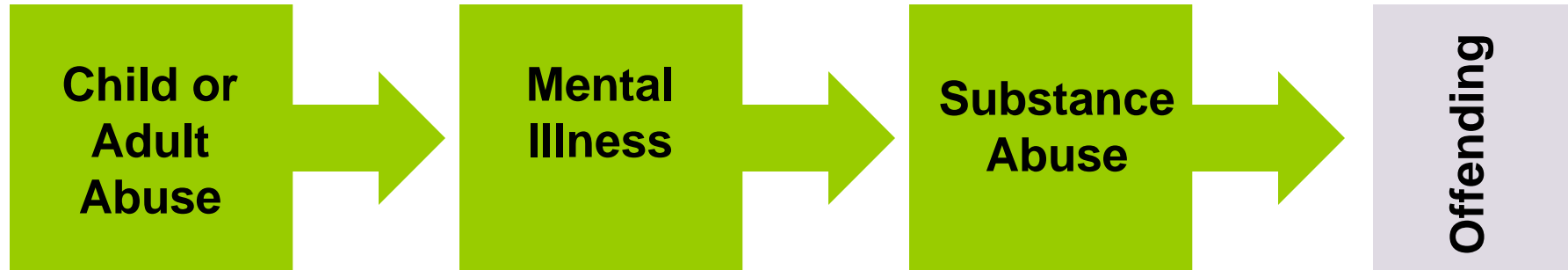


Strengths:

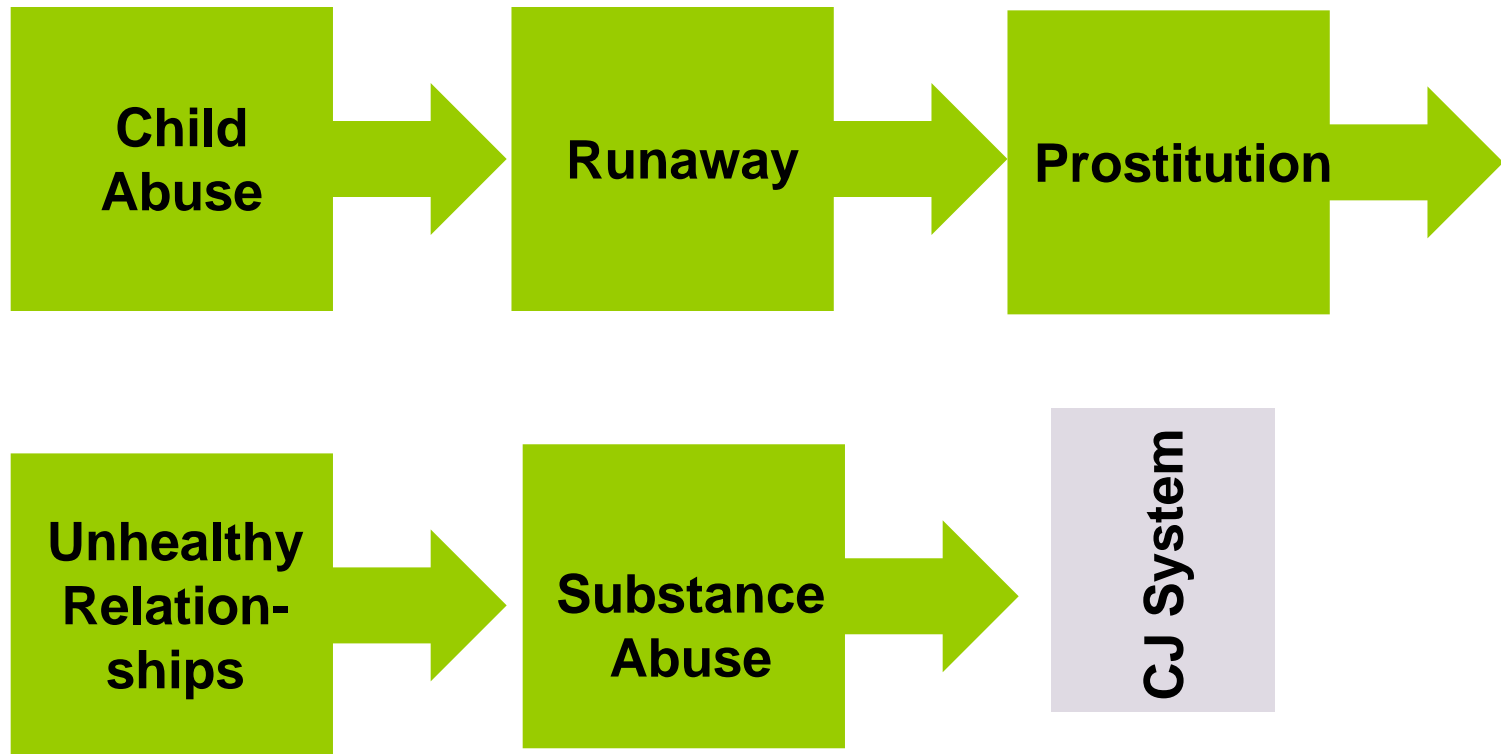
- Self efficacy
- Family support
- Educational assets
- Parental involvement



