

*“Clearing the Path for Women & Girls:
A Call for Action”*

**11th National Workshop on Adult &
Juvenile Female Offenders**



**October 15 – 19, 2005
Airport Marriott
Bloomington, Minnesota**

Hosted By:

**Minnesota Department of Corrections
Association on Programs for Female
Offenders**

History of the National Workshop on Adult & Juvenile Female Offenders

Until 1985 no mechanism existed for training and networking for corrections professionals who worked specifically with female offenders. Because of the gender and cultural needs of this population, many working in the field strongly believed that there needed to be an intentional and ongoing discourse regarding female offenders. A grassroots movement began to provide a forum for women and men in the corrections professions to come together every other year and share information and concerns regarding the needs, management and treatment of female offenders.

The first conference was hosted in 1985 by the Minnesota Department of Corrections, now 20 years later, Minnesota is hosting the 11th National Workshop once again. The national workshop was not sponsored or funded by a formal national association until 2003 when the Association on Programs for Female Offenders (APFO), an affiliate of the American Correctional Association, assumed co-sponsorship in order to sustain continuity of the Workshop. The Workshop is hosted every other year by a different state. A national steering committee is appointed by the directors of corrections and juvenile services throughout the country to assist in the conference planning.

National response has been overwhelming. In 1993 juvenile females were included and added to the existing workshops to address prisons, community corrections, jails/detention and leadership issues in the management of adult & juvenile female offenders. The conference now attracts approximately 500 participants nationally and from Canada.

Previous Conferences:

1985:	The Risk of Innovation ~ Moving the Establishment	Minnesota
1987:	Fitting the Pieces Together ~ Female Offender Dilemma	North Carolina
1989:	Changing Needs of Female Offenders ~ A Challenge for the Future	Pennsylvania
1991:	Removing Barrier, Building Bridges, Breaking the Cycle	Washington DC
1993:	Turning Obstacles into Opportunities	Oklahoma
1995:	Complex Challenges, Collaborative Solutions	South Carolina
1997:	Success in the 21 st Century: Building Confidence, Competence & Connections	Minnesota
1999:	Embracing Reality: The Journey Beyond Perceptions	Illinois
2001:	Unity Through Collaboration & Communication	Idaho
2003:	Changing the Course, Lighting the Way	Maine

The workshop tracts for 2005 are based on the six guiding principles for gender-responsive criminal and juvenile justice systems from the National Institute of Corrections July 2003 Report: "Gender Responsive Strategies: Research, Practice and Guiding Principles for Women Offenders" by Bloom, Owen and Covington.

Principle One:	Gender
Principle Two:	Environment
Principle Three:	Relationships
Principle Four:	Services & Supervision
Principle Five:	Socioeconomic Status
Principle Six:	Community



CENTRAL OFFICE
Contributing to a Safer Minnesota

Dear Conference Attendees,

Welcome to the 11th National Workshop on Adult and Juvenile Female Offenders. We are pleased that you could participate in such an important event, and your colleagues will undoubtedly benefit from your experience, knowledge and enthusiasm for female offender issues.

Female offenders face a unique host of challenges in the correctional system, and your dedication and commitment to these issues is incredibly important to the future of these women and girls. By working to develop policies and programs that empower women and girls to make positive changes, we can stop the destructive cycle of chemical dependency, abuse and crime.

Together we can make positive changes for the millions of women and girls who find themselves at crossroads in their lives. By creating and implementing gender-responsive strategies, we can empower these women and girls to make positive life choices — choices that will benefit generations to come.

Again, thank you for being part of this important event and enjoy your stay.

Sincerely,

Commissioner Joan Fabian
Minnesota Department of Corrections



Association on Programs for Female Offenders

October 15, 2005

Dear Friends,

Welcome to the 11th National Workshop on Adult and Juvenile Female Offenders sponsored by the Minnesota Department of Corrections and the Association on Programs for Female Offenders. On behalf of APFO, we appreciate your commitment to better programming for women and girls in the justice system as evidenced by your attendance at this conference.

In effect, the National Workshop has come home again. It started in Minnesota over 20 years ago and this is the third time the state has shown its support for the concept of gender responsive services for women and girls by hosting the conference. The conference is a grass roots effort that moves from state to state every two years with the majority of the planning, programming and coordination falling on the state sponsor. Without the willingness of Commissioner Joan Fabian to host the Workshop and the dedication of Program Co-Chairs, Mary Scully Whitaker and Paula Schaffer, we would not be having this conference.

This year's conference theme, "Clearing the Path for Girls and Women: A Call to Action" and the supporting workshops reinforce the simple yet complex message that women and girls in the justice system must have gender responsive policies and programs. These services must be designed to build on the strengths and needs of women and girls based on their pathways to crime and the realities they face in today's society.

Enjoy the program and the opportunity to interact and network with others who are committed to improving the lives of those with whom we work. We invite you to attend the APFO meeting held here at the conference to learn more about the only national organization that represents those who work with women and girls in the justice system.

Best Wishes,

Dr. Joann Brown Morton, President
Association on Programs for Female Offenders

**Post Office Box 5293
Columbia, South Carolina 20250-5293
www.apfonews.org**

11th National Workshop on Adult & Juvenile Female Offenders Conference Program Schedule

Saturday, October 15, 2005

1. 8:30 AM – 4:30 PM: “Girls’ Circle Facilitator Training - Promoting Resiliency in Adolescent Girls” - Part 1

Giovanna Taormina, Executive Director, Girls Circle Association and Beth Hossfeld, MFT, Associate Director, Girls Circle Association

This two day session is for participants of all experience levels and solidly sets the foundation for implementing dynamic gender-responsive programming via girls’ circle support groups. Girls’ Circle has been rated as a model program with the Office of Juvenile Justice & Delinquency Prevention and is a strength-based approach founded on a theoretical framework using resiliency factors and the relational model. The Girls’ Circle programming model is being used in all areas of juvenile justice around the nation - detention, probation, diversion programs, drug courts, residential treatment centers, and group homes as well as non-juvenile justice settings such as schools, health education, outdoor adventure, pregnancy prevention, substance abuse prevention and beyond. Wherever girls come together!

2. 9:00 AM – 12:30 PM: “Prison Rape Elimination Act (PREA)” Andie Moss, Barbara Owen, Brenda Smith, Teena Farmon, Susan Poole and Jennie Lancaster

Intensive session on the implications of the 2003 Prison Rape Elimination Act (PREA) for girls and women in the criminal justice system. Session will include a description of the Act, its relationship to prior work on staff sexual misconduct and future applications of the Act.

3. 1:00 PM – 5:00 PM “Pre-Trial Screening & Diversion for Women with Co-Occurring Disorders” Wendy Niehaus, Director of Pretrial Services, Hamilton County Courts, Ohio *Learn how Hamilton County, Ohio developed an early screening approach and collaborative response from the courts, probation and mental health services to address the needs of pre-trial women with experiences of trauma, substance abuse and mental illness in their lives and Diversion for Women with Co-Occurring Disorders.*

Sunday, October 16, 2005

1. 8:30 AM – 4:30 PM “Girls’ Circle Facilitator Training” - Part 2

2. 8:30 AM– 12:30 PM “Gender Responsive Assessment and Case Management Practices” Dr. Marilyn Van Dieten, Consultant *This half-day workshop will address issues of gender responsive risk and needs assessment and its implications for case management. Dr. Marilyn Van Dieten will introduce participants to emerging, assessment-based, case management practices that utilize gender-responsive strategies. The workshop also focuses upon the importance of integrated services, strength-based treatment planning, transition planning and the use of assessments for policy analysis and agency planning, as well as individualized case planning.*

3. 1:00 PM – 5:00 PM “Gender-Responsive Strategies: Research, Practice and Guiding Principles for Women Offenders” Drs. Barbara Bloom, Stephanie Covington, and Barbara Owen *The three authors of the NIC publication by the same title will review the key findings of this foundational work on gender appropriate policy and practice for women offenders. The review includes the characteristics of women offenders, the effects of gender on current criminal justice practice, a multi-disciplinary review of research and theory on women's pathways to crime and gender differences; and the six guiding principles for a gender-responsive criminal justice system.*

SUNDAY October 16th 11th NATIONAL WORKSHOP WELCOME GALA
Appetizers and a cash bar

6:00 PM Opening Ceremony - Yako (YahkooniKuhlahni-lu) Tahnahga, Tree of Peace

Welcome:

Mary Scully Whitaker, Conference Co Chair
Joan Fabian, Commissioner, Minnesota Department of Corrections
Gwen Chunn, President ACA

Entertainment - Dudley Riggs Brave New Workshop

This Minnesota institution founded by Dudley Riggs in 1958 carries the distinction as the longest-running satirical comedy theatre in the nation. Its alumni include some of the most well-known comedy writers and actors in film and television today - including Al Franken (Saturday Night Live), Louie Anderson, Pat Proft (writer, The Naked Gun, Police Academy, Bachelor Party, Scary Movie), Penn & Teller, and Mo Collins (MAD TV), to name a few. In addition to its theater in Minneapolis, the Brave New Workshop shares their unique brand of entertainment at more than 150 events across the globe each year.

