2020 Workshop Schedule

Workshop Key
[C/H] Classification/Housing
[DS/SIM] Direct Supervision/Strategic Inmate Management
[EL] Emerging Issues
[GE] Gender Equity
[L] Leadership
[LGL] Legal Issues

[MD] Medical Health
[MEN] Mental Health
[TP] Training Personnel
[S&T] Security & Technology
[T] Tribal

Saturday Deep Dive Workshops, April 4

**Human Trafficking**
10 a.m. - 12 p.m.
**Helping the Hopeless: Recognizing Human-Trafficking Victims | Cottonwood 6**
Human-trafficking victims are in and out of our facilities on a daily basis. Sadly, we don’t recognize them as victims, usually just assuming they are willing prostitutes and drug addicts. When we are trained to approach and speak with them properly, we can determine who needs help. In addition, we can help them realize they are being trafficked. Community-support agencies are becoming more available, but most victims don’t even know these resources are out there. Recovery is possible and can be achieved. But just as important is prevention and education. Spreading the word to our facilities and our communities can save lives. We may very well be the first line of defense for these victims—and their only lifeline.

**Moderator/Presenter:** Cindy Harper, Deputy, Franklin County Sheriff's Office, csharper@franklincountyohio.gov
**Presenter:** Jenni Muncy, Sergeant, Franklin County Sheriff's office, jxmuncy@franklincountyohio.gov

1 p.m. - 3 p.m.
**Victims of Sex Trafficking in Custody | Cottonwood 6**
This workshop is geared towards providing training, education, and providing jail personnel with knowledge pertaining to sex trafficking. Attendees learn how to identify victims and predators, and how to conduct effective interviews that are essential in assisting local law enforcement with prosecutions. The workshop also assists facilities with developing an effective assessment process in order to identify victims in custody.

**Moderator/Presenter:** Brandon Smith, Lieutenant, Maricopa County Sheriffs Office, b_smith@mcsomaricopa.gov
**Presenter:** Lourdes Hernandez, Lieutenant, Maricopa County Sheriff's Office, Lourdes_Hernandez@mcsomaricopa.gov

3 p.m. - 5 p.m.
**Powerful Ink: How Tattoos and Branding Shape the World of Human Trafficking | Cottonwood 6**
This workshop explores the relationship between tattoos and commercial sexual exploitation for both survivors and traffickers. Through a collaborative partnership with the Multnomah County Sheriff’s Office and Portland State University, the presenters help practitioners, law enforcement personnel, parole and probation, advocates, and other stakeholders...
understand the significance of tattoos and tattooing in the world of human trafficking. This workshop analyzes the extent to which certain categories, body locations, and quantities of tattoos are related to sex trafficking for both victims and traffickers. Taken from interviews with law enforcement personnel, survivors, traffickers, and database photographs, we explore how understanding the meanings and placement of tattoos can aid in developing therapeutic, as well as legal and investigative, tools for all stakeholders.

**Moderator:** Ronny Taylor, CJM, Captain, Harris County Sheriff’s Office, ronny.taylor@sheriff.hctx.net  
**Presenter:** Molly McDade, Human Trafficking Sergeant, Multnomah County Sheriff's Office, molly.mcdade-hood@mcso.us

### Jail Administrators

**1 p.m. - 3 p.m.**  
**A Jail Administrator's Toolkit: Part III | Cottonwood 8**  
This workshop builds on the two programs for new jail administrator (or those who aspire to be jail administrators) offered in in 2018 and 2019. You have worked hard throughout your career. You have attended training, been mentored, achieved certifications. But have you garnered the knowledge, skills and abilities to ensure success? How can you self-assess yourself using the core competencies for jail leaders? What’s missing in your “jail administrator toolkit” that is creating challenges to success? You don’t need to have attended Parts I and II to gather resources, contacts, and guidance for your toolkit!

**Moderator/Presenter:** Susan W. McCampbell, CJM, President, CIPP, susanmccampbell@cipp.org  
**Presenter:** Jim Hart, CJM, CCE, Jail Management Consultant, County Technical Assistance Service, University of Tennessee, Jim.Hart@tennessee.edu

### PREA

**8 a.m. - 10 a.m.**  
**PREA: Understanding the Reporting, Investigation and Prosecution Standards and Criteria | Cottonwood 4-5**  
This workshop discusses PREA, starting with reporting, investigating, and referring cases for prosecution, as well as the criteria required for successful prosecutions. During the workshop, presenters discuss the steps required by the PREA standards for staff and inmate reporting, the outcomes for administrative investigations, and the requirements for referring cases to the district attorney. As part of the workshop, presenters review the criteria used by the district attorney to make decisions on which cases to prosecute and they discuss how the PREA investigator and the district attorney can work together to get the most successful outcomes.

**Moderator:** Stefanie Bush, CJM, Captain/Assistant Jail Administrator, Scott County Sheriff-Jail Division, Stefanie.Bush@scottcountyiowa.com  
**Presenters:** Alison Foley, Deputy District Attorney, Office of the 1st Judicial District, Colorado, afoley@co.jefferson.co.us  
**David Walts**, PREA Auditor, Broomfield Police Department, ironpentraining@gmail.com

**10 a.m. - 12 p.m.**  
**Understanding and Protecting the Safety of LGBTQI and GNC People in Confinement | Cottonwood 4-5**  
This workshop is designed to provide corrections staff with the knowledge and skills that can assist them with the implementation and enforcement of policies and procedures that support the safety of LGBQTI (lesbian, gay, bisexual, transgender, questioning, intersex) and GNC (gender nonconforming) people who are incarcerated in their facilities. The workshop also discusses clarification of terminology and respectful communications. The presenter shares an overview of the historical criminalization of LGBTQI and GNC people in the United States and pathways into the criminal justice system. Hear about the best or most-promising practices, including a discussion of the PREA Standards pertaining to LGBTQI and GNC people.

**Moderator:** Denise Diamond, Captain, Multnomah County Sheriff's Office, denise.diamond@mcso.us  
**Presenter:** Bernadette E. Brown, JD, President, B. Brown Consulting, bbrown@bbrownconsulting.com
1 p.m. - 5 p.m.
**Been There, Did That, We Still Need Help | Cottonwood 4-5**
Everyone is welcome at this workshop designed for staff with PREA-related roles and responsibilities who attended a formal PRC PREA implementation training (Been There); developed strategic plans after attending the formal training and have worked towards implementing these protocols at their facility (Did That); and still have some challenging standards they are unable to successfully implement (We Still Need Help). During this workshop, attendees receive additional implementation guidance from subject-matter experts during a round-table discussion with other attendees who are facing the same or similar PREA-implementation challenges. Participants have an opportunity to discuss standards 115.13, 115.15, 115.33, and 115.34, as well as opportunities to explore the purpose, intent, information challenges, best practices, audit issues, FAQs and resources, and practical info.

**Moderator:** Michelle Duhart, Senior Program Manager, Impact Justice - National PREA Resource Center Project, mduhart@prearesourcecenter.org

**Presenters:** La Cole Archuletta, Senior Program Associate, Impact Justice - National PREA Resource Center Project, larchuletta@prearesourcecenter.org

Phebia L. Moreland, Senior Program Associate, Impact Justice - National PREA Resource Center Project, pmoreland@prearesourcecenter.org

Staff Wellness
8 a.m. - 10 a.m.
**Building Resilience: The Dawn of the Mentally Strong Officer | Cottonwood 2-3**
Alcohol/drug abuse, depression, anxiety, and divorce are rampant in our ranks. During our careers, we can become more and more broken from the constant and unique trauma experienced in jails. Leaders understand the need to build a resilient officer, but how? Eating well and staying in shape physically are important, but we also need to understand why it is just as important to stay mentally healthy. This workshop examines how the mind works and interacts with our body and environment. Using scientific and research-based information, participants examine the unique and constant trauma we experience and how it affects our well-being. The discussion also includes resilience, why we need it before something bad happens, and what is needed to build it. By the end, participants have a better understanding of how the mind works and a list of actionable solutions to become more resilient and mentally strong.