Women's Pathways into the Criminal Justice System are Different than Men's



Other Pathways



The Assessment and Treatment of Women's Needs Across the Criminal Justice System



- The main goal is the treatment of needs related to recidivism and other adverse outcomes;
- The needs are gender-responsive and gender neutral;
- Identification of needs is assessment-based. We are not following hunches;

The Assessment and Treatment of Women's Needs Across the Criminal Justice System



- Identified needs are addressed through case management and evidence-based programming;
- Assessment/case plans transition to other correctional agencies or points in the system.

The Assessment and Treatment of Women's Needs Across the Criminal Justice System



- Assessed risk is important:
 - High risk women receive intensive programming and services;
 - Low risk women are not over-programmed.

The Assessment: Women's Risk Needs Assessment (WRNA)

- Developed through a Cooperative Agreement Between the National Institute of Corrections and the University of Cincinnati
- Separate focus groups with women offenders, staff, and administrators
- Design of questions: Missouri Women's Issues Committee

Construction Validation Sites

- ◉ **Colorado Department of Corrections** (Prison)
- ◉ **Missouri Dept. of Corrections** (Probation, Prison, and Pre-release)
- ◉ **Maui Care Project** (Probation)
- ◉ **Minnesota**, Probation Sites

Re-validation Sites (2012-2013)

- **Missouri Dept. of Corrections** Probation, Prison, and Pre-Release
- **Rhode Island Department of Corrections** Prison and Pre-Release
- **Iowa**, WOCMM Probation Sites
- **Minnesota**, Probation Sites
- **Kentucky**, Regional Pre-release Center
- **River City Correctional Center**, Pre-release
- **Hamilton County Probation**, Probation
- **Ohio Dept. of Rehabilitation and Correction**, Prison
- **California Dept. of Corrections and Rehabilitation**, Prisons

Women's Risk/Needs Instrument (WRNA)

Gender-Neutral Risk Factors

- Criminal history
- Criminal thinking
- Antisocial associates
- Vocational/educational
- Financial problems
- Family conflict
- Substance abuse
- Accommodations

Women's Risk/Needs Instrument (WRNA)

Gender Responsive Risk Factors

- Mental health history
- Anger
- Depression/anxiety
- Psychosis
- Child abuse
- Adult victimizations
- PTSD
- Relationship dysfunction
- Parental stress
- Housing safety

Women's Risk/Needs Instrument (WRNA)

Gender Responsive Strengths

- Self-efficacy
- Family support
- Parental involvement
- Educational assets

Pretrial Settings



- Informs diversion decisions (Risk Levels and Specific Needs)
- Informs Pretrial Supervision (Risk Levels and Specific Needs)
- Guides programing during jail terms and pretrial supervision



Needs in the Study*

Gender-Neutral

- ◉ Criminal History (risk)
- ◉ Employment
- ◉ Educational Need
- ◉ Substance Abuse

Gender-Responsive

- ◉ Abuse
- ◉ Trauma
- ◉ Mental Health
- ◉ Homelessness
- ◉ Family Support

* Study conducted by Krista Gehring, 2011

Needs Related to Pretrial Failure

FTAs

- Criminal History
- Employment
- Substance Abuse
- Abuse
- Trauma
- Mental Health
- Homelessness
- Family Support