Monday, October 17, 2005

7:30 AM Registration & Continental Breakfast

8:15 AM Welcome, Announcements

Paula Schaefer, Conference Co Chair
Joan Fabian, Commissioner, Minnesota Department of Corrections
Joann Morton, APFO President

Multi-Cultural Presentation: MaMa mOsAiC, Performing Artist: Sha Cage

9:15-9:45 “Setting the Stage: Gender-Responsive Strategies: Research, Practice & Guiding Principles” Dr. Barbara Bloom, Associate Professor, Sonoma State University

9:45-10:15 Break in Resources Fair Area

10:30-11:00 Performance by Ann Reed, Nationally known singer & songwriter from Minnesota

11:00-12:00 Keynote: “Beyond Survival” Lateefah Simon, Former Executive Director for the Center for Young Women’s Development

12:00-1:00 Luncheon
Jim Gondles, ACA Executive Director

1:00-1:30 Dessert in Resource Fair

1:30 – 3:00 Monday WORKSHOP SESSION 1:

- 1. “Becoming Trauma Informed: A Critical Element of Gender-Responsive Services”** Stephanie Covington, Ph.D., LCSW, Center for Gender & Justice *With the increased awareness of the impact of interpersonal violence on the lives of women and girls, criminal justice professionals are beginning to consider what this means in their specific settings. There is a growing base of evidence documenting the impact of child neglect and abuse, as well as other forms of trauma, on health, mental health, and behavior. This workshop provides background information on abuse and trauma, including the following: definitions, history of treatment, statistics, gender differences, reactions (psychological and behavioral) and retraumatization. The presentation also reviews promising practices and specific treatment strategies.*
- 2. “The Path to Advocacy: Minnesota Story”** Dr. Kim Greer, Minnesota State University at Mankato, Janice Griffin, Dakota County Community Corrections, Chris Bray, Asst. Commissioner, MN Dept. of Corrections, Sandi Lindgren, LSW, El Colegio, Mary Pat Dunlap, Supervisor, Ramsey County Community Corrections *This workshop will utilize a panel discussion to highlight the past, present, and future work of the Minnesota Advisory Task Force on Female Offenders and the Interagency Adolescent Female Subcommittee.*
- 3. “Walking the Correctional Path with Girls and Women: How Community Programs Can Support their Special Lives”** Angie Vachio, Director, Exec. Dir., Peanut Butter & Jelly Family Services and Susannah Burke, Prison and Home Based Programs Director, Peanut Butter & Jelly Family Services *In this interactive workshop, facilitators will describe successful reentry and community/family reintegration through wraparound case management from prison and within communities. Mutual learning opportunities will include participant sharing of initiatives in their own states. Included will be facilitated discussion on how to affect the justice system through influencing policies, regulations, and statutes.*
- 4. “Female Responsive Services & Evidence Based Practices”** Rebecca Maniglia, RLM Associates *Is your state going to "evidence-based practices"? Are you wondering about the ramifications for girls' services? This workshop will address the basics of evidence-based practices as they relate (or not) to female responsive services and how this effects the needs of girls in the juvenile justice system. The workshop will cover how advocates can be prepared to speak up for girls and women in this new environment.*

5. **“Methamphetamine – One Woman’s Story”** Sara Hejny *Sara Hejny didn't enjoy or want her addiction to meth. She needed it. She nearly lost everything while abusing the drug ~ her marriage, house, job and most devastating of all her 3-year-old daughter Madison. Sara's life was falling apart. Meth's grip was too strong for Sara to do it alone, even though in her mind, she thought she could. Sara shares her story and what she thinks corrections professionals can do to assist women and keep them motivated in the long-run.*

3:00 – 3:30 Break in Resource Fair

3:30 – 5:00 Monday WORKSHOP SESSION 2:

1. **“Getting from Blue to Pink: Strategies for Creating Gender Responsive Policies & Practices”** Joann Morton, D.P.A., President, Association on Programs for Female Offenders & Judy C. Anderson, Warden, Camille Griffin Graham Correctional Institution, South Carolina, & Gwen Chunn, President, American Correctional Association and Executive Director of the Juvenile Justice Institute in Durham, North Carolina *In this session the policy development process will be outlined and applied to the development of gender responsive policies and practices for women and girls. Ways to educate others about the need for gender responsive policies will be explored. Participants should leave the session understanding the policy development process and be able to identify strategies for getting gender responsive policies developed and adopted in their agencies.*
2. **“Addressing the Needs of Female Offenders Through Circle Process”** Amanda Deschene, Recreation Therapist, Women’s Challenge Incarceration Program, MN Correctional Facility Thistledeew & Katya Gordon, AMICUS *At Thistledeew Camp, a Minnesota Correctional Facility, circles are part of everyday life. We use circles to create a safe space for girls and women to discuss the important issues in their lives and support each other in making healthy decisions. This approach has had far-reaching benefits, but is far from complete. Come learn about our first five years integrating a best practice approach based on emerging gender-responsive research and the philosophy of restorative justice into a state facility with a military bearing. If we can do it, so can you!*
3. **“Mentoring Female Offenders: Rhode Island Women’s Prison Mentoring Program”** Judith Fox, Esq., Program Coordinator, Women’s Mentoring Program, RI Dept. of Corrections, and Beth Fallon, Volunteer Mentor, Women’s Mentoring Program *This presentation will teach participants about the uniqueness and importance of volunteer mentors in the rehabilitation of female offenders. Participants will learn about the evolution of the RI Women’s Prison Mentoring Program and its successful strategies for recruitment & selection of participants, training, matching, supervision, volunteer retention & monthly meetings. The Program’s impact on recidivism will also be discussed. Participants will learn how mentoring contributes to the mentee’s successful*

reintegration into the community and it's importance as a community education tool. Participants will brainstorm creative ideas for developing and improving their own mentoring programs.

4. **“Just Because You Are Serving Girls Does Not Mean That Girls Are Being Served”** Danielle Hill Scott, MSW, C-SSWS, Gender Specific Services Coordinator, New Jersey Juvenile Justice Commission *Historically, juvenile females have been discriminated against in the juvenile justice system. Research tells us that the majority of girls are African American and entering the system via committing status offenses such as running away from home, being truant from school, violating curfew, and using illegal substances. In this workshop special attention will be provided on identifying, addressing, and meeting the holistic needs of girls. Said attention must be disseminated throughout the entire spectrum of the juvenile justice system. Professionals who seek to serve girls must be educated, aware, and sensitized to their needs. Girls have a very **different** voice than boys and they **must** be heard.*

5. **“Hawaii Girls’ Court Pilot Project – A First Step on the Path”** Judge Karen M. Radius, Presiding Judge Girls Court & Sharon L. Agnew, Executive Director, Office of Youth Services *Hawaii has initiated a Girls Court Pilot Program for female adolescents. Girls Court is a laboratory to develop effective programming to meet the gender-specific needs of girls and reduce recidivism. This project is the result of research about girls merging with female leadership and policy makers to discover the common agenda that our girls in the juvenile justice system needed something different to address their unmet needs. It became apparent that for the first time in many years, the people in policy-making positions were highly motivated women willing to commit to “something better” for girls.*

5:00 PM - 6:30 PM Minnesota Welcome Reception – Hosted by the Minnesota Advisory Task Force on Female Offenders & The Inter-Agency Adolescent Female Subcommittee
The reception consists of light refreshments, a cash bar and door prizes. Special recognition and honor will be paid to one of our Minnesota champions and pioneers of gender-responsive programming for women and girls: Jackie Fleming, former Warden of Shakopee Women’s Prison who passed away in the fall of 2004. Tom Daly, author of “You are here for the Good of the Women”, will share a few words about Jackie from his book. The reception will be held outside in the Marriott Court Yard if weather permits, if not then the reception will be held in the Calhoun Room.

Tuesday, October 18, 2005

7:30 AM Registration & Continental Breakfast

8:15 – 8:30 Multi-Cultural Presentation: Hmong Peace Dancers

8:30 – 9:30 Keynote: “From Otherness to Community: Holistic Reform in a Compartmentalized Age” Cristina Rathbone, author of **A World Apart: Women, Prison and Life Behind Bars**

9:30 – 10:00 Break in Resource Fair

10:00 – 11:30 Tuesday WORKSHOP SESSION 3:

- 1. “Gender Specific Intervention for Incarcerated Mothers: A Residential Parenting Program with On-Site Early Head Start”** Kathy Amundson, Asst. Professor, University of Washington, Christine Turull, Director, Residential Parenting Program, Washington Corrections Center for Women & Terese Jackson, Counselor, Residential Parenting Program *This presentation describes an exploratory study of gender-responsive programming for incarcerated mothers. Very little is known about the impact of such programs. Women comprise the fastest growing incarcerated population. Presently, over a million minor children have a mother under correctional supervision and more than a quarter of a million minor children have mothers in jail or prison. This is a major social issue to be confronted by the corrections and social work professions. The application of male-oriented programming in prisons does not address the specific needs of incarcerated mothers or their children. During this presentation, the specifics of the programming and responses to the programming will be explored.*
- 2. “Historical Trauma in Native America: Learning and Healing from Historical Trauma”** Jodi Gillette, Director, Native American Training Institute *This training session examines the concept of historical trauma and its effects on present-day Indian communities. The training will consider how history has caused trauma and unresolved intergenerational grief and how this trauma and grief is passed from one generation to the next. The training will also examine the resiliency and strengths of Indian people and communities. Understanding the history and survival strategies is critical to understanding appropriate interventions and assistance for Native American children and families. This training is not for blaming, dwelling on the past or excusing behaviors; it is intended to help others facilitate the healing process and make a better future for all people.*
- 3. “National Institute of Corrections Female Responsive Risk/Needs Assessment Initiative”** Anne McDiarmid, Criminal Justice Consultant & Dr. Pat Van Voorhis, Professor, University of Cincinnati *The increasing numbers of women in the criminal justice system and the lack of appropriate, gender-specific assessment tools to identify women’s risk and needs have frustrated many practitioners who work with women offenders. This workshop will present on a research project sponsored by the National Institute of Corrections (NIC) which tests a women’s supplement to the LSI-R (Level of Service Inventory-Revised), developed by Dr. Van Voorhis. This presentation is intended to explain the purpose of the study, why it is needed, an overview of the research design, project activities, infrastructure required and the policy and case management recommendations that may result from the study. Data that has already been collected from three sites currently engaged in the project will also be discussed.*

4. **“Chit-Chat n’ All That: Cook County All Girls Probation Units”** Melissa Spooner, MA, Supervisor, Project RENEW, the Girls’ Program in Cook County, Chicago, IL & Jene Andrews and Jackie Allen, Probation Officers, Project RENEW *Ready to talk about girl’s programming? The Cook County Juvenile Probation Department has devoted two units of Probation Officers to work with girls in the most troubled areas of Chicago. This training will provide specific content of the Project RENEW [Reclaim, Empower, Nurture and Embrace Womanhood] programming. These probation officers will provide case examples of girls in the program, along with information learned since the program’s inception in 1998. Objectives: Just getting started? Learn how to begin basic female programming. Already have girls’ programming? Use this time to enhance your content and chat with other professionals about what works!*

5. **"Exploring Due Process Rights for Juvenile Status Offenders & Institutional Change"** Brent Nakamura, Summer Law Clerk for Judge Karen Radius, State of Hawaii Family Court *This workshop will explore how the lack of due process protections such as guaranteed access to a lawyer for status offenders does a significant disservice to girls in particular. It will examine the way the juvenile justice system places an especially hard burden on runaways, an offense category in which girls make up the majority of offenders in many states. The workshop will then show how gender-specific programming can serve to protect juveniles, especially status offenders and runaways. Examples will then be provided from the new Hawaii Girls Court to show, in real-world terms, as to how gender-specific programming benefits girls in the juvenile justice system. Case studies will be provided to show how changing our approaches to treating girls can have a very positive impact on their lives.*

11:30 – 12:00 Break in Resource Fair

12:00 – 1:00 Lunch

1:00 – 1:30 Dessert in Resource Fair

1:15 – 5:00 TOURS to Hennepin County Drug Court & Shakopee Womens Facility

1:15 Board the Bus!