**Moderator:** Kevin Dickson, Director, Justice Agency Engagement, The Securus Foundation, kdickson@thesecurusfoundation.org

**Presenter:** Brenda Dietzman, Retired Colonel, Wayfinder Consulting, LLC, info@brendadietzman.com

10 a.m. - 12 p.m.
**Mindfulness-Based Wellness & Resiliency for Jail Staff | Cottonwood 2-3**
Ongoing exposure to chronic stress and both primary and secondary trauma put custody and other jail staff at significant risk for anxiety, depression, substance abuse, obesity, suicidality, and an early death caused by a host of chronic stress-related illnesses. Research indicates that correctional officers experience PTSD at similar rates to combat veterans with a life expectancy two decades less than the general population. This experiential Mindfulness-Based Wellness & Resiliency (MBWR) training provides correctional officers and other jail staff with simple self-regulation tools that can enhance performance while allowing professionals to effectively perform their duties in a more regulated and healthier manner that does not create the health risks outlined above. MBWR also provides professionals with evidence-based tools and practices for healing the impact of stress and trauma exposure and for increasing overall physical, mental, emotional, and spiritual resilience.

**Moderator:** Cynthia DePoy, CJM, Director of Transition, Prince William-Manassas Adult Detention Center, cdepoy@pwcgov.org

**Presenters:** John MacAdams, CMT-P, Senior Chaplain, Los Angeles, CA County Jail, kilton1@gmail.com

Fleet Maull, PhD, CMT-P, Director of Training & Research, Center for Mindfulness in Public Safety, fleet@mindfulpublicsafety.org
1 p.m. - 3 p.m.
**Building Resilience Surviving Secondary Trauma: First Responders | Cottonwood 2-3**
This innovative training experience was originally developed through interdisciplinary collaboration led by Truman Medical Center Behavior Health’s Resilience Incubator in partnership with the Kansas City Police Department & Kansas City Municipal Court, with consultation support from the Secondary Trauma Resource Center. This workshop addresses first responders and civilian secondary trauma, including the challenges and barriers they face, alternatives to unhealthy coping, and review of techniques to more effectively cope with the trauma experienced by first responders.
**Moderator:** Alex Caprilozzi, CJM, Interim Chief, Eddy County Detention Center, cappy6@yahoo.com
**Presenter:** Rachel Wingfield, Detention Deputy, Sedgwick County Sheriff Office, Rachel.Wingfield@Sedgwick.gov

3 p.m. - 5 p.m.
**Comprehensive Officer Resilience: A Toolkit for First Responders | Cottonwood 2-3**
The Comprehensive Officer Resilience program is comprised of domains and tenets. The domains are the areas of a person’s life that capture the totality of how they experience and relate to others and themselves. Being fit across the four domains leads to a more resilient individual. The tenets are the key characteristics in an individual that foster resilience. They are the foundation for this training, which is cited and backed by the U.S. Air Force and academic experts. Research by the University of Pennsylvania and other academic forums has established that resilient people are not as negatively impacted by adverse events; and when they do experience an adverse event, they recover faster and are more likely to experience post-event growth.
**Moderator/Presenter:** Genevie Saucedo, Officer, Training Academy, Maricopa County Sheriff's Office, G_Saucedo@MCSO.maricopa.gov
**Presenter:** Michael Puente, Deputy Sheriff / Recruit Training Officer, Maricopa County Sheriff's Office, m_puente@mcso.maricopa.gov

Sunday, April 5

Sunday, 8 a.m. - 9:30 a.m.
**[P] College & Career Readiness in a Jail? Oh Yeah! | Maple 5**
This workshop covers how in just one year the Washington, D.C. Jail went from an enrollment of 50 to 100 inmates in a GED-prep course to more than 2,000 in over 20 academic and CTE courses, 2 for-credit college programs, 5 not-for-credit college programs, a cognitive-intervention program, and workforce development programs. In year two, an additional 14 courses were added—and all without the use of state appropriations. Learn how the D.C. DOC has used career and college readiness to transform the organizational culture and how these programs can be replicated and funded in any jail.
**Moderator/Presenter:** Amy Lopez, Deputy Director, DC Department of Corrections, amy.lopez@dc.gov
**Presenter:** Tabitha Burnett, College Administrator, DC Department of Corrections, tabitha.burnett@dc.gov

**[MED] How to Safely Contract for Jail Health Services | Maple 3**
This workshop reviews the pros and cons of contracting for mental-health and medical services and discusses how jail commanders can effectively, safely, and economically deliver healthcare via a vendor. The focus is on the time prior to contracting and during the life of the contract. Prior to contracting, the jail needs to issue an RFP and negotiate a contract. Jails often leave key elements out of RFPs and contracts such as an adequate description of current healthcare operations, meaningful performance requirements (PR) that go beyond “counting widgets,” and setting penalties and incentives for achievement of the PRs. These and other elements are explored. Once the vendor is in place, the jail commander must continue a certain level of familiarity with, and involvement in, the healthcare operation to ensure that individuals are safe, and liability for the county is avoided. The workshop also explores these jail command responsibilities.
**Moderator:** Nick Gallam, CJM, Jail Administrator, Aiken County Detention Center, ngallam@aikencountysc.gov
**Presenter:** Marc Stern, MD, MPH, Assistant Professor, University of Washington School of Public Health, marestern@live.com
[C/H] Keeping Transgender Inmates Safe Begins at Classification: A PREA Case Study | Cottonwood 2-3

Keeping transgender people safe is a high-stakes issue for jail officials. Eight years after the PREA standards were published, many facilities continue to struggle with how to house and provide programming for transgender people. The success begins at classification! This workshop highlights how successful classification policy, procedure, and practice can result in appropriate housing decisions, policy modification, and procedural implementation, ultimately leading to a culture of tolerance and respect for everyone’s inherent right to dignity and safety in confinement. The presenters include officials from the Los Angeles County Sheriff’s Department and advocates from Just Detention International. Participants openly discuss challenges in classification and housing for keeping transgender inmates safe, and share success stories from their own agencies. They can ask questions and learn how to improve their policies, practices, and institutional cultures with the goal of properly classifying and housing transgender inmates safely and with dignity.

**Moderator:** Denise Diamond, Captain, Multnomah County Sheriff’s Office, denise.diamond@mcso.us

**Presenters:**
- Karen Dalton, DrPH, CJM, Assistant Division Director, Los Angeles County Sheriff’s Department, ksdalton@lasd.org
- Linda McFarlane, Deputy Executive Director, Just Detention International, lmcfarlane@justdetention.org

[L] Leaders: Are You Listening to Your Employees? | Juniper B

This workshop takes a broad look at what mid-managers reveal about the leadership in their jails. When NJLCA participants are asked about their jail’s positive elements and challenges in their jails, they often struggle to identify the good, but can easily articulate the bad. Strikingly, the narratives are the same—regardless of the size, organizational structure, or location of the jails. Importantly, the “fixes” to the most frequently identified challenges rarely cost money and impact the morale and retention of employees. This workshop focuses on these issues and the obligations of leaders to listen to their employees, and take action.