New Arrests

- Criminal History
(6 Mo)
- Employment
- Substance Abuse
- Abuse
- Mental Health
- Homelessness

Any Failure

- Criminal History
- Employment
- Substance Abuse
- Abuse
- Mental Health
- Homelessness
- Family Support



Probation Settings



- Informs level of supervision (Risk Levels)
- Determines who is at high priority for services and programs (Risk Levels and the Risk Principle)
- Identifies areas of need for case management and referrals
- Opportunity to observe changes in risk/need levels over time



Validation of Original (2008) Probation Stand Alone WRNA (12 Months)

Original Probation WRNA	Arrests		Incar.		Offense-Rel. Failure		Any Failure	
	r	AUC	r	AUC	r	AUC	r	AUC
Missouri and Ohio (Combined)(N=187)								
WRNA-Full Scale					.17***	.60	.24***	.63
WRNA-Levels					.19 ***	.61	.25 ***	.63
Missouri (N=85)								
WRNA-Full Scale			.37***	.75	.15*	.57	.27***	.67
WRNA-Levels			.32 ***	.72	.15*	.59	.28 ***	.68
Ohio (N=102)								
WRNA-Full Scale	--				.17**	.60	.18**	.60
WRNA-Levels	.17**	.62			.20**	.61	.20**	.62

Validation of Original (2008) Trailer and LSI-R Probation Stand Alone WRNA (12 Months)

Original Probation WRNA	Arrests		Offense-Rel. Failure		Any Failure	
	r	AUC	r	AUC	r	AUC
Minnesota and Iowa(Combined)(N=367)						
LSI-R	.21***	.68	.22***	.66	.22***	.64
WRNA-T	.26***		.25***		.24***	
Total	.27***	.70	.27***	.68	.26***	.67
Partial (WRNA-T)	.18***		.17***		.16***	
Iowa (N=316)						
LSI-R	.22***	.69	.22***	.68	.22***	.65
WRNA-T	.16***		.18***		.20***	
Total	.23***	.70	.24***	.68	.25***	.68
Partial (WRNA-T)	.08*		.09*		.12***	
Minnesota (N=51)						
LSI-R	.28***	.67	.27***	.66	.26**	.64
WRNA-T	.36***		.33***		.27***	
Total	.34***	.68	.32***	.66	.29***	.64
Partial (WRNA-T)	.24***		.20**		--	

Validation of Revised (2013) Probation Stand Alone WRNA (12 Months)

Revised Probation WRNA	Arrests		Incar.		Offense-Rel. Failure		Any Failure	
	r	AUC	r	AUC	r	AUC	r	AUC
Missouri and Ohio (Combined)(N=187)								
WRNA-Full Scale					.22***	.62	.31***	.67
WRNA-Levels					.22***	.62	.31 ***	.66
Missouri (N=85)								
WRNA-Full Scale			.46***	.80	.24**	.62	.28***	.67
WRNA-Levels			.39 ***	.76	.25***	.64	.29 ***	.68
Ohio (N=102)								
WRNA-Full Scale	--	--			.16**	.60	.20**	.62
WRNA-Levels					.14*	.58	.16**	.59

Validation of Revised (2013) Trailer and LSI-R Probation Stand Alone WRNA (12 Months)

Revised Probation WRNA	Arrests		Offense-Rel. Failure		Any Failure	
	r	AUC	r	AUC	r	AUC
Minnesota and Iowa(Combined)(N=367)						
LSI-R	.21***	.68	.22***	.66	.22***	.64
WRNA-T	.29***		.29***		.24***	
Total	.28***	.71	.29***	.70	.26***	.67
Partial (WRNA-T)	.22***		.22***		.16***	
Iowa (N=316)						
LSI-R	.22***	.69	.22***	.68	.22***	.64
WRNA-T	.16***		.18***		.26***	
Total	.23***	.70	.24***	.68	.28***	.67
Partial (WRNA-T)	.08*		.09*		.19***	
Minnesota (N=51)						
LSI-R	.28***	.67	.27***	.66	.26**	.64
WRNA-T	.44***		.40***		.36***	
Total	.37***	.71	.35***	.69	.32***	.67
Partial (WRNA-T)	.36***		.31***		.25	

What's Important for Probation?