1:30 Buses Depart!

1:30 – 3:00 Tuesday WORKSHOP SESSION 4:

1. **“It’s Time to Talk” – Dialogue on Race & Racism”** Joyce Yamamoto, Director, Racial Justice Program & Social Justice Programs, YWCA of Minneapolis, Anita Patel, Racial Justice Specialist, YWCA & Erica Sallander, Youth Development Specialist, Girls R.A.P. Program, YWCA *It’s Time to Talk Dialogues are dynamic discussions regarding racism and white privilege within racially diverse groups of 8-12 people who sit as equals in a circle. With an emphasis on healing and understanding, these dialogues ignite talk that leads to understanding about racism and white privilege. By sharing stories and life experiences, participants expand one another’s knowledge about how*

racism and white privilege affect all of us. This understanding motivates us to change on a personal level, on a professional level, carving a path for change in our communities and institutions. This workshop is an opportunity to participate in a dialogue, to expand your knowledge, and to inspire understanding while engaging in conversations about race. Talk is Action. Talk leads to Understanding. Understanding leads to Action. Action leads to Change.

2. **“Gender-Responsive Intermediate Sanctions: Do They Work?”** Mary Ellen Mastrorilli, Senior Lecturer in Criminal Justice, Boston University’s Metropolitan College *This session will review the profile of the female offender and discuss the current correctional trends in the sanctioning of women. The presenter will then provide an overview of current research on female offenders, focusing on gender-specific intermediate sanctions. The objective of this session is to heighten awareness of the overuse of the incarceration of women nationally. The anticipated outcome is to spur policy change to increase the use of community-based alternatives to imprisonment.*
3. **“Tools for Family-Government Partnerships: Promoting Public Safety & Well-Being”** Patricia Zimmerman, Policy Associate, Family Justice & Bradley Jacobs, Clinical Director, Family Justice *Research demonstrates that family involvement in women and girls’ return home from jail or prison can improve public safety by reducing recidivism rates, decreasing drug abuse, and heightening overall family well-being. This session will educate and train participants in the components of effective family case management: the elements of Family Justice’s evidence-based Bodega Model®; supportive inquiry; motivational interviewing; and engagement. Through interactive exercises, participants will learn how to use tools such as the ecomap and genogram to collect data and adapt strategies that support families and efficiently integrate services.*
4. **“Herstory: AMICUS Girls’ Restorative Justice Programs”** Katya Gordon, AMICUS, Kris Miner, AMICUS & Jennifer Baker-Jones, AMICUS, Minnesota *This session will provide an overview of the restorative justice based gender-specific services provided by AMICUS. Services include restorative circles, grief and trauma groups, and individual counseling and support. Girls will present their stories as well as the outcomes that resulted when involved with AMICUS. Participants will be able to ask questions and learn specifically how services or relationships impact girls who are navigating the “system” with their families from a restorative justice perspective.*
5. **“Diverting Status Offending Girls from Detention: A Gender Specific Approach”** Kim Sokoloff, Program Manager for Girls Services at the State of Connecticut Judicial Branch, Sharon Stoyer, Program Manager, CARE, St. Francis Home for Children, Alyssa Benedict, Executive Director, CORE Associates, Chris Jaffer, Program Manager, CARE, Connecticut Junior Republic *The Center for Assessment, Respite and Enrichment (CARE) is a new gender specific program model developed by the Court Support Services Division, Center for Best Practices, State of Connecticut Judicial Branch. This workshop will provide an overview of the gender specific service model, with specific detail about how it was developed to reduce the number of status offending girls who end*

up in detention. Discussion will focus on model design, implementation, programming and staffing.

3:00 – 3:30 PM Break in Resource Fair

3:30 – 5:00 Tuesday WORKSHOP SESSION 5:

1. **“Breaking the Poverty Brainbox: Financial Fitness for Women Offenders”** Mickey Mikeworth, Founder, RICH CHICKS & KIDS with KASH, Minnesota *Poverty mentality is different from survival mentality because it is a brain box that is very difficult to break free from. This workshop will review some of the symptoms of poverty mentality, place it in a larger spectrum of the average population and walk participants through the process of how to be proactive in helping women offenders open the doors to a better way of managing life choices that surround money. If you want a better understanding of how to teach financial education as a self esteem tool, would like to add financial literacy to your program services and need resources, or you would like a fresh look at some old problems this session is for you. This workshop is filled with “hit the ground running” content.*

2. **“National Institute of Justice Children of Incarcerated Parents & Women Offenders: The Intersection between Prisons & Child Welfare, Abuse, and Neglect”** Marilyn Moses, Social Science Analyst, National Institute of Justice, Susan George Ph.D., Associate Professor, Harris Graduate School of Public Policy, University of Chicago & Mike Tikkanen, Entrepreneur, Guardian ad Litem, and Author of *Invisible Children*. *Child Welfare and adult correctional institutions seem a world apart but there are more intersections than one might think. Findings from a National Institute of Justice (NIJ)-funded study will be presented. One of the research questions asked in this study was: What is the relationship between the maternal offense leading to incarceration and types of maltreatment prompting child welfare services, including foster care placement? The illumination of the pathways and crossroads of both foster care and the criminal justice systems have important implications for both practitioners and policymakers. Conferees will also hear from a voice of experience. A Guardian ad Litem (GAL), who has represented a number of abused and neglected children in court proceedings over the past decade, will share his personal experiences. He recently published a book based on his experiences as a GAL, Invisible Children.*

3. **“Voices: A Program For Self-Exploration And Empowerment For Girls”** Carol Ackley, Director, River Ridge Treatment Center and A.C.T. *VOICES: A Program of Self-Discovery and Empowerment for Girls,” by Dr. Stephanie Covington, helps at risk girls navigate the often rough waters of adolescence. Based on the theories of psychological development, attachment, resilience, addiction, and trauma, VOICES celebrates strengths and uses experiential techniques, expressive arts and teaching points to help girls improve self esteem and awareness, build healthy relationships, recognize unhealthy relationships, promote healthy self care, sexual hygiene, nutrition, positive spirituality and how to plan for the future.*

4. **“Women Working Together for Girls: Joys & Pitfalls of An All Female Environment”** Linda Albrecht, Juvenile Justice Consultant & Rebecca Maniglia, RLM Associates *One common element of a female responsive environment is the creation of an all-female environment where women work together and with girls to meet the needs of both. While this environment is well accepted as best practice, it presents unique challenges, both for the women and the girls. This workshop will allow participants to identify some of the benefits and pitfalls of working in an all-female environment by exploring issues of leadership structure, bureaucracy, power, gender and race as they operate when everyone has estrogen! The session will allow participants to reflect upon their own work environments, share stories, and create strategies for working well together for our girls.*

5. **“Girls Study Group - Federal Office of Juvenile Justice & Delinquency Prevention”** Dr. Margaret A. Zahn, Director of Crime, Justice Policy and Behavior Center, Research Triangle Institute, and Dr. Candace Kruttschnitt, Professor of Sociology, University of Minnesota *An overview of the OJJDP sponsored ‘Girls Study Group’ project will be presented. The purpose of the Girls Study group is to review extant literature and conduct analyses on issues related to female delinquency. The literature review and the data analyses will focus on the causes and correlates of female delinquency. These tasks combined with the expertise of the study group members will generate the knowledge necessary to develop a comprehensive theory explaining female delinquency.*

5:00 pm – 6:00 PM Association on Programs for Female Offenders (APFO) Meeting

Wednesday, October 19, 2005

7:30 AM Continental Breakfast

8:30 – 10:00 Wednesday WORKSHOP SESSION 6:

1. **“Success Strategies for Working with Girls”** Kia Harris, Director of Training, Center for Research & Professional Development, National Partnership for Juvenile Services *This is an innovative and interactive training session that will identify characteristics of juvenile female offenders during these changing times. We will also examine adolescent girls' development and the role of trauma and victimization on girls' behavior. Matching female responsive programming with the needs of our girls and mental health issues for female delinquents will also be discussed. This presentation includes the latest research on girls, group exercises for application, and a tangible action plan for each participant to return with. Participants will leave with a fresh perspective on working with girls and a sparked creativity on meeting their needs*

2. **“Beyond Strategy-Promising Opportunities for Women in Re-Entry (P.O.W.R)”** Ellen Kirschbaum, Administrator, Women’s Services, Arizona Department of Corrections & Jo Jorgenson, Associate Dean, Prison Programs, Rio Salado College *Are your strategies gender-responsive? Participants will complete a self-assessment to help identify gaps in their gender-responsive strategies and then hear how Arizona*

Department of Corrections' is closing their gaps by formulating a plan around the National Institute of Corrections' six gender responsive guiding principles. This session outlines the steps in profiling the offender population, seeking community and offender input, and developing a long-term plan. The P.O.W.R. plan includes special emphasis on re-entry preparation through core programming beginning at the front door and intensifying at the back door and highlights ADC's gender-responsive workforce development, formal substance abuse treatment, strengthening family ties programming as well as adult and child prevention efforts.