**Moderator:** Jim Hart, County Technical Assistance Services, University of Tennessee, Jim.Hart@Tennessee.edu

**Presenters:**
- Doug Dretke, Executive Director, Sam Houston State University, DJD007@SHSU.edu
- Susan W. McCampbell, CJM, President, CIPP, susannmccampbell@cipp.org

[TP] Training Jail Civilians: The Forgotten Staff | Cottonwood 7

Civilian staff is important in any correctional institution and a valuable asset as well as extra eyes and ears in the facility. They assist the jail with many functions in many areas, including programs, mental health, administration, maintenance, and medical. Because we are responsible for their safety and well-being in the facility, we need to provide our civilians with training in several areas: resisting inmate manipulation, observing inmate behavior, relaying critical information from inmates to the sworn staff, safety measures, and what to do in emergencies. Because inmates are “street smart,” civilians need training that addresses how they are to properly conduct themselves inside the jail without compromising security. Common-sense training for civilian staff and volunteers is discussed, including case studies of the Orange County Jail (California) escape in 2017 and the Clinton Correctional Facility (New York) escape in 2015.

**Moderator:** Kimberly Lintz, Detention Division Manager, Washoe County Sheriff’s Office, klintz@washoecounty.us

**Presenter:** Gary Cornelius, Deputy Sheriff/Lt. Retired, Fairfax County (VA) Office of the Sheriff/George Mason University, adjinstructor@hotmail.com

[S&T] Using Activity-Tracking Devices to Better Monitor Inmates with Chronic Needs | Spruce 3-4

Correctional facilities are testing a new technology to enhance safety. Louisville Metro Department of Corrections has embraced an advanced surveillance technology: Patient Activity Monitoring and Management Tablets (PAMM). This tablet tech is used to monitor inmates in segregation or on a timed medical/mental-health watch. User-friendly, the PAMM preloaded software allows an officer to take time-stamped photos of an inmate and record contemporaneous observations directly to the device. It can then synchronize with the inmate’s electronic medical record to give clinical professionals information in real time for improved inmate care. Data storage from this program is web-based and retrievable when needed to improve officer performance or to aid investigations. This workshop introduces and discusses this technology, demonstrates how it can be an asset in correctional settings, and exposes the challenges associated with deployment.

**Moderator:** Steve Durham, Assistant Director, Louisville Metro Department of Corrections, Steve.Durham@louisvilleky.gov
Beyond the Gates: Women Supporting Women in a Correctional Setting | Juniper C
San Diego County Sheriff’s Department Las Colinas Detention and Reentry Facility (LCDRF), located in Santee, California, has a gender-responsive, trauma-informed approach, both architecturally through services and programs provided. This workshop focuses on the development and construction of the facility and staff training. It highlights the reentry services provided to the justice-involved women, specifically focusing on their unique collaboration between the sworn and professional staff. The group co-facilitation between deputies and correctional counseling staff helps break down barriers and perceived biases between law enforcement, professionals, and the women incarcerated. Empowering the women to support each other through peer-support groups has given them an opportunity to help themselves while helping others. Integrating key community agencies to begin working with the women prior to release helps connect them to the people who provide the next step services.

Moderator: Cassandra Nelson, Correctional Services Assistant, Imperial County Sheriff’s Office, cnelson@icso.org
Presenter: Rebecca Cardenas, Reentry Services Program Coordinator, San Diego County Sheriff’s Department, rebecca.cardenas@sdsheriff.org

Enhanced Training Tips Made Simple | Cottonwood 6
Are you new to training or returning to a training position? Discover ways to enhance your training. This workshop provides participants with the opportunity to discover new ways to improve their training.

Moderator/Presenter: Kishore Patel, CCT, Training Specialist II, San Bernardino County Sheriff’s Department, kpatel@sbscd.org
Presenter: Desiree Harrington, CCT, Training Specialist II, San Bernardino County Sheriff’s Department, dharrington@sbscd.org

Is Your Jail’s Suicide Prevention Program Ready to Go to Court? | Juniper A
Is your jail doing everything it can to prevent inmates from taking their own lives? In this practical and interactive workshop, attendees “grade” their facility’s current suicide-prevention program and learn which specific components need to be modified or improved to bring their jail more in line with national standards, as well as with best practices. The focus is being “clinically effective” and “liability-protected.” Standards evolve with key changes to how jails need to manage suicidal inmates. Material is presented by a national expert on in-custody suicide who is regularly involved in lawsuits related to jail suicide. This workshop includes audience participation, case examples, and lessons learned from recent jail suicide litigation.

Moderator: Mark Foxall, PhD, CJM, Community Service Associate, University of Nebraska at Omaha, School of Criminology and Criminal Justice, markfoxall@unomaha.edu
Presenter: Dr. Lisa Boesky, Jail Suicide Expert/Psychologist, Suicide Expert Services - SuicidePreventionExpert.com, drlisa@suicidepreventionexpert.com

Jail Mental Evaluation Team (JMET) Inside the Largest Jail in the United States | Cottonwood 8
Los Angeles County Sheriff’s Department has the largest jail system in the free world, which also happens to be the largest mental health institution in the country. It is one of the only custody/corrections environments to have a sworn Jail Mental Evaluation Team (JMET). The Los Angeles County Sheriff’s Department shares with the attendees how JMET was created, how funding was acquired, how the 185 hours of specialized training was developed for sworn personnel, and how JMET works seamlessly with correctional health clinicians in screening and interviewing inmates on a daily basis. The JMET team outlines lessons learned by Los Angeles County Sheriff’s Department and how other agencies can start their own similar teams. The curriculum includes detailed statistics of all evaluations, referrals, contacts, and direct admissions to our facilities.

Moderator/Presenter: Shawn Barnes, Sergeant - JMET, Los Angeles County Sheriff's Department - Custody Compliance Sustainability Bureau, scbarnes@lasd.org
In 2009, the Long Branch Public Library created Fresh Start as a service to meet the needs of its community and to break the cycles of recidivism. In June 2019, the Institute of Museum and Library Services awarded the New Jersey State Library (NJSL) a National Leadership Grant, totaling $628,774 over two years. In year one of the grant, NJSL, the New Jersey State Parole Board, and the New Jersey Department of Labor & Workforce Development will expand the program to include six participating libraries in New Jersey, with the Philadelphia (PA) Free Public Library joining in year two. The project aims to position public libraries as key collaborators in strengthening the work of government agencies and nonprofit organizations that help returning citizens find jobs, acquire stable housing and complete other essential tasks. The project will develop a model of process and a toolkit of best practices for libraries across the country to actively assist in the reentry process. Participating libraries will provide the following services to returning citizens: community resource fairs featuring social service organizations, local nonprofit organizations, and government agencies; on-site social workers who will perform assessments and provide referrals to employment opportunities, occupational skills training, and other classes offered at the participating libraries; funding for 50 people at each participating library to take the GED exam with GED prep programs and training software available for those preparing to take the exam; a statewide job fair for returning citizens. Hear from presenters on the grant process, collaboration with agencies, and how you can work in your state to implement a similar project.

**Moderator:** Robert Grover, Captain, Middlesex County Department of Corrections, robert.groverjr@co.middlesex.nj.us
**Presenters:** Peggy Cadigan, MLS, Deputy State Librarian, New Jersey State Library, pcadigan@njstatelib.org
Jondhi Harrell, Program Manager, Fresh Start @ Your Library, jharrell@njstatelib.org

**[DS/SIM] Strategic Inmate Management: NIC's Evolution of Direct Supervision and Inmate Behavior Management (Co-Sponsored by NIC) | Maple 4**
“If it’s not broke, why fix it?” Many of us may have this thought as it relates to direct supervision (DS) and inmate behavior management (IBM). While the core tenants of each of these management strategies is solid, operationalizing them can be disjointed—especially if your jail has different physical plant designs and/or an organizational culture that does not currently support effective inmate management. This workshop introduces you to a unified operational philosophy: strategic inmate management (SIM). Building on the fundamental work of DS and IBM, SIM considers the impact of your organizational culture, promotes a comprehensive approach to managing inmate behavior, and fosters an organizational culture conducive to accomplishing organizational goals.

