



The World of Corrections: Tips for the "First Termer" Advocate (Part 1)

March 25, 2015
11:00 AM-12:30 PM PST



Today's Moderator



Desiree Magsombol
Program Officer
Just Detention International



JDI's Mission

Just Detention International is a health and human rights organization that seeks to end sexual violence in all forms of detention.

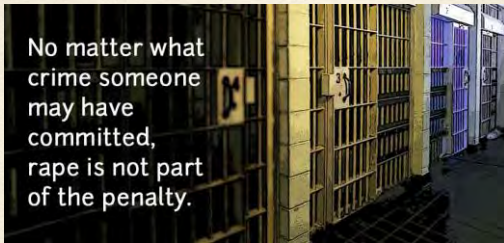


JDI's Core Goals

1. Hold government officials accountable
2. Change public attitudes about sexual violence behind bars
3. Ensure survivors get the help they need



JDI's Core Belief



Special Thanks

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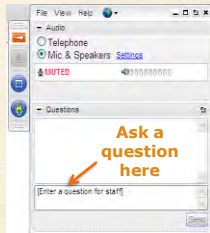


The opinions, findings, conclusions, and recommendations expressed in this webinar are those of the presenters and do not necessarily reflect the views of the Department of Justice, Office on Violence Against Women.



Webinar Logistics

- Self-care
- Questions and comments
- Archived recording
- Resources



What are you hoping to learn from today's webinar?

Submit your answers in the questions box.



Webinar Agenda

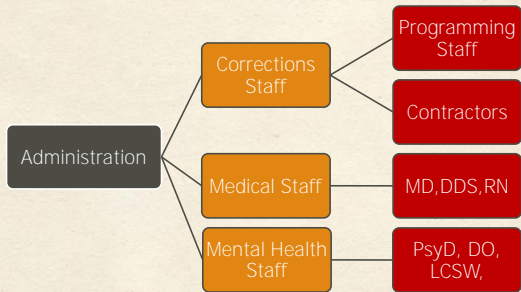
- I. Key Players
- II. Corrections Culture
- III. Internal Staff Dynamics
- IV. Chain of Command
- V. Mental Health Staff and Dynamics
- VI. You Make the Difference



Aerial view of California Institution for Women



Basic Hierarchy Chart



Administrative Staff

- Includes:
 - Agency leadership
 - Facility-level leadership
 - Facility operations staff
 - PREA Coordinator
- Structure and titles differ



Corrections Staff



Programming Staff



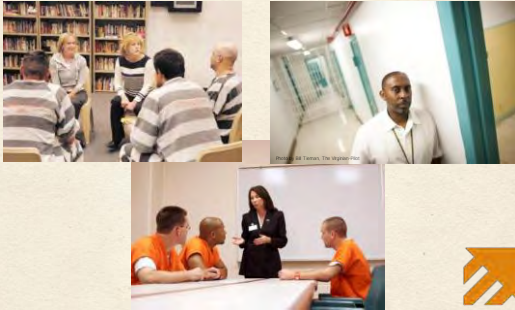
Contractors



Medical Staff



Mental Health Staff



Voices from Inside



Bob Dumond
Mental Health Practitioner
Consultants for Improved Human
Services



Cultural Norms

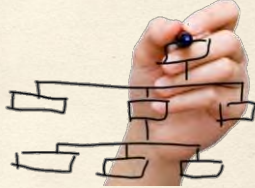
1. Safety and security
2. Care, custody, and control
3. Rehabilitation



Photo: California Department of Corrections and Rehabilitation

Corrections Model

- Paramilitary organization
- Emphasis on chain of command
- Rule-based
- Regimented schedules



Challenging Work Conditions

- Stressful environment
- Emergency situations
- Limited resources



Image from salary.com

Challenging Work Conditions (continued)

- Understaffing
- Large caseloads
- Long shifts
- Mandatory overtime



Image from pixshark.com

Challenging Work Conditions (continued)

- Corrections "politics"
- Isolation
- Long-term impact





Insider Tips

- Be sensitive
- Work together
- Don't take it personally



Corrections Internal Dynamics



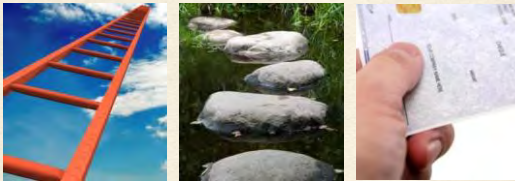
Voices from the Field

“I am probably NOT going to change corrections opinions about the program however as the culture at the facility changes, they will most likely buy into the importance of offering survivor services.”