3. **“Gender Specific Services in Dakota County, Minnesota”** Traci Pence, Ken Halverson, Nicole Weitzel and Janice Griffin all from Probation Services, Dakota County Community Corrections *The purpose of this session is to provide the audience with insight and understanding of gender specific services offered in Dakota County, Minnesota. The panel of professionals and female offenders will introduce various programming options and provide personal experiences of program participants. The hope would be for others to take the information presented and begin developing similar gender specific programming in their areas.*
4. **"Prostitution: Shattering the Myths and the Mary Magdalene Project"** Rev. Ann Hayman, Program Director & Marilyn Moses, Social Science Analyst, National Institute of Justice *Many of us have worked with women who are commercial sex workers or those that have prostituted themselves at one time or another in their criminal career. Based on our experience we are sure that we've got their MO. However, there are many myths that surround prostitution. Seasoned correctional professionals will have these myths shattered at this workshop. The Mary Magdalene Project is a program in California that gives women who have been victimized by street prostitution the opportunity to turn their lives around. Through an intensive and comprehensive program that includes transitional housing, the women face, cope with and then overcome the many obstacles that life has dealt with them. New relationships are formed, skills and strengths are discovered. The Mary Magdalene Project is a successful program that begins the transformation.*
5. **“Caught in the Drift: Domestic Violence in the Lives of Women.”** Jen Wright, Court and Field Supervisor Arrowhead Regional Corrections & Rebecca St. George, Advocate, Mending the Sacred Hoop, Minnesota Program Development, Inc. *Presenters will share their experiences working with women who have participated in both victims groups and non-violence groups. They will present on how power relationships and oppression effect women, men and our communities, and the ways that women's violence differs from men's violence. Participants will be able to explore women's experience through questions, and participatory discussions. They will leave the training with tools to work effectively in a group or a community supervision setting with women who been in abusive relationships, as well as women who have used retaliatory violence in relationships where they have been abused.*

10:00-10:30 Break

10:30-10:45 Multi-Cultural Presentation: Rose McGee, Poet

10:45-11:45 Keynote: *“How Far We've Come, Where We Started, And How Much Remains To Be Done”* Evelyn Ridley-Turner, Attorney & Correctional Consultant, and Former Commissioner for the Indiana Department of Corrections

11:45-12:15 Closing & Passing of the Banner for the 2007 12th National Workshop on Adult & Juvenile Female Offenders

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Author's Corner – See posted schedule by conference registration area

Cristina Rathbone

Stephanie Covington

Joann Morton

Tom Daly

Barbara Bloom

Key Note Speakers:

Lateefah Simon Lateefah Simon is the outgoing Executive Director for the Center for Young Women's Development (CYWD). Her journey with CYWD began in 1993 when she was a volunteer working on the 1-800-WHATEVA line. She became a staff member in 1994 and in 1998, at age 19, became Executive Director. Ms. Simon is a gifted speaker and dynamic leader. She has spoken at the United Nations, before the United States Senate, at countless trainings and conferences around the country. In 2003 she was awarded the prestigious MacArthur Fellowship. She has also won awards from the Ford Foundation, Girls Inc, the National Organization for Women and Oprah Magazine. She is currently a member of the Board of the Women's Foundation of California and the San Francisco Juvenile Detention Alternates Executive Committee. Lateefah Simon lives in San Francisco with her 8-year-old daughter Aminah. After 11 years, Lateefah will be transitioning out of CYWD to return to college full time.

Christina Rathbone Raised in London, Cristina Rathbone moved to New York when she was eighteen. After a few years she enrolled in NYU, where she majored in Documentary Filmmaking. Later, she turned her hand to writing. Over the years she has written articles for a variety of magazines and newspapers including The Miami Herald, the New York Daily News, The New York Observer, Out and Outside. Her first book, *On the Outside Looking In: A Year in an Inner City High School* (Grove Atlantic Press, 1998) received the Delta Kappa Gamma International Educators' Award and Booklist's Editor Choice Award. It was also nominated for the Los Angeles Times Book Prize and was selected as

one of the best books of the year by the New York Public Library. In 1999, she began work on a book about women in prison. She spent five years researching and writing it – and two in law suits against the Massachusetts Department of Correction, battling for access to the women of MCI-Framingham, the oldest running women’s prison in the nation. That same year she was awarded a Sr. Justice Fellowship from the Open Society Institute. In 2000 she was also awarded a Bunting Fellowship from the Radcliffe Institute for Advanced Study. The resulting book, *A World Apart: Women, Prison and Life Behind Bars* was published by Random House in June 2005. She currently lives in Jamaica Plain, MA with her two young boys.

Evelyn Ridley-Turner Evelyn Ridley-Turner, an attorney in private practice and correctional consultant has over thirty years of experience in corrections. She began her career with the Juvenile Division of the Superior Court of Marion County in Indiana. From 1974 to 2005 she was employed by the State of Indiana Department of Corrections, beginning as a Juvenile Parole Officer and ending her tenure with the Department as Commissioner from 2001 until early 2005. Ms. Ridley-Turner received her Doctor of Jurisprudence, from the Indiana University School of Law, Indianapolis and was admitted to Indiana Bar, 1985. She received her B.A from Indiana University, Indianapolis in Psychology and also attended Michigan State University. Ms. Ridley-Turner is an active member of her community and currently serves on the Board of Directors of Big Brothers/Big Sisters of Central Indiana, the Board of Directors of Chrysalis Academy of Life and Learning, is a member of the National Council of Negro Women and is the Chair and a member of Use What You’ve Got Prison Ministry.

Workshop & Multi-Cultural Presenters

Ackley, Carol Carol Ackley has worked in the chemical health field for 16 years and currently owns and directs River Ridge Treatment Center in Minnesota and A.C.T., a non profit consulting and training firm. She has worked and trained extensively with Dr. Stephanie Covington for 7 years to provide clinical feedback and implement pilot programs for all three of Ms. Covington’s groundbreaking curriculums: “Helping Women Recover”, “Beyond Trauma”, and “VOICES”. Ms. Ackley’s “Brain Chemistry of Addiction” lecture has been presented locally and nationally to teach not only chemically dependent persons and their families, but also corporations, human services departments, doctors, nurses, lawyers, supreme court judges, school staff and students.

Agnew, Sharon Ms. Agnew has a BA Degree in Psychology and a second degree in Education from the University of Science and Arts of Oklahoma (formerly Oklahoma College for Women). In 1992, Sharon moved to Hawaii where she started the first Mayor’s Youth Programs Office for the County of Kauai to address juvenile delinquency and crime prevention. As a member of the mayor’s cabinet, she was successful in increasing federal and state funding for youth resources. She is also known for her work in rural community mobilization and increasing the awareness of the needs of troubled youth. In February 2003, Sharon was appointed Executive Director by Governor Linda Lingle to the State of Hawaii’s Office of Youth Services. In her present role, she provides policy input and planning to improve state juvenile justice programs, including the delivery of youth support services and oversight of the Hawaii Youth Correctional Facility, a co-ed juvenile correctional facility for adjudicated youths ages 13-19.

Albrecht, Linda Linda Albrecht has more than twenty-five years of experience working with and on behalf of juvenile female offenders, working most recently in program development for the state of New York. Previously she ran a secure program for girls in Colorado, worked in program development for several private companies specializing in juvenile correctional programming, and was the director of the New York state secure correctional facility for girls for many years. Linda has provided training and technical assistance related to female responsive services and related juvenile justice issues in several

states as well as for the American Correctional Association, the National Institute of Corrections, the National Juvenile Detention Association, and the Office of Juvenile Justice and Delinquency Prevention.

Allen, Jacklyn Jaclyn Allen received a B.A., in Human Services, and Masters of Instruction K-8 Degree. She has taught elementary school and has been employed as a program and volunteer coordinator for Grace Place home for pregnant and parenting teens, in Winona Minnesota. For the last year, Jaclyn has been employed as a Juvenile Probation Officer for Cook County Illinois's Project RENEW Girls Unit.

Amundson, Kathryn Kathryn A. Amundson, Ph.D., MSW, is an assistant professor at the University of Washington, Tacoma in the social work program. Dr. Amundson's advocacy for gender-responsive programming for incarcerated adolescent girls and women has led to current research in two venues: a juvenile detention facility and The Washington Corrections Center for Women [WCCW]. Research on a gender-specific art program for incarcerated young women who participated in an arts project sponsored by the International Museum of Glass in Tacoma, WA was just published. Her commitment to gender-responsive treatment for women led to the creation of a university course, Women in the Criminal Justice System. For over 25 years in clinical (13 years at the Mayo Clinic in child and adolescent psychiatry) and academic settings, Dr. Amundson's advocacy for proactive, empowering, and visionary programs for women is a natural fit.

Anderson, Judy C. Warden Anderson has over 36 years in corrections. Her experience includes serving as Regional Administrator and Deputy Director for Programs with the South Carolina Department of Corrections and Director of Institutions for the South Carolina Department of Juvenile Justice and Warden of State Park Correctional Center (Adult Co-Correctional/Special Needs). Currently she is Warden at the state's reception and evaluation center and special needs facility for women offenders. She has been recognized at the state and national level for her administrative ability, work with female offenders, and community involvement. She is Secretary of APFO and serves on the ACA Policy and Resolutions Committee.

Baker-Jones, Jennifer Jennifer Baker-Jones has a master's degree in Counseling from the University of Minnesota. She is the trauma counselor and project coordinator for the Amicus Ramsey County Restorative Justice Program for adolescent girls on probation.

Benedict, Alyssa Alyssa Benedict, MPH is the founder and Executive Director of *CORE Associates, LLC* (Creating Opportunities through Research and Education) and provides training and technical assistance in the assessment, development, implementation, and evaluation of gender-specific services/interventions to agencies, programs, institutions and systems that work with girls and women. Ms. Benedict has developed several products designed to assist organizations in their efforts to provide best practice services to females, such as gender-specific approaches to client assessment, service/treatment planning and behavior management/motivation. She has worked with multiple private agencies and state departments that serve adolescent and adult females, is a national consultant for the Office of Juvenile Justice and Delinquency Prevention, and has consulted for the National Institute of Corrections, the Substance Abuse and Mental Health Services Administration, and other entities.

Bloom, Barbara Barbara E. Bloom, Ph.D. is an Associate Professor in the Department of Criminal Justice Administration at Sonoma State University and the Co-Director of the Center for Gender & Justice. Among her publications are several state and national studies: *Modeling Gender-Specific Services in Juvenile Justice: Policy and Program Recommendations* (co-authored with Barbara Owen),

Why Punish the Children? A Reappraisal of the Children of Incarcerated Mothers in America (co-authored with David Steinhart), and a National Institute of Corrections sponsored study, *Female Offenders in the Community: An Analysis of Innovative Strategies and Programs* (co-authored with James Austin and Trish Donahue). Her most recent publications include *Gendered Justice: Addressing Female Offenders* and *Gender-Responsive Strategies: Research, Practice and Guiding Principles for Women Offenders* (co-authored with Barbara Owen and Stephanie Covington). Dr. Bloom is the recipient of the 2003 WSC Fellow Award for important contributions to the field of Criminology. She is also a recipient (along with Barbara Owen and Stephanie Covington) of the American Probation and Parole Association 2003 University of Cincinnati Award for the publication "Gender-Responsive Strategies: Research, Practice and Guiding Principles for Women Offenders."