**Moderator/Presenter:** Panda Adkins, Correctional Program Specialist, NIC, padkins@bop.gov
**Presenters:** Wayne Dicky, CJM, Jail Administrator, Brazos County Sheriff's Office, wdicky@brazoscountytx.gov
John W. Johnson, Sr., MBA, CJM, Chief, Miami-Dade Corrections and Rehabilitation Department, John.Johnson@miamidade.gov

**Sunday, 1:15 p.m. - 2:45 p.m.**

Many promotional processes ask employees to jump through several hoops to demonstrate their suitability for the position and leadership in one day, rather than assessing the employee’s behavior and history of interactions over time. Additionally, few processes assess the most important aspect of a leader: character. This workshop focuses on exploring the benefits of a historically-based promotional process, describes the specific components of the process, explains how to directly assess for past behavior, explores defensibility and test fairness, describes how to assess for character in all aspects of the process, and provides examples of exercises and questions that can assist your organization in identifying your next generation of true leaders.

**Moderator:** Mark Archambeau, CJO, CCM, CCE, Master Sergeant/USMC (Retired), Naval Consolidated Brig Chesapeake, m.k.archambeau@gmail.com
**Presenter:** Kimberly Miller, Psychologist, Kimberly A. Miller & Associates, LLC, dr.miller@kimberlymillerconsulting.com

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**[EI] Libraries + Reentry: Perfect Together | Cottonwood 4-5**

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Does your vendor control your budget with the power of their invoice? Whether it is inmate healthcare, food service, laundry, or commissary services, jails are utilizing contracted services more and more to deliver services to the inmate population. What are you doing to ensure your vendors are delivering those goods and services? It is time to take an active role in ensuring your contracts are being satisfied. This workshop takes a comprehensive and practical approach to developing a contract-compliance program for your facility. Emphasis is placed on the creation of a contract-compliance program, performance-monitoring systems, early detection, and correction of noncompliance and working relationships.

**Moderator/Presenter:** James Savage, Master Deputy, Johnson County, KS Sheriff's Office, james.savage@jocogov.org  
**Presenter:** Jason Carter, Master Deputy, Johnson County Sheriff, jason.carter@jocogov.org

DeKalb County Sheriff’s Office (DKSO) successfully leveraged technology to drive innovation and provide enhanced services to the public. They’ve made such sweeping improvements to efficiency and operations that they are winning awards. Recently named to top honors, the Georgia Technology Authority recognized their achievements as a Technology Innovation Showcase winner for their IJIS/JMS integration. By implementing integrated software that spans across criminal justice agencies countywide (including the jail, courts, prosecutor’s office, civil service, and more), DKSO dramatically changed the way they do business. From formerly paper-laden and time-consuming processes to digital, automated operations with real-time exchange of data with justice partners, they’re realizing significant benefits. Learn how their integrated justice technology enabled them to open a call center to better handle citizen inquiries and accelerate inmate-release efficiency thereby improving service to the community.

**Moderator/Presenter:** LoRandy Akies, Chief Deputy, DeKalb County Sheriff's Office, loakies@dekalbcountyga.gov  
**Presenters:** Terri Bell, Information Systems Manager, DeKalb County Sheriff's Office, tbell@dekalbcountyga.gov  
**Melody M. Maddox,** Sheriff, DeKalb County Sheriff's Office, mmaddox@dekalbcountyga.gov

This workshop demonstrates a model session for training other jail staff (“train-the-trainer”) on administration of naloxone (Narcan®) in an emergency. The workshop discusses the following: why deputies need to be trained in naloxone use, how naloxone works, the legal risks when a deputy uses naloxone and what protections are in place, the physical risks to the deputy and how they can best protect themselves, and the risks to the patient. Participants also discuss where and how naloxone needs to be stored, how naloxone is administered, how the individual should be managed after naloxone administration, and how jail administrators need to manage and oversee the program. The training includes hands-on practice on a mannequin.

**Moderator:** TBA  
**Presenter:** Marc Stern, MD, MPH, Assistant Professor, University of Washington School of Public Health, marestern@live.com

This workshop provides an in-depth look at People Achieving Change Together (PACT), a specialized housing unit for young adults at the Middlesex Jail & House of Correction in Billerica, Massachusetts. Incarcerated young adults require specialized treatment to mitigate the chances of re-incarceration upon release from custody. Research has shown that the brain development of 18- to 24-year-olds presents an opportunity for nontraditional corrections-based interventions that can disrupt the cycle of incarceration and improve outcomes. Specialized housing units have emerged as a best practice for addressing the unique and complex needs of incarcerated young adults. This workshop explores the concept behind—and the developmental stages of—the first young-adult offender unit to operate at a county correctional facility in the country. First-year outcomes are shared and lessons learned imparted to assist other correctional agencies in replicating this approach.

**Moderator:** Gerry Billy, CCM, CCE, President, Billy & Associates, LLC, sheriffbilly@alink.com  
**Presenter:** Peter Koutoujian, Sheriff, Middlesex Sheriff's Office, smacmaster@sdm.state.ma.us
[EI] Radicalizing Inmates in Jail: The Intelligence Cycle (Co-Sponsored by NIC) | Maple 5

Many inmates currently serving a federal sentence related to terrorism will be released in the near future. Being prepared and engaged to manage this transition back to the community from a local perspective allows the nation’s jails to be part of a larger intelligence community combating the effects of radicalization within our institutions. This workshop focuses on the intelligence cycle within a jail setting; emerging trends in radicalizing inmates; identifying behaviors and indicators associated with both those who are seeking to radicalize others and those being radicalized; and presents tools and strategies local jails can employ to safeguard against radicalization.

Moderator: Panda Adkins, Correctional Program Specialist, NIC, padkins@bop.gov
Presenters: Stephen Amos, Chief of Jails Division, National Institute of Corrections, samos@bop.gov
Lauren Knapp, Counter-Threat Coordinator, Charleston County Sheriff's Office, lknapp@charlestoncounty.org

Sunday, 3 p.m. - 5 p.m.

[L] Black Swans vs. Grey Rhinos: Identifying and Utilizing the 10 Families of Risk | Juniper A

Everything in today’s American jail profession involves risk. There are risks in conducting intake and evaluating arrestees. There are risks when allocating budget and hiring correctional officers. There are risks in creating performance evaluations—and the list goes on. With all the tasks you and your correctional officers perform, there are literally thousands of ways to be exposed to risk. How can you begin to recognize each of these risks? Once recognized, how can you prioritize these risks? An excellent way is by parsing through the 10 families of risk. In this energetic program, Gordon Graham helps attendees identify black swans and grey rhinos, better understand the 10 families of risk, and how to use these families to better litigate against risk.

Moderator: Sam Davis, Jail Administrator/Major (Retired), MSU/MHSAA, samdavis8224@gmail.com
Presenter: Gordon Graham, Co-Founder, Lexipol, gordongraham@earthlink.net

[TP] Personal and Team Defense for Correctional Officers | Maple 4

This dynamic workshop highlights several worst-case scenarios in which correctional officers may find themselves and illustrates effective solutions through the principles of Gracie Jiu Jitsu. After attending this workshop, the participant can effectively articulate potential benefits of incorporating these principles into their training programs. This workshop is not considered training in Gracie Jiu Jitsu and participants should not attempt to utilize what is demonstrated without attending a recognized course.