Gender-Neutral Risk Factors

- Criminal history
- Antisocial friends
- Financial/ employment
- Antisocial friends
- Substance abuse

Gender-Responsive Risk Factors

- Housing safety
- Anger
- Depression (symptoms)
- Abuse
- Parental stress

Strengths

- Educational assets
- Self-efficacy
- Family support

Sample Descriptions: Probation

Demographic Characteristics

	Missouri (N=85)	Ohio (N=102)	Iowa* (N=316)	Minnesota* (N=51)
Average Age	34.2	32.6	34.0	33.3
% White	63.7	47.3	79.3	34.0
% Married	20.2	19.8	30.8	14.0
% Children <18	64.8	62.2	59.6	70.6
% HS or GED	54.9	68.8	77.1	62.3
% Employed FT/PT	47.3	51.8	50.0	67.9

* Sites Tested Trailer to the LSI-R

Sample Descriptions: Probation

Demographic Characteristics

	Missouri (N=85)	Ohio (N=102)	Iowa* (N=316)	Minnesota* (N=51)
% Offense Violent	2.2	14.3	10.9	13.2
% Prior Felonies	31.9	24.8	5.5	41.5
% Prior Incar.	39.6	9.8	62.9	3.8

* Sites Tested Trailer to the LSI-R

Prison Settings



- Determines who is at high priority for services and programs (Risk Levels and the Risk Principle);
- Identifies areas of need for case management and program referrals;
- A tool to facilitate re-entry planning;
- Risk scale is seldom used for assignment to custody level unless higher custody is also a treatment setting.



Validation of Original (2008) Prison Stand Alone WRNA (12 Months)

Original Prison WRNA	Serious Misc.		Aggressive Misc.	
	r	AUC	r	AUC
Missouri and Ohio (Combined)(N=400)				
WRNA-Full Scale	.20***	.64	.23***	--
WRNA-Levels	.17***	.61	.19 ***	--
Missouri (N=53)				
WRNA-Full Scale	--	--	.20**	.70
WRNA-Levels	--	--	--	--
Ohio (N=347)				
WRNA-Full Scale	.28***	.70	.23***	.69
WRNA-Levels	.25***	.67	.21***	.67

Validation of Original (2008) Trailer (12 Months)

Original Prison WRNA-T	Serious Misc. r AUC	Aggressive Misc. r AUC
Rhode Island (N=69)		
LSI-R	--	.32***
WRNA-T	.22**	.40***
Total	.17* .60	.37*** .80
Partial (WRNA-T)	.18*	.29***
California (N=604)		
COMPAS	.30*** .74	.28*** .69
WRNA-T		
Total	.31*** .74	.26*** .68
Partial (WRNA-T)	.09***	ns
California (A&B) (N=305)		
COMPAS	.33*** .76	.36*** .84
WRNA-T		
Total	.38*** .79	.39*** .87
Partial (WRNA-T)	.20***	.16***

Validation of Revised (2013) Prison Stand Alone WRNA (12 Months)

Revised Prison WRNA	Serious Misc. r	Serious Misc. AUC	Aggressive Misc. r	Aggressive Misc. AUC
Missouri and Ohio (Combined)(N=400)				
WRNA-Full Scale	.30***	.70	.27***	.73
WRNA-Levels	.31***	.68	.29 ***	.71
Missouri (N=53)				
WRNA-Full Scale	.18*	.59	--	--
WRNA-Levels	--	--	--	--
Ohio (N=347)				
WRNA-Full Scale	.33***	.73	.30***	.74
WRNA-Levels	.34***	.71	.32***	.73

Validation of the Revised (2013) WRNA-T (12 Months)

Revised Prison WRNA-T	Serious Misc.		Aggressive Misc.	
	r	AUC	r	AUC
Rhode Island (N=69)				
LSI-R	--	--	.32***	.79
WRNA-T	.22**		.44***	
Total	.17*	.59	.38***	.80
Partial (WRNA-T)	.17*		.33***	

What's Important for Incarcerated Women?