Bray, Chris Chris Bray is the Assistant Commissioner, Minnesota Department of Corrections. She is a licensed psychologist in Minnesota and is a Doctoral Candidate at the University of Minnesota. Chris began her career as a treatment specialist in Oklahoma Maximum Security Penitentiary for Women. She has held a number of positions in community corrections including work in halfway houses, Director of Juvenile Division and Director of Domestic Relations in Ramsey County.

Burke, Susannah Susannah Burke MS, MSW has degrees in Social Work and Health Education. For decades Susannah Burke has devoted her professional life to work with marginalized women. She specializes in designing programs to empower girls and women and for the past 6 years, she has been the Director of Home-based and Prison Programs for PB&J Family Services. Susannah has pioneered gender specific interventions for domestic violence victims and offenders, young mothers, and others. Susannah has authored curricula for adolescent parents in juvenile custody, for women in prison and their children left on the outside; and a gender specific safety program for girls exposed to violence. Susannah Burke serves on the advisory council to the Youth Diagnostic and Detention Center, New Mexico's youth prison.

Cage, Sha Sha Cage is an interdisciplinary artist based in Minneapolis. In addition to being an actress, Sha is also a playwright, poet, director, filmmaker, producer, and visual artist. She is the co-founder of MaMa mOsAiC, a women of color performance collective, serving as the Co-Artistic and Managing Director. Featured in numerous plays and performances, she has worked with Penumbra Theatre, Pangea World Theatre, Theatre De La Jeune Lune, and others. She also works in film and television. Since 2000, she has served as the Development Director of Tru Ruts Endeavors, and the MN SpokenWord Association, which she also co-founded.

Chunn, Gwendolyn C. Gwendolyn Chunn is currently the President of the American Correctional Association and is the Executive Director of the Juvenile Justice Institute in Durham, North Carolina, where she oversees all operations associated with the Institute, including research, technical assistance, exemplary practices, budget, and supervision of staff. Prior experience includes serving as the Executive Management Development Coordinator for the North Carolina Department of Health and Human Services; Director, Division of Youth Services for the Department of Human Resources and Deputy Director of the North Carolina Division of Youth Services. Ms. Chunn has been the recipient of the "Committed to Justice" Award from the North Carolina Chapter of the National Association of Blacks in Criminal Justice.

Covington, Stephanie S. Stephanie S. Covington, Ph.D., LCSW, is recognized nationally for her pioneering work in developing services for women and girls. Her consulting work ranges from the Betty Ford Center to the criminal justice system. Dr. Covington has published extensively, including *Helping*

Women Recover, A Woman's Way Through the Twelve Steps, Beyond Trauma and the new curriculum *Voices: A Program of Self-Discovery and Empowerment for Girls*. She is Co-director of the Institute for Relational Development and The Center for Gender and Justice, based in La Jolla, California

Deschene, Amanda Amanda Deschene, MS, is a certified therapeutic recreation specialist. She has been the recreational therapist for the Challenge Incarceration Program for Women at Thistledeew Camp, DOC MN, since its inception in January 2004.

Dunlap, Mary Pat Mary Pat Dunlap is currently employed as a Juvenile Probation Supervisor for Ramsey County Community Corrections Department. She is the vice-chair of the Interagency Adolescent Female Subcommittee of the Task Force on Women Offenders at the MN Department of Corrections. She has worked with children, youth and families in Ramsey County for 26 years in a variety of capacities at RAP Head Start, Ramsey County Community Human Services Department and Ramsey County Community Corrections Department.

Fabian, Joan Joan Fabian was appointed State Corrections Commissioner on January 20, 2003, by Governor Tim Pawlenty. Commissioner Fabian is responsible for an annual budget of \$362.8 million, operation of 10 state correctional facilities with over 8,000 offenders, administration of community supervision for more than 120,000 offenders, paroling authority for life-sentenced offenders, and also serves as a member of the State Sentencing Guidelines Commission and CrimNet Policy Board. Joan Fabian has 38 years of experience in corrections. From 1989-2003 she served as director of the Ramsey County Community Corrections Department. Prior to that, she was director of Ramsey County's Juvenile Division, Domestic Relations Division director, and Juvenile Services Center supervisor. She was also a probation officer from 1966 to 1979. In 2001, she was awarded the College of St. Catherine's Outstanding Alumnae Award.

Fallon, Beth Creager Beth Creager Fallon is a mentor with the Rhode Island Women's Prison Mentoring Program. She was co-founder of Domestic Abuse Programs in Wakefield, RI, a non-profit agency providing education, supervised visitation and court advocacy for battered women. She is co-author of a book entitled *Pattern Changing for Abused Women, An Educational Program*. She has taught extensively in the fields of parent support, communication skills and domestic abuse.

Farmon, C.Y. "Teena" Ms. Farmon retired from the Department of Corrections as Warden of the Central California Women's Facility (the largest women's prison in the United States; population 4200), after thirty-three (33) years of state service. Ms. Farmon had a varied career with the Department, promoting through the ranks of Office and Allied Services, Fiscal and Management fields. During her service to the department she participated in numerous specialized assignments in the custodial and casework areas, and served as the Chief of Human Resources where she was responsible for the Department's Equal Employment Opportunity Program. During her career Ms. Farmon was recognized as a leader, having been selected to receive the California Department of Corrections Women's Leadership Award in 1989, was listed in *Who's Who of Female Executives* in 1989 and 1990, and received the Association of Black Correctional Workers Leadership Award in 1996. Ms. Farmon currently works as a Criminal Justice Consultant and works extensively in direct services related to issues of Staff Sexual Misconduct, Managing Female Offenders and Executive Leadership for Women.

Fox, Judith B. Judith Fox, Esq. is the Program Coordinator of a nationally recognized mentoring program for women offenders in Rhode Island. She designed and directed all aspects of this 14-year-old innovative program and has recruited and trained over 400 volunteers. Ms. Fox has participated in writing grants and implementing programs resulting in over 1 million dollars in additional services for female offenders and their families. She has also provided technical assistance to a variety of new

mentoring programs serving incarcerated populations and their families. For this work, she was honored by the Rhode Island Commission on Women as the Woman of the Year for 2004.

Gillette, Jodi Jodi Gillette (Oyate Awayanka Win) is the daughter of Dave and Betty Archambault and is an enrolled member of the Standing Rock Sioux Tribe. She is married to Rusty Gillette and has three children, Vance, Coral and George. She earned her B.A. degree in Government from Dartmouth and a Masters of Public Affairs from the University of Minnesota Hubert H. Humphrey Institute of Public Affairs. Ms. Gillette is a former Deputy Director of the Native American Training Institute and is the current Director. In her spare time, she enjoys dancing at pow-wows and playing basketball.

George, Susan Susan George, Ph.D. is a licensed clinical psychologist with the Irving B. Harris Graduate School of Public Policy at the University of Chicago. Dr. George is currently at research fellow at the Chapin Hall Center for Children at the University of Chicago. She is the co-principal investigator on the Chicago Project on Female Prisoners and Their Children. She has published widely on incarcerated mothers, high risk mothers, children of incarcerated parents, and intergenerational cycles of abuse. Dr. George is the recipient of the Jean Tucker Mental Health Award for Outstanding Service in the Field of Mental Health.

Gondles, Jim James A. Gondles, Jr. has served as the Executive Director of the American Correctional Association since 1990. Previously he was with the Arlington County Virginia Sheriff's department for 18 years, the last 11 of which he served as Sheriff. A graduate of Oklahoma City University (B.A., political science) Mr. Gondles has also completed training at the Northern Virginia Criminal Justice Academy, the National Sheriffs' Institute and the National Academy of Corrections. He has been the recipient of the North American Association of Wardens and Superintendents President's Award; the Chamber of Commerce Appreciation Award; and the Certificate of Merit, National Commission on Correctional Health Care.

Gordan, Katya Katya Gordon is a seasoned Circle Keeper for girls and women in Minnesota. She initiated and developed the state's first Restorative program for state-committed girls, as well as the Family Circle program for both girls and women at Thistledeew Camp. Besides keeping circles, she is a trainer, consultant, and circle coordinator.

Greer, Kimberly Kimberly Greer is an Associate Professor and Chair of the Department of Sociology and Corrections at Minnesota State University, Mankato. She is the past chair of the Advisory Task Force on Female Offenders. Her research interests include women offenders, gender responsive programs, and women leaders.

Griffin, Janice Janice Griffin has been a Probation Officer in Dakota County for nine years; the last five of those nine years, she has been the Adult Gender Specific Agent. She works with dually diagnosed female offenders. Janice also facilitates two gender specific curriculums, "Helping Women Recover" by Stephanie Covington and "Moving On" by Marilyn Van Dietsen and Patti MacKenna. In addition, Janice is a member of the Advisory Task Force on Female Offenders and is Dakota County's site coordinator for the Female Offender Trailers-Tool Project.

Halverson, Ken Ken is an intensive supervision probation officer for Dakota County, Minnesota. The model for the Dakota County Gender Specific program addresses females in a unique way. He works closely with the gender specific agents in order to offer a team approach to offenders. He has four years experience as an adolescent family counselor. He received his undergraduate degree in psychology at Metro State University and his Masters from St Mary's University in psychology and family counseling. He also received certification in and family counseling from St Mary's.

Harris, Kia Ms. Harris currently serves as the Director of Training at the Center for Research & Professional Development office, through the National Partnership for Juvenile Services. She has worked as an Intensive Probation Officer at Ingham County Family Court- Juvenile Division. There she co-facilitated Girls Social Skills Groups and initiated the Intensive Probation Community Service for Girls program. She also served on the Child Benefit Fund executive board where she assisted in the distribution of funds and coordination of fundraising programs for neglected, abused, and delinquent children in need. In addition, Ms. Harris has experience as a Youth Development Worker at the Eaton County Juvenile Detention Facility. She graduated from Michigan State University earning a Bachelor of Arts degree in Criminal Justice.

