

Inclusion and Veterans Treatment Courts

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Overview

Why

What

How

Why

- ◆ Diversity in VTCs is important to ensure that all veterans have access to equitable treatment and resources regardless of their race, ethnicity, gender, sexual orientation, or other factors.

What

- ◇ Diversity
- ◇ Equity
- ◇ Inclusion
- ◇ Intersectionality

Here are some ways that **diversity** can be promoted in VTCs:

Recruitment of
diverse staff

Culturally
competent
training

Partnering with
community
organizations

Outreach to
underrepresented
groups

Data collection
and analysis

Equity:

- ◇ Collect and analyze data
- ◇ Provide culturally responsive services
- ◇ Train staff on cultural competence
- ◇ Ensure fair and impartial decision-making
- ◇ Address structural inequities
- ◇ Engage with the community

Inclusion

- ◇ Reduce Barriers
 - ◇ Language barriers
 - ◇ Cultural differences
 - ◇ Transportation
 - ◇ Financial
 - ◇ Basic Needs
- ◇ Provide accommodations for individuals with disabilities
- ◇ Partner with community organizations

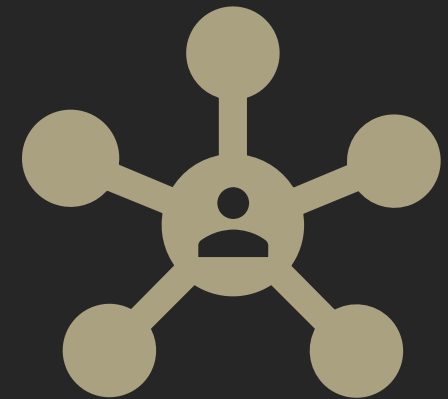
Intersectionality

Addressing intersectionality in treatment courts requires acknowledging and addressing the ways in which multiple identities and experiences intersect to create unique challenges and barriers for individuals seeking treatment.

Intersectionality

- ◇ Provide culturally responsive service
- ◇ Train staff on intersectionality

It is important to recognize that intersectionality is complex and multidimensional, and there is no one-size-fits-all solution. It requires ongoing efforts to be attentive to and respond to the **unique challenges and experiences of those seeking treatment.**



Who are we not serving?

- ◇ Collect data on the following characteristics that could be associated with your underserved group?
 - ◇ Physical or intellectual disabilities
 - ◇ Mental health status
 - ◇ Sexual orientation
 - ◇ Religious affiliation
 - ◇ Level of acculturation
 - ◇ Veteran status
 - ◇ Socioeconomic status

Accessing Tx

- ◇ To access tx for potential clients there is a similar process across tx courts
- ◇ Referral for a screening
- ◇ Clinical assessment /admission
- ◇ Involve multiple decision makers (collaborative court team)


Decision Making

Is there a list of eligible legal factors and other criteria?



Screening Process

Who is and is not being referred for screening to your program?



Have you collected the data/reasons why?



Are there a lack of referrals ?

Track the reasons why!

Do you know why individuals are not being admitted to your program? Track the reasons why

Medical needs

Mental health needs

Case dismissed

Judicial override

Not eligible

Defendant opted out

Warrants in other jurisdictions

Staff decision (prosecutor, judge, team)

Assessing Referrals for Screening

- ◆ Is everyone well-informed about your program?
 - ◆ District attorney
 - ◆ Defense counsel
 - ◆ Sentencing judge
 - ◆ Probation officer
 - ◆ Law enforcement
 - ◆ Jail staff

Unconscious bias

- ◆ Unconscious biases influence our personal /professional lives, from the way we think to the way we interact with colleagues.

They are short
mental shortcuts
that lead to a
decision.

Skewed judgments
and reinforce
stereotypes which do
more harm than good

Resources

Provide

Provide assessment tools to help staff identify and counter unconscious bias.

Have

Have the conversation

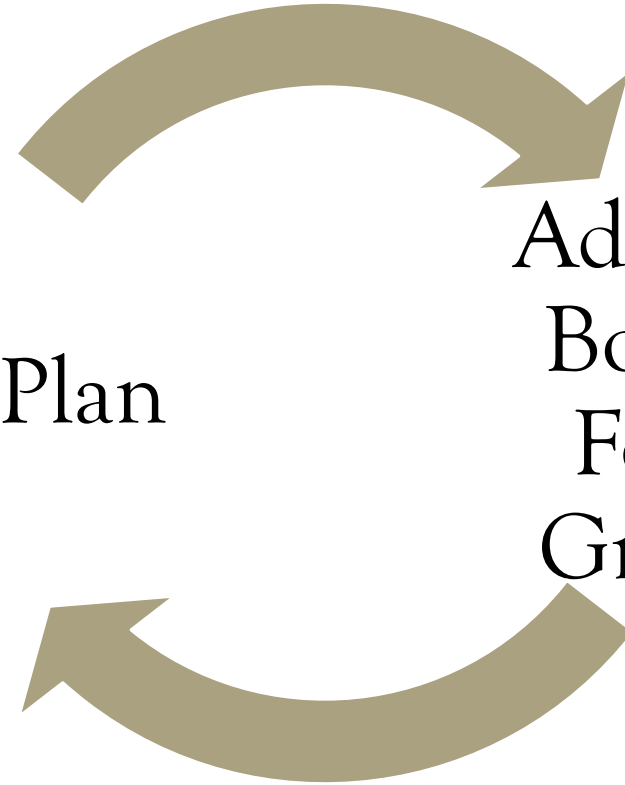
Use

Use the popular Harvard University Implicit Bias Test within your teams

What is
next?

- DEI Plan

Advisory
Board/
Focus
Groups



DEI Plan

- ◆ Address institutional biases while having a committed focus on increasing diversity, equity and inclusion (DEI).
- ◆ Actionable DEI strategy
- ◆ Commitment to change
- ◆ Use data and create goals/plans for the future

Advisory Board/Focus Group

- ◆ For community people to stay at the table, they must feel they have a voice and that their time and efforts are benefiting the community. Are your community members apart of the advisory Board?



Focus group

- ◆ The focus group will provide a clearer picture of your treatment court. The participants will help develop enhancements to your program. You will learn what works and what may deter the participant from completing the program or opting out.

What is next?

Assessing Referrals for Screening Understand the role of each of the professionals in the decision process. Sometimes, in large jurisdictions, the sentencing judges may not all know about treatment court.

Who is involved in the decision regarding referral for screening, and what is each one's role?

Concluding Questions

**Why is representation/diversity
important in the treatment courts?**

Concluding Questions

What are the benefits of client surveys and advisory meetings?

Mindfulness and Self-Care