Gender-Neutral Risk Factors

- Criminal history
- Antisocial friends
- Substance abuse

Gender-Responsive Risk Factors

- Anger
- Depression (symptoms)
- Psychosis
- Abuse
- Relationship Dysfunction

Strengths

- Family support

Sample Descriptions: Prisons

Demographic Characteristics

	Missouri (N=98)	Ohio (N=386)	Rhode Island* (N=154)	California* (N=882)
Average Age	35.8	34.7	34.9	35.71
% White	75.5	67.0	69.5	39.0
% Married	18.4	26.9	18.1	
% Children <18	70.1	61.3	54.4	
% HS or GED	60.2	66.7	41.6	
% Employed FT/PT	65.3	74.6	48.3	

* Sites Tested Trailer to the LSI-R

Sample Descriptions: Prisons

Demographic Characteristics

	Missouri (N=98)	Ohio (N=386)	Rhode Island* (N=154)	California* (N=604)
% Offense Violent	15.3	44.8		16.6
% Prior Felonies	66.4	40.2		94.6
% Prior Incar.	54.1	37.0		49.2

* Sites Tested Trailer to the LSI-R

Applications to Prisons

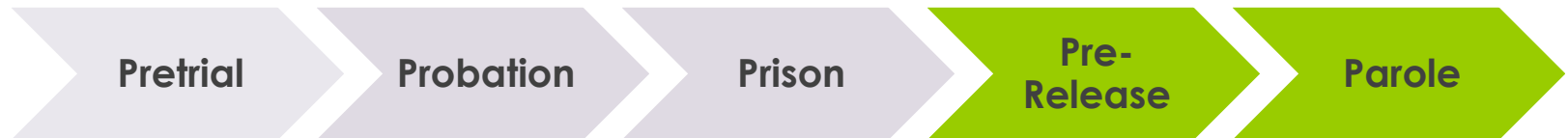
- Most use the tool only as a needs assessment
- They don't use the WRNA Institutional Risk Scale for custody related decisions unless high custody is also a treatment-intensive setting
- They use the risk scale on the Pre-Release Assessment for community placement

Results for Prerelease Sites



- Determines who is at high priority for services and programs (Risk Levels and the Risk Principle);
- Offers a progress and status report to parole agents;
- Identifies areas of need for case planning and community re-entry. Focus is on community adjustment and linking women to community programs and services;

Results for Prerelease Sites



- A tool to identify community risk and supervision levels (risk scale)

Validation of Original (2008) Prerelease Stand Alone WRNA (12 Months)

Original Prerelease WRNA	Incar. r	AUC	Offense-Rel. Failure r	AUC	Any Failure r	AUC
Missouri (N=187)						
WRNA-Full Scale	.19***	.64	.15**	.59	.17***	.60
WRNA-Levels	.18***	.61	.14**	.57	.14**	.57
Kentucky (N=35)						
WRNA-Full Scale	.29**	.68	.36**	.73	.31**	.69
WRNA-Levels	.24 ***	.62	.30**	.65	.25*	.62
Ohio (N=169)						
WRNA-Full Scale			.20***	.60	.15**	.58
WRNA-Levels			.21***	.69	.13**	.56

Validation of Original (2008) Trailer and LSI-R Prerelease (12 Months)

Original Prerelease WRNA	Arrests		Offense-Rel. Failure		Any Failure	
	r	AUC	r	AUC	r	AUC
Ohio (N=134)						
LSI-R	.16**	.59	.23***	.64	.19***	.61
WRNA-T	.13*		.17**		.14***	
Total	.18**	.60	.25***	.65	.20***	.62
Partial (WRNA-T)	--		--		--	
Rhode Island (N=210)						
LSI-R	.14**	.57	.18***	.60	.21***	.62
WRNA-T	.26***		.29***		.21***	
Total	.19***	.59	.23***	.62	.23***	.63
Partial (WRNA-T)	.22***		.23***		.10*	

Validation of Revised (2013) Prerelease Stand Alone WRNA (12 Months)

Revised Prerelease WRNA	Arrests		Incar.		Off.-Rel. Failure		Any Failure	
	r	AUC	r	AUC	r	AUC	r	AUC
Missouri (N=187)								
WRNA-Full Scale			.27***	.70	.23***	.64	.22***	.63
WRNA-Levels			.30***	.68	.25***	.63	.27**	.65
Kentucky (N=35)								
WRNA-Full Scale	.44***	.74	.38**	.71	.48**	.76	.43**	.72
WRNA-Levels	.49***	.79	.41***	.74	.53***	.79	.49***	.76
Ohio (N=169)								
WRNA-Full Scale	.30***	.67			.20***	.60	.15**	.58
WRNA-Levels	.27***	.64			.21***	.69	.13**	.56