Hayman, Ann Rev. Ann Hayman graduated from the College of Idaho in 1971 with a B.A. in Music Education and German. She attended San Francisco Theological Seminary, and was ordained a Presbyterian minister in 1979. She served as an Assistant Pastor at First Presbyterian Church, El Centro, CA, from 1978 to 1980. Since June 1980, Ann has served as the Program Director for the Mary Magdalene Project, a long-term residential program that provides alternatives to women involved in street prostitution in Southern California. Ann also holds a Masters Degree in Feminist Spirituality from Immaculate Heart Los Angeles. In her spare time she Chairs the Leadership Team for the Religious for Reproductive Choice in Southern California, co-chairs the national Presbyterian Affirming Reproductive Options (PARO), and offers workshops on prostitution, sex, domestic violence, all options counseling for reproductive health issues and uses humor as a survival tool.

Hejny, Sara After a devastatingly long struggle with methamphetamine addiction, Sara's life changed thanks to a loving family and an interesting road to treatment and recovery. Sara now works for the Ramsey County Sheriff's Department in St. Paul Minnesota in a meth prevention and education program. Sara also tells her story to middle schools and high schools.

Hill Scott, Danielle Danielle Hill Scott attended the University of Rhode Island and the University of Pennsylvania's School of Social Work. She began her career with the New Jersey Juvenile Justice Commission in November of 2001 as the Coordinator of Treatment and Support Services at the Valentine Residential Community Home. A year later, Danielle became the statewide Gender Specific Services Coordinator for the State of New Jersey and develops presentations and provides technical assistance/training to counties and local service providers throughout the state. She has presented her work to the New Jersey Juvenile Officers Association, the New Jersey Governor's Juvenile Justice and Delinquency Prevention Young Women's Action Agenda (Gender Subcommittee), NJ Juvenile Justice Commission Staff, and the National Association of Black Social Workers. In addition, Danielle was selected to be one of three presenters at the Juvenile Accountability Block Grant National Training on Gender Responsive Programming in Miami, Florida in March 2005.

Hmong Peace Dancers The Hmong dance groups and the Girl Scout Council of St. Croix Valley aim to celebrate the identities of Hmong American girls, empower girls to be strong, to work together, set goals in keeping with cultural traditions, and discuss acculturation issues. In the dance groups, the girls develop self-confidence and increased levels of self-esteem. Participants progress in their knowledge of dance and benefit from the guidance of female mentors in a cultural context. They also experience the health and wellness benefits of regular exercise. Monthly parent meetings are also convened to discuss important topics and concerns raised by the girls during class. The dance group participates in community outreach by performing at the Hmong New Year celebration and other community events.

Hossfeld, Beth Beth Hossfeld, MFT, is a licensed marriage, family and child therapist in Mill Valley, CA, with a general practice and an emphasis on children, teens and their families. She is Co-Founder of Girls' Circle Association, and co-author of the Girls' Circle Facilitator Training Manual as well as many

of the Girls' Circle curricula. Beth is a trainer and consultant on prevention and therapy groups for children. She facilitates an after school Girls' Circle program through Bay Area Community Resources, where she recently served as Clinical Director of a school-based mental health and substance abuse prevention project, as well as an outpatient adolescent treatment program. Beth currently serves as a research coordinator for collaborative studies of the Girls' Circle model with partnering organizations.

Jacobs, Bradley Bradley Jacobs is the Clinical Director of Family Justice's direct service arm, La Bodega de la Familia. He has experience training providers and agency staff and overseeing the implementation of vocational programs psychiatric services for homeless adults. As a certified social worker, Mr. Jacobs has counseled victims of sexual violence and is an expert in harm reduction techniques.

Jaffer, Christine Ms. Jaffer has worked with the Connecticut Junior Republic since 1986: Child Care Worker through 1991, Family Services Worker 1991 through 1997. She implemented the first gender specific group for girls at Waterbury Community Program in 1991. She was the Program Administrator for The Juvenile Supervision and Reporting Center, a co-ed residential and extended day treatment program from 1997-2004, and served as the Multi Systemic Family Therapy Supervisor 2004-2005. Currently, she is the Program Director for the Center for Assessment Respite and Enrichment (C.A.R.E.).

Jorgenson, Jo As Associate Dean of Applied Programs for Rio Salado College in Tempe, Arizona, Ms. Jorgenson develops and implements work-based education programs, parenting, life skills, and transition programs for incarcerated men and women in two of Arizona's state prisons. She is currently a member of the Governor's Task Force on Prisoner Re-Entry for the State of Arizona, and works in partnership with the Department of Corrections to successfully tie work-based education programs to real-work employment opportunities, both in the prison and the community. She began her career as a probation and parole officer and aftercare counselor with the State of Montana where she piloted a program for dual supervision of both juvenile and adult probationers and parolees on the Salish-Kootenai Reservation, and served on numerous committees and boards including the Montana Governor's Correctional Task Force for Women Offenders. She holds a Masters of Education in Career and Technical Education, and is currently pursuing a PhD in Educational Leadership.

Kirschbaum, Ellen Ms. Kirschbaum has over 25 years experience in the Arizona's criminal justice system with 15 of those years in corrections. Her experience includes responsibility for the development and management of inmate programs in both the Maricopa County Sheriff's Office and the Arizona Department of Corrections. In the Arizona Department of Corrections, she has held the positions as the Female Programs Administrator and as the Administrator for the Office of Substance Abuse Services. As Administrator for substance abuse services, she developed and implemented ADC's Women In Recovery and Men In Recovery formal substance abuse treatment programs. She currently is the Administrator of Women Services which was recently organized under Director D. Schriro's direction. In this role, she has oversight responsibility for the female offender population to include the development and implementation of gender responsive programming for women. Ms. Kirschbaum holds a Bachelor of Science degree in Business Administration from Arizona State University and a Masters in Public Administration from Western International University. She is actively involved in her community as a member of the Scottsdale Community College Criminal Justice Studies Advisory Council, Phoenix Police Department's Disciplinary and Use of Force Board and as Arizona Cactus Pine Girl Scout Council Board member.

Kruttschnitt, Candace Dr. Kruttschnitt holds a Ph.D. in Sociology, is a Professor in the Department of Sociology at the University of Minnesota. She has published extensively on the subject of female offenders, including both reviews of research pertaining to gender differences in etiology and primary analysis of criminal court sanctions. She also chaired the National Research Council's Workshop on

Violence against Women. Currently, with Ross Macmillan, she is analyzing the National Violence against Women Survey to generate a typology of patterns of violence across social relationships and life course stages, and to examine risk factors associated with violence and the consequences of violence for post-victimization behavior. Over the past year, she served as Vice President of the American Society of Criminology, and as a council member of the Crime, Law and Deviance Section of the American Sociological Association.

Lancaster, Jennie Jennie L. Lancaster has over 30 years with the NC Department of Correction in the capacity of Regional Director, Female Command Manager, Chief of Program Services, and Warden of NC Correctional Institution for Women. While at the department Jennie developed a video and training program for all employees on Sexual Misconduct. She is a consultant for the National Institute of Corrections assisting in developing and presenting training programs regarding sexual misconduct in prisons as well as training on female offenders, and the management of the death penalty. She has received numerous awards such as Woman of the Year: Business Women of Raleigh 1992, the Governor's Award for Excellence 1987 and the North Carolina Correctional Officer of the Year 1976.

Lindgren, Sandi Sandi Lindgren is a Licensed Independent Clinical Social Worker currently employed as a school social worker at El Colegio Charter School in Minneapolis. She is the current Chair of the Interagency Adolescent Female Sub-committee of the Task Force on Female Offenders at the Minnesota Department of Corrections. Her 20 years of experience in working with girls and youth include: bilingual therapist/case manager with La Familia Guidance Center in Minneapolis, girls' residential correctional placement (counselor/supervisor/caseworker), juvenile probation and emergency crisis shelter work. Sandi is also a Life Coach as well as a national trainer/consultant for the Office of Juvenile Justice Delinquency Prevention on girls' issues.

Maniglia, Rebecca Rebecca Maniglia is currently the Director of RLM Associates, specializing in consulting services related to juvenile justice and female offenders. She has provided training and technical assistance related to female offenders and at-risk girls to more than 45 states as well as the National Institute of Corrections, the American Correctional Association, the National Juvenile Detention Association, the Coalition for Juvenile Justice, and the Office of Juvenile Justice and Delinquency Prevention. As the Assistant Contract Director for Community Research Associates in the 1990's, Rebecca was instrumental in working with OJJDP to create the movement that is now known as female responsive services. She is the author of several articles and government publications related to juvenile female offenders, including the OJJDP Status of the States Report. She is currently a PhD candidate in criminal justice at the University of Illinois in Criminal Justice.

Mastrorilli, Mary Ellen Mary Ellen is a Senior Lecturer in Criminal Justice at Boston University's Metropolitan College. Her professional background consists of a 24-year career in the correctional system in Massachusetts, recently retiring as Superintendent of Community Corrections for the Suffolk County Sheriff's Department in Boston. She is currently a doctoral candidate at Northeastern University in the Law, Policy, and Society Program.

McDiarmid, Anne Anne has over 30 years experience in the correctional field. Currently Anne is the coordinator of the Ramsey County Substance Abuse and Mental Health Court Initiatives Steering Committee. In that capacity, she provides assistance to criminal justice system policy makers and practitioners in developing juvenile and adult policies, practices and programs for offenders with substance abuse and/or mental health issues. She facilitated the development and now oversees the operations of the Juvenile and Adult Substance Abuse Court programs, the DWI Court and the newly implemented Mental Health Court. Prior to this position she served as manager of Program Services for Dakota County Community Corrections and managed a number of programs including Restorative Conferencing, Circle Sentencing, Victim-Offender meetings, Restitution and Community Work Service

and Victim Services that have, as their foundation, restorative principles. Anne served as an IPA with the National Institute of Corrections, as a Correctional Program Specialist on Women Offenders. Anne received a Bachelor's degree in Psychology from the University of Minnesota, a Master's degree in Counseling from St. Thomas College and a Juris Doctorate from William Mitchell College of Law.