— Karin Stone, Director of Client Services,
Women's Center High Desert, Inc.

Career Motivations



Public Perception

Positive

- Honorable
- Well-trained
- Professional



Negative

- “Wannabe cops”
- Uncaring or callous
- “Guards” or “Babysitter”





Insider Tips

- Recognize biases
- Assume good intent
- Trust the team



Voices from Inside




Boa Smith
 Program Associate
 Just Detention International
 Former Inmate/PREA Peer Educator





History of Staff Hierarchy





Do You Know Your Ranks?


A  **Major**

B  **Captain**

C  **Lieutenant**

D  **Sergeant**

E  **Correctional Officer**



Quiz

You have gone to the facility to meet with a survivor and the room you always use is occupied.

Who has the authority to find you another location to meet with the survivor?

Submit your answer in the question box.

Community Corrections Officer/Counselor

Job duties include:

- Housing classification
- Case management
- Inmate education
- Job placement
- Transfers
- Pre-release programs



Image by iStock.com



Staff Dynamics: "Fall In"

- Tension between ranks
- "It rolls downhill"
 - "Good Ole' Boys"
 - "Old Timers"
 - Cadets



Voices from the Field

"It's impossible to learn all the acronyms and understand what everyone's role is. The good thing is, you don't have to! It's enough to just know one person in order to best support survivors."



— Jessica Siepel, Prevention Education Coordinator and Trauma Counselor, Rape Trauma Services of San Mateo





Insider Tips

- Befriend the front desk
- Identify one person
- Know your ranks



Mental Health Crisis



Cook County Jail



Riker's Island

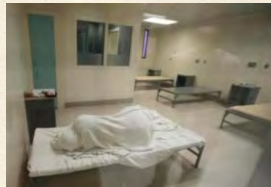


Los Angeles County
Twin Towers Jail



Mental Health Department Responsibilities

- Providing mental health care
- Creating treatment plans
- Creating discharge plans

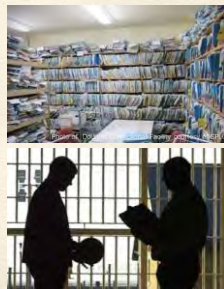


A mentalist of inmates at the Los Angeles County Twin Towers Jail.
Credit: Robert Gaubert/Los Angeles Times



Challenging Work Conditions

- Understaffed and Large case loads
- Inadequate training on trauma
- Limited confidentiality



Different Points of View

Security Staff of Mental Health Staff:

- No respect for security
- Inmate lovers
- Not skilled enough

Mental Health Staff of Security Staff:

- Better than custody
- Not supportive
- Lazy and callous





Insider Tips on Team Work

- Recognize challenges
- Collaborate with staff
- Do your part



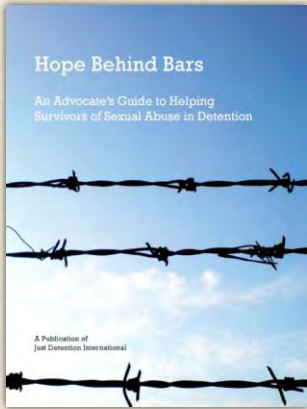
You Make a Difference

“As a former inmate and survivor of sexual assault in and out of prison, I want to express my gratitude for the amazing work you already do for your communities. And thank you for your desire to help incarcerated survivors who **can't reach you**. For many, you are the light that they will hold onto.”

— Boa Smith, JDI







Advocate Resources

- Advocates Manual

- SART Toolkit
- Archival Manual
- Technical Request
- PREA Resource

Advocate Resources:
[www.justdetention.org/
advocate-resources](http://www.justdetention.org/advocate-resources)

Center:
prearesourcecenter.org



Resource Guide for Survivors

Add your agency to
**JDI's Resource
Guide for Survivors
of Sexual Abuse
Behind Bars:**

bit.ly/VDap7i



Thank You!

Please complete a brief evaluation of today's webinar.
Your feedback is very important to us.

Here is a link to the evaluation (we will also email it to
you shortly):

[www.justdetention.org/en/world-of-
corrections-1-evaluation.aspx](http://www.justdetention.org/en/world-of-corrections-1-evaluation.aspx)

Please also forward it to anyone else who may have
joined you.

THANK YOU!




For More Information

For additional information, please visit JDI's Advocate
Resource page: [www.justdetention.org/advocate-
resources](http://www.justdetention.org/advocate-resources)

Direct questions to: advocate@justdetention.org

For more information about **Just Detention International**,
visit www.justdetention.org.

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