Validation of Revised (2013) Trailer and LSI-R Prerelease (12 Months)

Revised Prerelease WRNA	Arrests		Incar.		Offense-Rel. Failure		Any Failure	
	r	AUC	r	AUC	r	AUC	r	AUC
Ohio (N=134)								
LSI-R	.16**	.60			.23***	.65	.19***	.62
WRNA-T	.17**				.19**		.18***	
Total	.20***	.61			.26***	.64	.22***	.62
Partial (WRNA-T)	.12*				.12*		.12*	
Rhode Island (N=210)								
LSI-R	.14**	.57			.18***	.60	.21***	.62
WRNA-T	.22***				.27***		.20***	
Total	.20***	.59			.25***	.62	.24***	.62
Partial (WRNA-T)	.18***				.21***		.11**	

What's Important for Returning Inmates?

Gender-Neutral Risk Factors

- Criminal history
- Antisocial friends
- Financial/employment
- Antisocial friends
- Substance abuse

Gender-Responsive Risk Factors

- Housing safety
- Anger
- Depression (symptoms)
- Psychotic (symptoms)
- Abuse
- Parental stress
- Relationship dysfunction

Strengths

- Self-efficacy
- Family support

Sample Descriptions: Prerelease

Demographic Characteristics

	Missouri (N=195)	Kentucky (N=36)	Ohio (N=172)	Ohio* (N=137)	Rhode Island* (N=223)
Average Age	36.0	33.0	33.0	33.2	35.3
% White	76.3	97.2	90.1	94.2	68.0
% Married	27.9	19.4	23.3	22.6	17.0
% Children <18	55.4	72.2	62.2	60.6	51.6
% HS or GED	68.2	66.7	71.5	50.4	50.7
% Employed FT/PT	69.2	66.7	48.8	73.0	41.3

* Sites Tested Trailer to the LSI-R

Sample Descriptions: Prerelease

Demographic Characteristics

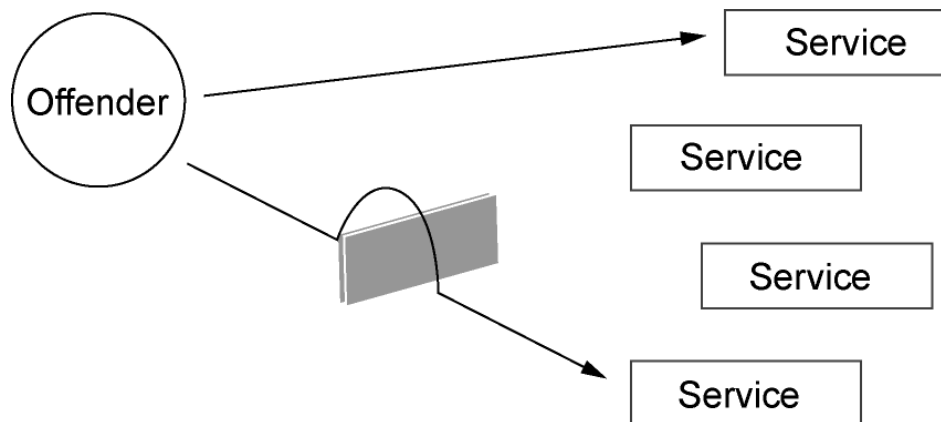
	Missouri (N=195)	Kentucky (N=36)	Ohio (N=172)	Ohio* (N=137)	Rhode Island* (N=223)
% Offense Violent	11.3	5.6	9.4	11.0	17.9
% Prior Felonies	67.0	47.2	34.3	33.6	36.2
% Prior Incar.	70.1	61.1	10.5	6.6	59.4