McGee, Rose *Rose McGee, M.Ed.* is an educator who uses her talents as a storyteller, poet and playwright to inspire others to learn. She coaches renowned **Arts-Us Young Storytellers**. As a resident artist with Vocal Essence, St. Paul Chamber Orchestra's CONNECT and Arts-Us, she presents annually in numerous schools helping youth discover the power of their own stories. Her publications include plays: *Sleep with a Virgin: A Perspective on AIDS* – presented during the 2003 National Youth Leadership conference and *Kumbayah, The Juneteenth Story* performed at Concordia University, the Great American History Theater and The Landmark Center in St. Paul. In addition, she has authored poetry books: *And Then I Felt, Seriously Incorporated* and *Sleep with a Virgin – A Perspective on AIDS*.

Mikeworth, Mickey Mickey Mikeworth is the expert on how to transition out of poverty mentality and into middle class. Her work has been recognized nationally: Business and Professional Women' voted her the Woman to Watch in 2003, and she is the Rising Star of business in 2005 for her outstanding work in the community and changing the way women do business. She founded the programs RICH CHICKS and KIDS with KASH in 1998 and has a private financial planning practice in Edina Minnesota.

Miner, Kris Kris Miner has worked in child welfare for ten years, specializing in juvenile justice and child protection. She has developed restorative justice programs and services. Currently she co-facilitates Circles and Girls Group for AMICUS. Kris is currently a student pursuing a LMFT licensure.

Morton, Joann Dr. Morton has over 35 years experience in corrections. She directed the South Carolina Department of Corrections' policy development process. She created and taught a graduate class on policy development in corrections at the University of South Carolina. She chaired the ACA Policy and Resolutions Committee during the development of the national policy process and for the first 6 years of its implementation. She is the author of Working with Women Offenders in Correctional Institutions (2004) and President of the Association on Programs for Female Offenders.

Moses, Marilyn Marilyn C. Moses is a social science analyst for the National Institute of Justice (NIJ), U.S. Department of Justice. Ms. Moses came to NIJ in 1992 at a Presidential Management Fellow. Her areas of concentration are women offenders, children of incarcerated parents, correctional industries, federal disability benefits for disabled ex-offenders, offender job training and placement, correctional health care, and other related correctional issues. Ms. Moses created the nationally recognized "Girl Scouts Beyond Bars" program in 1992. She is widely published in the corrections field.

Moss, Andie In the early 90's Andie Moss was an assistant deputy commissioner responsible for Women's Services in the Georgia Department of Corrections. During this time she played a key role in responding to the Cason v. Seckinger lawsuit impacting significant changes in policy and practice in women's facilities. As a Program Manager with the National Institute of Corrections from September 1995 - February 2002, she was the Chairperson for the Institute Initiative on Women Offenders, the Initiative on Staff Sexual Misconduct, the Initiative on Institutional Culture and the program, *Executive Leadership Training for Women*. Currently, Andie is President of The Moss Group, Inc., a criminal justice consulting firm. Andie's firm manages a cooperative agreement with the National Institute of Corrections to design and conduct the training program "Operational Practice in Women's Prisons." In December of 2003 Andie's firm was awarded a cooperative agreement with the National Institute of Corrections (NIC) to assist the Institute in implementation activities of the Prison Rape Elimination Act of 2003. (PREA). She is active in professional organizations and is currently President of the

Association of Women Executives in Corrections. Andie has received numerous honors for her work including the NIC Executive Director's Award.

Niehaus, Wendy Wendy Niehaus is the Director of the Department of Pretrial Services in Hamilton County, Ohio. She is responsible for policy direction and coordination of all pretrial service and jail population management activities for the Hamilton County Courts. She has been instrumental in the development and implementation of a wide array of pretrial and treatment interventions services impacting release, diversion, and special adjudication dockets. She has also collaborated to develop key partnerships to improve Hamilton County's overall response to women involved in the criminal justice system. Ms. Niehaus is the past President of the Ohio Association of Pretrial Services Agencies, and continues to serve as member or advisor on numerous criminal justice and related community boards. She has provided faculty and technical assistance to the National Institute of Corrections, National Association of Pretrial Services Agencies, the University of Cincinnati Department of Criminal Justice, the Council of State Governments, the Bureau of Justice, and the Center for Innovative Public Policies. Ms. Niehaus is a graduate of the University of Cincinnati and holds a Master of Science degree in Criminal Justice and Corrections from Xavier University.

Owen, Barbara Barbara Owen is a nationally known expert in the areas of women and girls, crime and prisons, substance abuse and prison culture. Dr. Owen was previously a Senior Researcher with the Federal Bureau of Prisons and is currently a Professor of Criminology at California State University, Fresno. In the past 12 years, Dr. Owen has concentrated her work in the areas of gender-specific programming, drug treatment systems, program evaluation and applied research methods. She is the author or co-author of over 20 articles, numerous technical reports and two books, including In the Mix: Struggle and Survival in a Women's Prison (SUNY Press, 1998). Dr. Owen co-chairs the Research Team for The Moss Group, Inc. NIC Cooperative Agreement on the Prison Rape Elimination Act.

Patel, Anita Anita Patel joined the YWCA of Minneapolis in February of 2005 to continue her work on the path to eliminating racism by training facilitators to conduct small group dialogues on racism and white privilege, and facilitating Unlearning Racism Workshops to promote healing. Anita coordinates the annual "It's Time to Talk: Forums on Race" event. Ms. Patel also coordinates the volunteers for the YWCA of Minneapolis and is skilled in circle facilitation, conflict resolution, community dialogues, Mindful Facilitation techniques and dialogues on race. Anita has experience as an employee development counselor for recent immigrants and clients, experience developing and facilitating a leadership conference for immigrant and refugee women and experience and education in public policy with her Masters in Public Policy from the Humphrey Institute at the University of Minnesota. She has chaired numerous student association and governance boards, has a lifetime of experience with stereotypes; and has a personal and professional passion to strive for racial justice and understanding.

Pence, Traci Traci Pence is a gender specific probation officer for high-risk juvenile female offenders with Dakota County, Minnesota. She worked as a chemical dependency counselor for five years and prior to that developed a chemical dependency curriculum for adolescents. She has experience working in a hospital setting as a mental health counselor and has volunteered with various programs within the metro area working with adolescents. She is a graduate from the University of St Thomas majoring in Psychology and Criminal Justice. She continues to assist and participate with the Gender Specific Task Force in Dakota County in the development of a day treatment program for juvenile female offenders.

Poole, Susan Ms. Poole is a retired warden and is currently working extensively as a Criminal Justice Consultant, providing direct services to agencies in the areas of *Staff Sexual Misconduct with Inmates, Working with Female Offenders, Managing a Multi-Generational Work Force, Institution Culture Assessment, Strategic Planning, and Executive Leadership Development for Women*. Ms. Poole served 13 years as the Warden at the California Institution for Women. Ms. Poole's background includes 30

years in the field of Corrections with the California Department of Corrections (CDC). In addition, Ms. Poole was selected as one of the Outstanding Young Women of America for 1983, was selected by the Who's Who Historical Society as a member of their International Who's Who of Professionals for 2001, and has received numerous awards and recognition for her work in the community. Ms Poole has provided consultant services to the National Institute of Corrections (NIC) , the National Institute of Justice (NIJ), and to law enforcement and correctional agencies in more than 30 states. Despite her busy schedule, Ms. Poole finds time to share with her daughter, son-in-law and their four sons. She is an active participant in their lives, regularly hosts family night activities, assists with homework and special projects, and volunteers at their schools.

Reed, Ann Beginning as an aspiring preteen poet and budding teenage songwriter, Ann has honed her talent and, along the way, has captured every major Minnesota music award: Artist of the Year, Folk Singer of the Year and the Alumni Fine Arts Award. She has also gathered a wall full of plaques and trophies from Billboard Magazine and the National Association of Independent Recording Distributors, as well as from numerous non-profit groups (most recently the Girl Scouts). Ann donates 25% of her time to support non-profit organizations that primarily benefit women and children. Ann's appearances on radio (*A Prairie Home Companion, All Things Considered, Mt. Stage*), television (*Good Morning America*), and at special events (*with no less than the Vice President and 75,000 Girl Scouts in attendance!*) have garnered her a loyal and diverse audience.

Sallander, Erica Erica Sallander joined the YWCA of Minneapolis in August of 2002. As a Youth Development Professional, Erica has experience in youth development through collaboration with the Minneapolis Public Schools, Hennepin County Probation, and the Minnesota Restorative Services Coalition. Erica is experienced as an advocate and volunteer coordinator who advocates for survivors of sexual violence. She came to the YWCA racial justice department with an education in psychology and women's studies from the University of Minnesota, a lifetime of experience with white privilege; and a personal and professional passion to strive for racial justice and understanding.

Smith, Brenda Brenda V. Smith is a Professor at the Washington College of Law at American University where she co-teaches in the Community Economic Development Law Clinic. Professor Smith is also the Project Director for the United States Department of Justice, National Institute of Corrections Cooperative Agreement on *Addressing Staff Sexual Misconduct with Offenders*. In November, 2003, Prof. Smith was appointed to the National Prison Rape Elimination Commission by the United States House of Representatives Minority Leader, Nancy Pelosi (D. CA). Prof. Smith is a 1984 graduate of Georgetown University Law Center, and a magna cum laude graduate of Spelman College in 1980. Prof. Smith is an expert on issues affecting women in prison and has published and spoken widely on those issues. Prof. Smith has received numerous honors, including the prestigious Kellogg National Fellowship in 1993. Professor Smith was inducted into the D.C. Women's Hall of Fame in 1998 for her work on behalf of low-income women in the District of Columbia. Most recently, Professor Smith was awarded the Emalee C. Godsey Research Award for her article, *Battering, Forgiveness and Redemption*.

Sokoloff, Kimberly Kimberly Sokoloff is the Program Manager for Girls Services at the State of Connecticut Judicial Branch, Court Support Services Division. She provides gender specific program assessment, new program development, policy and practice analysis, and training throughout the juvenile justice system. She has worked within the departments of juvenile probation, juvenile detention and the network of alternative sanctions programs for adults and juveniles to establish a culture of gender sensitivity and provide skills training in a relational, strengths-based approach. Ms. Sokoloff is managing a statewide initiative to assess, train and provide technical assistance in gender specific programming in six detention facilities, and is managing implementation of a new program model she developed to divert status offending girls from the juvenile justice system. Ms. Sokoloff is a staunch advocate for gender

specific services for girls and has presented at several local and national conferences on effective practices in working with girls.