Moderator/Presenter: Tyson Kilbey, Lieutenant, Johnson County Kansas Sheriff’s Office, tyson.kilbey@jocogov.org
Presenter: Justin Morris, Sergeant, Johnson County Kansas Sheriff’s Office, justin.morris@jocogov.org

[P] Religious Programs: Challenges and Solutions | Cottonwood 8

Offering religious programs often comes with many challenges but does not always have the resources to meet those challenges. In this workshop, we present findings from a Lifeway research study on jail-chaplaincy programs and offer solutions to challenges identified by your peers.

Moderator: Rev. Carmen Warner Robbins, Travel Mercies, carmenwarnerrobbins@gmail.com
Presenters: Jon Evans, President, Good News Jail & Prison Ministry, jon.evans@goodnewsjail.org
Karen Swanson, Director, Institute for Prison Ministries, ipm@wheaton.edu

[MEN] Standards of Care: Mental Health Care in Our Jails… Now What? | Cottonwood 4-5

Jails have become the largest mental health facilities across the nation. During this workshop, attendees are provided with legal context for care in correctional facilities and discuss challenges to providing mental healthcare in a correctional environment. Also discussed are the factors of a jail environment and what to consider when planning for mental health services with NCCHC standards of care.

Moderator/Presenter: James Martin, MPSA, CCHP, VP NCCHC Program Development, National Commission on Correctional Health Care, jamesmartin@ncchc.org

[T] Survey of Jails in Indian Country (SJIC): Twenty Years of Data | Cottonwood 6

In 1998, BJS collaborated with the Bureau of Indian Affairs (BIA) to develop the inaugural Survey of Jails Indian Country (SJIC) for the purpose of addressing the characteristics of the tribal jail population that may affect current jail practices and
policies. The SJIC collects information on inmate counts and inmate characteristics; facility operations; and staff in confinement facilities, detention centers, jails, and other correctional facilities operated by tribal authorities or the BIA. Through the SJIC, BJS can track these movements and meet stakeholder needs for understanding the change in tribal jail populations. Of particular concern to jail administrators and policy makers is the total volume of inmates handled by Indian Country jails during a given period of time and facility crowding. BJS addresses the survey results in its annual report; jails in Indian Country; and in the congressionally-mandated report, “Tribal Crime Data Collection Activities.”

**Moderator/Presenter:** Todd Minton, Statistician, Bureau of Justice Statistics (BJS), [Todd.Minton@usdoj.gov](mailto:Todd.Minton@usdoj.gov)

**Presenters:** Karla Eisen, Senior Project Director, Westat, [KarlaEisen@westat.com](mailto:KarlaEisen@westat.com)

Ben Korelitz, Research Analyst, Westat, [BenjaminKorelitz@westat.com](mailto:BenjaminKorelitz@westat.com)

Dr. Art Martinez, Director, Center for Native Child and Family Residence, [Chumash54@yahoo.com](mailto:Chumash54@yahoo.com)

**Monday, April 6**

**Monday, 2 p.m. - 3:30 p.m.**

[C/H] **Back to Basics: How an Objective Jail Classification System Strengthens Your Agency | Cottonwood 7**

This workshop discusses opportunities to assess both the risks and needs of inmates at different intersects of their incarceration, using a validated instrument to identify and separately house those who are predicted to present the most risk. Exploring means and methods to assess the needs of the inmate population can assist staff to ensure that the appropriate level of supervision is administered. In addition, jails are challenged to find appropriate housing for special populations, such as suicidal, mentally unstable, keep separates, and many more. This workshop provides attendees with thought-provoking, housing scenarios to address high-need and high-risk populations. Re-assessments are also necessary to ensure both negative and positive behaviors are addressed. Back to Basics provides participants with the best business practices to reduce liability and ensure that inmates who are confined in your facility are classified objectively using valid information.

**Moderator:** Denise Diamond, Captain, Multnomah County Sheriff's Office, [denise.diamond@mcso.us](mailto:denise.diamond@mcso.us)

**Presenters:** Mandy Lambert, CJM, Major/Director of Support Services, Prince William-Manassas Regional Adult Detention Center, [alambert@pwcgov.org](mailto:alambert@pwcgov.org)

Darren Sieger, CJM, Assistant Director, Broward Sheriff's Office, [darren_sieger@sheriff.org](mailto:darren_sieger@sheriff.org)

[L] **Congratulations, You've Been Promoted! Now What? | Maple 3**

This workshop is designed for newly promoted supervisors, but anyone in supervision or management can find it beneficial. How does a new supervisor make the difficult transition to become a leader of former peers? What are the key issues a new supervisor needs to know (establishing expectations and boundaries for staff, interacting with superiors, holding employees accountable, learning to delegate, understanding their role regarding corrective discipline, union contracts, performance evaluations, etc.)? How do new supervisors handle the unmanageable employee? What do they do if they disagree with what their supervisor or management is doing?

**Moderator:** Derek Woods, Captain/Jail Administrator, Riley County Police Department, [dwoods@rileycountypolice.org](mailto:dwoods@rileycountypolice.org)

**Presenter:** Daniel Sheridan, Deputy Superintendent/General Counsel, Berkshire County Sheriff's Office, [daniel.sheridan@sdb.state.ma.us](mailto:daniel.sheridan@sdb.state.ma.us)

[TP] **Developing, Improving, and Evaluating Jail CTO/FTO Programs | Maple 5**

Center for Innovative Public Policies (CIPP) presents a toolkit to assist jails to develop, refine, and evaluate their CTO/FTO programs. This toolkit uses input from the field, discusses essential components of CTO programs, identifies resources, and includes strategies to assess/evaluate current programs. The toolkit does not provide or advocate a single model for a credible CTO/FTO program, but rather provides decisions points for jails to develop or revise the programs meeting the needs and resources of the jail. The recruitment, retention, and development of jail personnel continues to be a critical area of need. A jail cannot hope to reach and sustain professionalism without qualified and trained employees. A jail’s initial training of new employees sets the trajectory of success not only for these officers, but also demonstrates to current staff the agency’s true commitment to their future, and focuses on the safety of jail operations.

**Moderator/Presenter:** Shawn Laughlin, MCJ, CJM, Commander, Broomfield Police Department, [slaughlin@broomfield.org](mailto:slaughlin@broomfield.org)
Presenter: Susan W. McCampbell, CJM, President, CIPP, susanmccampbell@cipp.org

[LGL] Legislative Roundtable | Spruce 3-4
Join us as AJA’s Executive Director Robert J. Kasabian leads a discussion on how the American Jail Association is serving and supporting your interests in Washington, D.C. Learn how the association’s efforts impact and benefit legislation that affects the daily operations of jails, and how active participation in round tables and hearings can help our Nation’s leaders to understand the challenges confronting you as you enter your facility each day.

Moderator: Robert J. Kasabian, MBA, Executive Director, American Jail Association, robertk@aja.org
Presenters: Elias Diggins, MPA, CJM, CCE, Chief of Operations, Denver Sheriff Department, elias.diggins@denvergov.org
Jason Ortega, MBA, JD, Vice President, Lobbyit.com, jortega@lobbyit.com
Louis A. Quinones, Jr., MSSL, CJM, CCE, CPM, Chief of Corrections, Orange County Corrections Department, Louis.quinonesjr@ocfl.net
Marsha P. Travis, CJM, CCM, Director of Standards and Accountability, Davidson County Sheriff’s Office, mtravis@dcso.nashville.org

[MED] The Jail Challenge Detoxifying Entering Detainees | Juniper B
Now that jails have become the largest de facto providers of drug and alcohol detoxification in the country, they are confronted with medical, legal, and practical challenges with which most are unequipped, unfunded, and unprepared to manage. The result is a growing number of withdrawal-related deaths in jails, an accompanying growth in lawsuits, and mounting court judgments against counties and their medical providers. This workshop analyzes the challenges jails face in these three areas and describes strategies jails are developing to address them. It highlights examples from jails that have implemented detoxification and the withdrawal-management protocols that have proven effective within the unique constraints of a jail environment.