* Sites Tested Trailer to the LSI-R

...the Assessment Is Not Enough



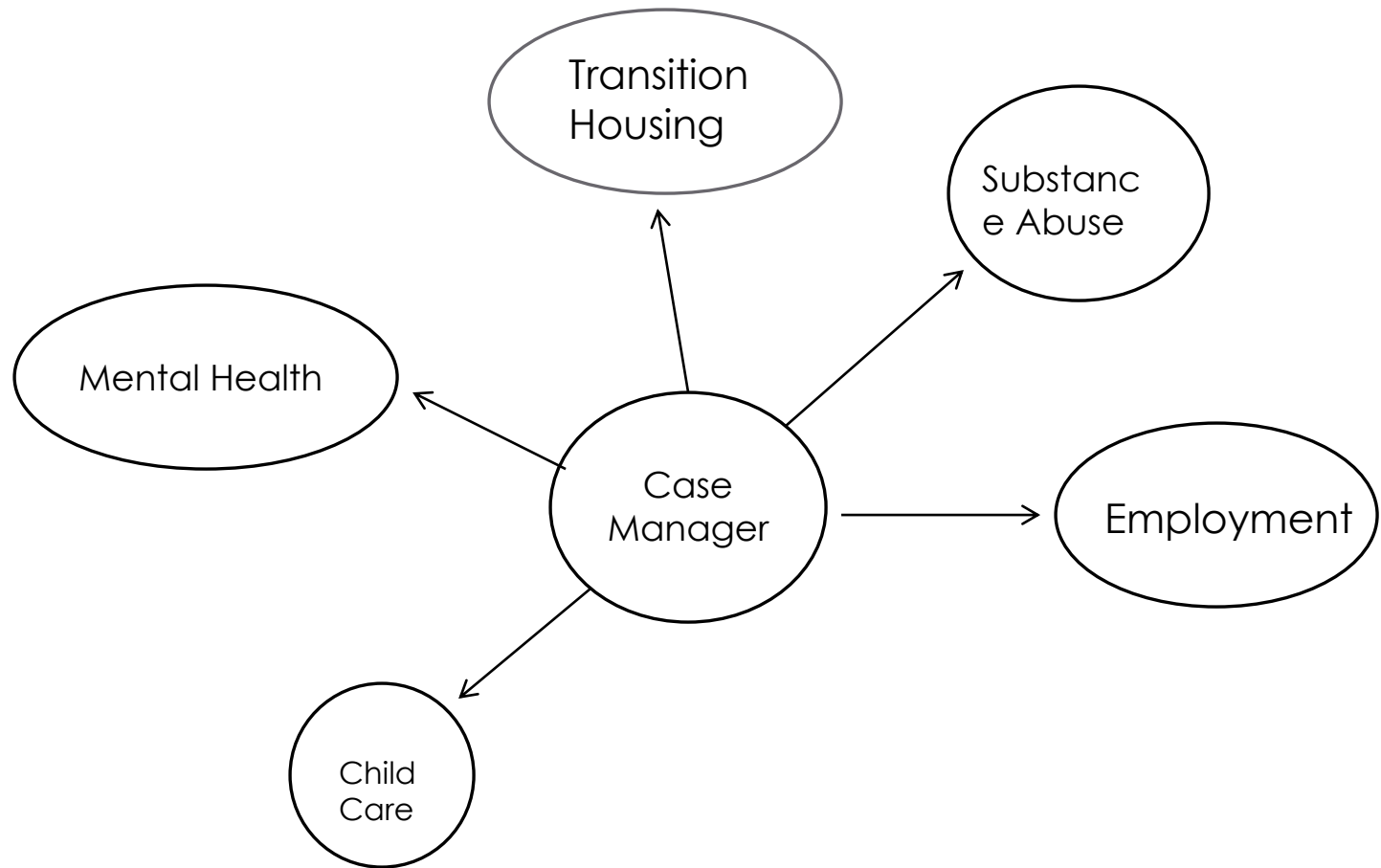
Assessment Driven Case Management



- Match offenders to services and programs which address risk factors and remove or accommodate barriers



Community Partners



Matching to Gender-Responsive Programs:

- Moving On, Van Dieten & MacKenna, 2001
- Women Offender Case-Management Model, Orbis Partners/
NIC, 2006.
- Seeking Safety, Najavitz, 2002
- Helping Women Recover, Covington, 2008
- Beyond Trauma, Covington, 2003.



Discussion: Implications for Programming and Case Management

- In addition to what we have discussed so far, what are some additional implications of the assessment research for programming and case management?
 - In community settings?
 - In institutional settings?
- What additional questions do you have?

For More Information

www.cjinvolvedwomen.org

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