Spooner, Melissa Melissa Spooner, MA, is the Supervisor for Project RENEW, the female responsive program in Cook County, Illinois. In 1999, Melissa began with probation as a field probation officer with a caseload of males and females. Since June 2003, she supervises probation officers that serve females in police districts from the south side of Chicago. Her current commitment as a supervisor entails facilitating group programming and coordinating female responsive programming in other parts of Cook County. In 2004, Melissa was selected as a Co-Chair for the Illinois Probation and Court Services Association's Gender Response Committee, which works to promote female responsive programming in the State of Illinois. Melissa obtained a Bachelor of Science degree from Kansas State University where she graduated with a dual major in Psychology and Criminal Justice. Melissa relocated to Chicago to attend Loyola University and graduated with a Master of Arts in Administration of Justice.

Tikkanen, Mike Mike Tikkanen is a successful entrepreneur and author. He combines his business acumen with his passion for neglected and abused children to offer answers to some of society's most complex problems. For the past thirty years Mike has started six companies, found equity capital for thirteen, obtained bank financing for twenty-five, and evaluated and sold over fifty companies as a business broker. Since 1996, he has volunteered in the Guardian ad Litem (GAL) program (Court Appointed Special Advocates in some jurisdictions), work with "Invisible Children," the children we either don't see or don't want to see. As passionate as Mike is about business, he's even more passionate about stopping the madness that surrounds punishing abused and neglected children. He has also recently published a book about his experiences representing abused and neglected children as a GAL, *Invisible Children*.

Tahnahga, Yako (YahkoonilKuhlahni-lu) Yako is a published writer, playwright, traditional storyteller and performing artist. Yako uses her many skills to present and lead workshops, trainings sessions, and experiential journeys. Her audiences have included both Native and nonNative groups of educators, professionals, community members, classes and youth groups across the country. She is a spiritual kind of woman walking a spiritual path.

Taormina, Giovanna Giovanna Taormina is the Executive Director the Girls Circle Association and provides national training, materials, consultation, and technical assistance related to female responsive services to non-profit agencies, government, state supported programs, institutions, and systems that work with adolescent girls. She is a national consultant to the Office of Juvenile Justice and Delinquency Prevention, has extensive experience in the development and implementation of program services for girls, and is recognized for her work in both the public and private sectors. She has co-developed a comprehensive, integrated, gender-responsive model to address the risk factors and needs of adolescent girls in a format that is conducive to building on girls' strengths and developing resiliency.

Turrell, Christine Christine has been with the Washington State Department of Corrections for ten years, holding a number of positions within the agency such as Public Information Officer, Field Instruction Coordinator, Public Disclosure Coordinator, and Legal Liaison, Correctional Unit Supervisor, and Manager of the Residential Parenting Program at the Washington Corrections Center for Women. She has a Bachelors Degree with an emphasis in Social and Human Services and Public Policy at the Evergreen State College and is currently in pursuit of a Masters Degree in Social Work. Christine is an active member of her community, teaching children's Sunday school and working with at risk youth at a community clubhouse.

Vachio, Angie Angie Vachio is the executive director and founder of PB&J Family Services Inc., a non profit social services agency that serves families with significant challenges, including those with

incarcerated parents. PB&J has programs in New Mexico's adult and juvenile correctional systems, serving parents in prison and their children in the community. Angie founded and is the current Vice President of the New Mexico Women's Justice Project. A child advocate, Angie currently serves by Governor appointment on the NM Sentencing Commission, as a Commissioner on the NM Commission on the Status of Women, and as the President of the University of New Mexico Alumni Association. She is also an early childhood advisor to the New Mexico Children's Cabinet. Angie has her MA in Special Education and was awarded an Honorary Doctorate degree in 2002.

Van Dieten, Marilyn Marilyn Van Dieten is a registered clinical psychologist. She is known throughout Canada, the United States, and the United Kingdom for her experience in implementing evidence based practices with criminal justice, homeless, and health-care clients. Dr. Van Dieten received her doctorate in psychology from the University of Ottawa in 1989. The case management model that she developed is currently implemented in community probation across Illinois, New York State, Washington, Minnesota and by a number of agencies in North America. She is a co-author of *CALM* (Controlling Anger and Learning to Manage It), *Counter-Point*, *Community Transitions* and a series of programs that were developed for children and adolescents exposed to family violence. Over the last ten years Marilyn has devoted her attention to the development of gender specific programs for women and girls. In 1998 she published *Moving On*, a program for women in conflict with the law and has co-authored an intensive program for acquisitive female offenders at the request of probation services in the United Kingdom. This program was recently accredited in the United Kingdom and has been featured by the BBC as an alternative to incarceration. Her most recent program- *Girls- Moving On* was completed in 2005 and is designed to meet the developmental needs of girls aged 12-14, 15-17 and, 18-21. In August 2003, Marilyn received the Maud Booth Award from the Volunteers of America at the American Correctional Association, for the important contributions she has made to the field.

Van Voorhis, Patricia Patricia is a Professor of Criminal Justice at the University of Cincinnati. She received her doctorate degree from School of Criminal Justice at the University at Albany and her bachelors degree from the Maxwell School of Citizenship and Public Affairs at Syracuse University. She is vice-chair and co-founder of the Division on Corrections and Sentencing for the American Society of Criminology. She is the Director of the Corrections Institute at the University of Cincinnati and the principle investigator for research projects pertaining to classification and correctional treatment in both community and institutional settings. She recently completed work with NIC to improve classification systems for women offenders and has begun a second women's classification project, developing systems for both community and institutional settings. At the University of Cincinnati, she teaches courses in correctional treatment, evaluation research, and individual theories of crime. Dr. Van Voorhis is the author of two books *Psychological Classification of the Adult Male Inmate*, and lead author of *Correctional Counseling and Rehabilitation*, currently in its fifth edition. In addition, she has authored numerous articles on correctional classification, prison adjustment, and correctional treatment.

Weitzel, Nicole Nicole Weitzel graduated from Minnesota State University-Mankato with a major in corrections and minor in chemical dependency studies. She is an assistant probation officer at the Juvenile Services Center, Dakota County in the gender specific program. She has done case management for the girls in the program and facilitates gender specific treatment groups. She assisted the Gender Specific Task Force in the development of the program at the Center which began in early fall 2003. Nicole is also part of the team that facilitates community groups for female offenders and is currently participating in the development of a day treatment program for juvenile female offenders.

Wright, Jen Jen Wright is a Court and Field Supervisor with Arrowhead Regional Corrections (ARC) in Duluth, Minnesota. Jen worked with Dr. Jane Olenburger to develop a gender specific risk tool addendum to the LSI-R and published an article summarizing the study in Women and Girls in Criminal

Justice 2002. She has trained locally and nationally in the areas of Risk Assessment, YLSI-CMR, Case planning, general diversity, anti-homophobia, gender sensitivity, and Gender Risk Assessment. She recently conducted an audio conference for the American Probation and Parole Association (APPA) on Women and Girls in Criminal Justice, and how to develop and implement a program that is gender responsive. Jen also trains on probation responses to domestic abuse through the Duluth Domestic Abuse Intervention Project, and the Battered Women's Justice Project and trains on Coordinated Community Responses to Domestic Violence, both locally in Duluth and around the country. She has collaborated with the APPA, the National Institute of Corrections, and other professional associations to develop a curriculum to train Corrections Professionals in **Gender-Responsive Strategies to Women Offenders**.

Yamamoto, Joyce Since 1991, Joyce Yamamoto has directed the YWCA of Minneapolis Social Justice Programs, including the Girls & Youth Programs and the Women's Wellness Program. In 2002, Ms. Yamamoto established and currently directs the Racial Justice Department, which includes: It's Time to Talk Forums on Race, Community Dialogues, UNLEARNING RACISM WORKSHOPS, Leadership Registry, Dialogues on Race, and works with the Girls & Youth Program staff to develop DARE TO BE REAL: Teens Talk About Race. Ms. Yamamoto is a trustee for the Ripley Foundation Board, serves on the YWCA Racial Justice Advisory Committee, YWCA Public Policy Committee, served for 5 years as the co-chair of the United Way Cultural Dynamics Committee where she and fellow committee members created the award winning Cultural Competency Model.

Zahn, Margaret Dr. Zahn is Director of RTI's Crime, Justice Policy, and Behavior (CJPB) Program and Professor of Sociology at North Carolina State University. A nationally renowned criminologist, her research focuses on violence and homicide in the United States. Prior to joining RTI this past summer (2003), Dr. Zahn was the Director of the Violence and Victimization Division of the U.S. Department of Justice (DOJ) where she directed 25 managers and a \$35 million portfolio of violence studies, including violence against women. Before her tenure at DOJ, Dr. Zahn was the Dean of the College of Humanities and Social Sciences at North Carolina State University, where she oversaw a multidisciplinary faculty of 350 people, as well as numerous multidisciplinary teams. She has had a distinguished academic and administrative career as a Professor of Sociology at Temple University, where she co-founded the gender studies program; at the University of Northern Arizona, where she built the Criminal Justice Department; and currently at North Carolina State, where she teaches criminology.

Zimmerman, Patricia Patricia Zimmerman joined Family Justice as a Policy Associate in May 2005. She comes with a wealth of experience as a liaison for people involved with the criminal justice system and coping with HIV/AIDS, medical advocacy, legal assistance and child-related issues. Her firsthand experience with the criminal justice system informs her keen sensitivity regarding the concerns of formerly incarcerated women and their families. While incarcerated, Ms. Zimmerman received her Bachelor's Degree in Psychology from Mercy College. She is currently in the process of obtaining her Master's Degree in Public Administration.

Acknowledgements & Thank You's!

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Quilts made by Women from the Lutheran Church in Pierre, SD

Ohio Department of Rehabilitation and Correction:

United State Flag, made by the women at the Ohio Reformatory for Women

Flag Display Case made by the men at the Marion Correctional Institution

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Certificate of Training/Attendance documenting your participation in the main conference will be available upon your departure. Please pick these up at the main conference registration table when it is staffed.

The Future

The 12th National Workshop on Adult & Juvenile Female Offenders will be hosted by the Arizona Department of Corrections in 2007. For updates please go: www.ajfo.org