Moderator: Gary Palmer, Colonel/Executive Director, Broward Sheriff’s Office Department of Detention & Community Programs, Gary_Palmer@sheriff.org
Presenters: Andrew Klein, PhD, Senior Criminal Justice Scientist, Advocates for Human Potential, Inc., aklein@ahpnet.com
Bruce Herdman, PhD, MA, MBA, Chief of Medical Operations, Philadelphia Department of Prisons, Bruce.Herdman@prisons.phila.gov

[GE] Trailblazers in Women's Leadership | Cottonwood 2-3
This workshop explores lessons learned from women leaders as they rose through the ranks of their organizations and furthered their career in corrections management. The presenters discuss the different perspectives that spanned their careers and their journey to the position of leadership. Each woman’s story is a chronicle of her leadership development and style and individual- and system-change process. These women’s experiences convey personal and collective knowledge for a broad application for others working in the community corrections field—and outside the field of corrections. This workshop is sponsored by the Gender Equity Committee.

Moderator: Andie Moss, Founder and President, The Moss Group, amoss@mossgroup.us
Presenters: TBA

Monday, 3:45 p.m. - 5:15 p.m.
[S&T] Court Security and Inmate Transport | Maple 4
The American courtroom is considered to be the last line of law and order in our society. Unfortunately, it has also become the scene of many violent attacks over the past decade. This workshop helps to prepare officers working in our courtrooms for inmate outbursts as well as family and victim attacks on defendants. It discusses inmate preparation for movement and transport outside of a secured facility and inmate transportation security issues. Topics covered include courthouse security, courtroom security, judicial protection and threat management, and inmate transportation.

Moderator: Randy Dykema, Lieutenant, Kent County Sheriff Office, randy.dykema@kentcountymi.gov
Presenter: Todd Gilchrist, Sergeant, Muskegon County Sheriff's Office, Todd.Gilchrist@muskegonsheriff.com

True direct supervision requires a shift in the role of the supervisor from what typically occurs in a traditional, or containment-minded, jail. Initiating and maintaining this shift can often be difficult or ambiguous for supervisors endeavoring to be successful. The good news is it doesn’t have to be! There is a recipe for success. This workshop focuses on the vital role of supervisors in direct-supervision jails; identifies key components of the supervisor’s role; facilitates discussion on strategies that supervisors can employ to be successful; and provides an overview of administration’s role and the housing officer’s role to assist supervisors in fulfilling their role.

**Moderator:** Panda Adkins, Correctional Program Specialist, NIC, padkins@bop.gov

**Presenters:** Wayne Dicky, CJM, Jail Administrator, Brazos County Sheriff's Office, wdicky@brazoscountytx.gov
John W. Johnson, Sr., MBA, CJM, Chief, Miami-Dade Corrections and Rehabilitation Department, John.Johnson@miamidade.gov

[P] Discharge Planning: Saves Money, Resources and Vulnerable People | Cottonwood 8

In 2015, Louisville Metro Department of Corrections (LMDC) began a discharge-planning program. This low-cost, nationally recognized program helps individuals with substance use, mental health, and homelessness to connect with community resources upon release from jail. The program is data-driven. LMDC reports on and shares the results of the evaluation of the pool of individuals released from jail through the discharge planning initiative. The evaluation examined bookings two years prior to participation in the program and compared them to their bookings two years post-release. This workshop focuses on dos and don’ts of discharge planning, the financial benefit to the jail and the community at large, and which aspects and components of discharge planning programs have the biggest impact on reducing recidivism and interrupting the incarceration cycle.

**Moderator:** Steve Durham, Assistant Director, Louisville Metro corrections, Steve.Durham@louisvilleky.gov

**Presenters:** Kayla Brady, Certified Social Worker, Louisville Metro Department of Corrections, Kayla.Brady@louisvilleky.gov
Mane Martirosyan, Senior Social Worker, Louisville Metro Department of Corrections, mane.martirosyan@louisvilleky.gov

[GE] Gender Responsive Strategies: Development of Gender Equity in Jails | Juniper C

Last year incoming AJA President Elias Diggins put out a call for action to the nation’s jails for gender equity. Gender equity spans across all fabrics of incarceration, and include personnel who work in corrections as well as those who are incarcerated. There are many branches to gender equity in our jails and prisons. The major areas include gender-responsive strategies, trauma-informed care, and gender equality. Major research, legislation, and mandates have been passed both at the local and national levels involving gender responsiveness, equity, equality, and identity. This workshop showcases what research says about gender equity in jails, how legislation has influenced change, and how mandates can lead to a progressive path of gender and justice.

**Moderator:** Louis A. Quinones, Jr., MSSL, CJM, CCE, CPM, Chief of Corrections, Orange County Corrections Department, Louis.quinonesjr@ocfl.net

**Presenters:** Julie Abbate, National Advocacy Director, Just Detention International, jAbbate@justdetention.org
Chiquita Camacho, CJM, Captain, Orange County Corrections Department, chiquita.camacho@ocfl.net
Karen Dalton, DrPH, CJM, Assistant Division Director, Los Angeles County Sheriff’s Department, ksdalton@lasd.org
Susan W. McCampbell, CJM, President, CIPP, susanmccampbell@cipp.org

[MEN] Keep the Wheels On: Jail Behavioral Health Services as "Hub and Spoke" in the Care Continuum | Cottonwood 4-5

For many counties, jails are a “hub” and default mental health provider, tasked with providing the essential medical and behavioral healthcare needed to stabilize individuals and to improve custodial safety. They serve as a “spoke” in the care-delivery system with the emphasis on building relationships with community providers to increase patient/inmate information and ensuring the patient/inmate is provided with appropriate care services. Sheriff departments can reduce their population, improve jail management, and reduce recidivism by ensuring continuity of care and improving cross-system collaboration.

**Moderator:** George Wilson, Curriculum Developer, Maricopa County Sheriff's Office, g_wilson@mcso.maricopa.gov
[EI] Using Public Relations and Social Media to tell Your Department’s Story | Juniper A

Jail managers, along with their communications teams, are making challenging decisions every day. From legal and ethical consequences, to reputation-defining moments, no two decisions are the same. It is imperative for every organization to boost morale by establishing communication channels between an organization, leadership, and the employees. This workshop discusses how to create digital newsletters, social media posts, and graphics that highlight an organization, employees, and their achievements.

Moderator/Presenter: Juan Diasgranados, Public Affairs Manager, Miami-Dade Corrections and Rehabilitation, juan.diasgranados@miamidade.gov
Presenter: Dominique Moody, Administrative Officer 3, Community Affairs Unit, Miami-Dade Corrections and Rehabilitation, dmoody@miamidade.gov

[TP] Beyond the Classroom: Translating Training into Evidence-Based Practice | Maple 3

Training is multi-layered and often effectively implemented in the most established of agencies. Yet, training within correctional systems is particularly challenging due to various factors including the need for higher salary, resistance to training, low-educational requirements, lack of methods to enhance job enrichment, and lack of in-depth screening of staff. Furthermore, despite the obvious need to prioritize training, a more complex issue remains: whether training is transferred to the workplace. Historically, the correctional officers’ role has been custodial. However, with the development of evidence-based correctional practices, research has revealed that correctional officers must also integrate rehabilitative practices into their job duties. As such, there is a pressing need for the development of training that targets the skills of the changing role. Using the “Six Moving Parts” (a correctional training model), six strategic factors were incorporated to develop and implement such training at a local jail. Findings and future implementation are provided.

Moderator: Steve Durham, Assistant Director, Louisville Metro Department of Corrections, Steve.Durham@louisvilleky.gov
Presenters: Jerry Collins, Major, Louisville Metro Department of Corrections, jerry.collins@louisvilleky.gov
Mariya Leyderman, MSW, Forensic Clinician, Shelton Forensic Solutions, mariya0821@gmail.com

Tuesday, April 7

Tuesday, 12:30 p.m. - 2 p.m.

[GE] Evaluating Your Agency for Gender Equity: The Denver Model | Cottonwood 2-3

This workshop explores how the Denver Sheriff Department launched the effort that evolved into the AJA “Gender Equity in Jails Across America” initiative. The panelists share with staff working in and leading facilities why there is a need for a gender equity committee in their agency. Participants learn how to identify stakeholders and what questions should be asked in the beginning. They also share areas of concern they may want to explore in their departments. Panel members provide a toolkit for steps to create a gender-equity committee, identify applicable laws, and recommend how to create new policies that can impact the work employees do.

Moderator: Marsha P. Travis, CJM, CCM, Director of Standards and Accountability, Davidson County Sheriff’s Office, mtravis@dcso.nashville.org
Presenters: Connie Coyle, Division Chief, Denver Sheriff Department, connie.coyle@denvergov.org
Kimberly Desmond, Director, Mayor’s Office of Social Equity and Innovation, Kimberly.Desmond@denvergov.org
Sonya Gillespie-Carter, Major, Denver Sheriff Department, Sonya.Gillespie-Carter@denvergov.org

[DS/SIM] Improving Inmate Behavior Management and the Jail Work Environment through Design | Spruce 3-4

The physical plant of a jail (its design) affects the mood, stress levels, and emotional health of staff. It also affects the behavior and stress levels of those incarcerated. Utilizing concepts from the healthcare design industry, this workshop teaches participants the concepts of trauma-informed design and the benefits of these concepts in elevating moods, reducing anxiety, and lowering stress for all occupants (staff and inmates) of the jail. The presenters share examples from recent jail projects, as well as examples of how trauma-informed design can be inexpensively incorporated into existing...
facilities. These easy-to-implement design concepts can also enhance staff well-being, improve inmate behavior management, and enhance staff retention.

**Moderator:** Chad Thompson, Major, Franklin County Ohio Sheriff's Office, cxthomps@franklincountyohio.gov

**Presenters:** David Bostwick, Justice Principal, HDR, david.bostwick@hdrinc.com

Mark Martin, President, MJM, Inc., mmartin@neb.rr.com

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**[LGL] Internal Investigations: Avoiding Deadly Sins | Juniper B**

This workshop is designed to help agencies avoid civil liability and reduce litigation by training their supervisors and designated linestaff on how to perform professional internal investigations. Conducting internal investigations is a topic most officers avoid as if it were a deadly sin. However, when done in a professional manner, these investigations can clear an officer of wrongdoing. More importantly, they can shine a light on those officers who did violate policies and procedures and who cast a negative light on our profession.

**Moderator:** Joli Rish Shumpert, CJM, CCM, CBHC-CO, Lieutenant/Accreditation and Standards Compliance Manager, Alvin S. Glenn Detention Center, rishj@rcgov.us

**Presenter:** Todd Gilchrist, Sergeant, Muskegon County Sheriff's Office, Todd.Gilchrist@muskegonsheriff.com

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**[L] Leadership Matrix: Developing the Natural Leader Within | Cottonwood 7**

This workshop introduces, discusses, and provides multiple leadership models, aiming to awaken the effective leader who already lies within each participant. Participants are provided with a variety of leadership concepts and philosophies geared to enhance what they understand to be effective leadership. This workshop can help participants identify their natural leadership calling and learn skill sets to improve their natural leadership style.

**Moderator:** Thomasina Dyer-Parker, Training Lieutenant, Charleston County Sheriff’s Office, tdyer@charlestoncounty.org

**Presenter:** Tyrone Shaw Jr., Sergeant - Special Operations (BMU, SMU, K9 and SOG), Sheriff Al Cannon Detention Center, tshaw@charlestoncounty.org

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**[EI] The ADA and Our Jails: Delivering Service to All with Dignity and Respect | Maple 5**

The Americans with Disabilities Act (ADA) impacts us all on personal and professional levels. In our professional lives it is especially imperative that we are cognizant of how the ADA guides our interactions with those individuals who have been placed in our custody. Across the country, jails are being investigated and sued due to violations of the ADA. Yet many of our agencies are unaware of the ADA and its requirements for those whom we have been entrusted to supervise. The workshop provides an overview of the ADA and how it guides our interactions with our inmates from the beginning of the booking process until the day of release. This is a must-attend workshop for anyone who is unfamiliar with the ADA, has been sued because of a violation, or has looked at the ADA and is struggling where to start.

**Moderator:** Reese Walker, CJM, Administrative Captain, Shelby County Division of Corrections, reese.walker@shelbycountytn.gov

**Presenter:** James McMichael, Captain, Arlington County Sheriff's Office, Jmcmichael@arlingtonva.us

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**Tuesday, 2:15 p.m. - 3:45 p.m.**

**[C/H] Behavioral Management Unit: Policies, Procedures and Pitfalls | Juniper A**

The Sheriff Al Cannon Detention Center Behavioral Management Unit (BMU) was created due to The Solitary Confinement Study and Reform Act of 2015 or H.R. 3399. The command staff saw fit to establish a unit where inmates are treated humanely as well as lessen the time spent in Disciplinary Segregation. The maximum amount of time an inmate may stay in the BMU is 15 days. The new guidelines ensure the management of an inmate’s behavior does not violate ACA, PREA, ICE, and the state’s minimum standards. The goals of the Reform Act and the needs of the facility were met by restricting everyday privileges that would have been afforded to inmates if they were in general population. This presentation examines how the BMU has enhanced the effectiveness of facilities utilizing the direct-supervision model. Through methodical and systematic restricting of daily privileges, the BMU enhances the value of a direct supervision facility.

**Moderator:** Thomasina Dyer-Parker, Training Lieutenant, Charleston County Sheriff’s Office, tdyer@charlestoncounty.org
Empowerment through Employment: Connecting Employers with Returning Citizens Behind the Walls | Cottonwood 8

The Mecklenburg County Sheriff’s Office has created a meaningful and impactful partnership with Charlotte Works, the local workforce development board for Mecklenburg County. Charlotte Works has placed two full-time career advisors inside both Mecklenburg County Detention Centers to serve young adults through the Work Innovation and Opportunity Act (WIOA) out-of-school youth program and adults through the WIOA adult and D/W programs. Incarcerated residents are enrolled in WIOA while they are incarcerated. They are provided with NCWorks Career Center services (such as workshops, skills/job training opportunities, and essential skills) and develop a transition plan prior to being released to the community. Through this partnership, we held the first-ever hiring event inside of the detention center, inviting 15 employers inside to interview inmates for current positions in their respective businesses. Of the 31 individuals who participated in the hiring event, 19 were offered employment.

Moderator/Presenter: Dorian Johnson, Inmate Program Director, Mecklenburg County Sheriff Charlotte, NC, DorianJohnson@BellSouth.net

Presenters: Anna London, Chief Operating Officer, Charlotte Works, alondon@charlotteworks.com
Garry McFadden, Sheriff, Mecklenburg County Sheriff's Office, garry.mcfadden@mecklenburgcountync.gov
Janie Rollins, Reentry Specialist, North Carolina Department of Commerce, janie.rollins@nccommerce.com

Heads and Tails of Jail Healthcare: ATI and Reentry | Cottonwood 6

Lectures on jail healthcare tend to focus on the middle period of incarceration: chronic care, mental-health prescribing, opiate overdose, etc. Often neglected but also important to efficiency, quality, and improved health outcomes are the beginning and end periods of incarceration. This correctional colloquium addresses two areas that can have a significant impact on jail health operations: alternatives to incarceration and reentry planning. Building robust community and jail-collaborative programs can identify medically-unstable patients (e.g., serious mental illness, etc.), as well as potentially reduce incarceration for medically-risky and complex patients (e.g., HIV, substance-use disorder, unstably housed, etc.). Presenters include the creator of the evidence-informed Transitional Care Coordination Intervention for one of the largest U.S. jail systems, as well as a seasoned jail physician experienced in a variety of facilities. Audience interaction is encouraged.

Moderator: Aaron Arreola, CJO, Sergeant, Imperial County Sheriff’s Office, aarreola@icso.org
Presenters: Alison O. Jordan, LCSW, Principal, ACOJA Consulting, Ali@ACOJAconsulting.com
Don Kern, CCHP, Corporate Medical Director, Quality Correctional Health Care, kern@massmed.org

Leadership Panel Discussion: Contraband and Cellphone Interdiction Strategies | Maple 4

Contraband is one of the most serious issues facing correctional institutions today. From drugs to weapons to cellphones, attempts to smuggle contraband into facilities has reached record levels. As a result, the pressure to stay one step ahead and continuously improve contraband interdiction strategies has never been greater. While it is difficult to fully eradicate inmate contraband, officials across the country are using a layered approach to confront the problem. In this discussion, our panel of corrections industry leaders discuss contraband interdiction protocols, tools, and practices available today to aid in contraband interdiction efforts as well as to help manage the epidemic of cellphones in facilities. Attend this workshop to hear from—and ask questions to—a high-level panel of industry experts who share their expertise and knowledge in attacking inmate contraband.

Moderator/Presenter: Shawn Laughlin, MCJ, CJM, Commander, Broomfield Police Department, slaughlin@broomfield.org
Presenters: Amy Brady, Corrections Officer, Henderson County Setention Center, abrady@hendersonky.us
Alex Caprilozzi, CJM, Interim Chief, Eddy County New Mexico, cappy6@yahoo.com
Leslie Hood, CJM, Lieutenant, Shelby County Sheriff’s Office, lhood@shelbyso.com
Overlooked: The Dramatic Growth of Women in Jails | Cottonwood 4-5
This workshop explores how women in jail have become the fastest-growing correctional population in the United States, increasing 14-fold since 1970. To begin filling gaps in existing data on women in jail, the Vera Institute of Justice released Overlooked: Women and Jails in an Era of Reform, a report that provides insight into what may be driving women’s incarceration and ways to reverse the trend. During the workshop, Vera discusses findings from the report and implications for reducing the number of women in jail. We also hear from a panel of jail administrators and staff who are leading efforts to address jail incarceration for women in their jurisdictions. They share details about successful programs and jail-reduction strategies for women, lessons learned in planning and implementing those strategies, and recommendations for other communities seeking to undertake similar efforts.

Moderator/Presenter: Andie Moss, Founder and President, The Moss Group, amoss@mossgroup.us
Presenters: Julie Abbate, National Advocacy Director, Just Detention International, JAbbate@justdetention.org
Stefanie Bush, CJM, Captain/Assistant Jail Administrator, Scott County Sheriff-Jail Division, Stefanie.Bush@scottcountyiowa.com
Sterling Penix, Coordinator, Arkansas Jail Standards Office, Sterling.Penix@dfa.arkansas.gov
Liz Swavola, Program Manager, Vera Institute of Justice, eswavola@vera.org

Tuesday, 2:15 p.m. - 5:30 p.m.

Legal Updates: Part 1 (Co-Sponsored by NIC) | Juniper C
This workshop offered by the National Institute of Corrections Jails Division is a two-part legal issues update. Join nationally known correctional law attorneys as they discuss recent Supreme Court activity and significant lower-court decisions that affect jails across the Nation. Participants also receive the most recent information on trends affecting how we manage our jails. Audience participation with questions and answers is an important feature of the legal issues updates.

Moderator: Michael Jackson, Correctional Program Specialist, National Institute of Corrections, mpjackson@bop.gov
Presenters: TBA

Tuesday, 4 p.m. - 5:30 p.m.

Enhancing Safety and Welfare of Tribal Communities Through Expanded Criminal Jurisdiction | Cottonwood 7
The Indian Civil Rights Act limited a tribe’s ability to sentence a convicted person to more than one year of incarceration for a case. In 2010, the Tribal Law and Order Act was passed. This act provided tribes with an opportunity to pursue enhanced sentencing that included incarceration up to three years for any one offense and up to nine years of incarceration for any one case. Oliphant limits a tribe’s ability to prosecute non-Indians for criminal offenses that occurred within Indian Country. In 2013, the Violence Against Women Act was passed/reauthorized. It provided tribes with the opportunity to prosecute non-Indians for domestic violence-related offenses, known as special Domestic Violence Criminal Jurisdiction. Both enhanced sentencing and special Domestic Violence Criminal Jurisdiction present unique challenges and concerns for tribal correction facilities and criminal justice systems.

Moderator/Presenter: Stacie Mitchell, CJM, CCT, Lieutenant, SRPMIC Department of Corrections, stacie.mitchell@srpmic-nsn.gov
Presenter: Jeffery Harmon, Chief Prosecutor, SRPMIC Office of the Prosecutor, jeff.harmon@srpmic-nsn.gov

Generational Shift: The Future of Leadership | Cottonwood 2-3
As more and more officers, supervisors, and command staff retire in the coming decade, an entirely new generation of leaders are poised take their place. These new generations have very different backgrounds from their predecessors, and these differences influence their perspective of leadership. Millennials and future generations need to rise to the occasion and take the reins as they become the leaders of tomorrow. Through this, they must combat the stigma that has been placed on their generation by previous ones and find a way to navigate an ever-changing world as the detention and corrections profession evolves. This presentation identifies the differences in the leadership styles of previous generations and the evolving-leadership styles of future generations. It also shows how the stigma placed on younger generations may not be justified as they push for innovation and change.

Moderator: Cavin Harley, CJM, Major (Retired), Sheriff Al Cannon Detention Center, charley@charlestoncounty.org
Presenter: David Kell, Sergeant/Training Coordinator, Gila County Sheriff's Office, dkell@gilacountyaz.gov
Are you aware that there is a gold mine of intelligence in your jail? Do you know how to excavate this intelligence? The idea of crime mapping and intelligence-led policing has been on the streets for some time; however, the intelligence that can be found in jails is often forgotten. During this workshop, we discuss the tools available to unearth this intelligence; and how it can be used not only to proactively prevent crime in the jail, but also to solve crimes in the community. Additionally, we discuss the idea of crime mapping the jail, then using this information to identify “hot” spots and focus intelligence and security efforts on those areas.

Moderator: Kara Wyman, Assistant Superintendent, Merrimack County Department of Corrections, kwyman@medoc.net

Presenters: Jared Schechter, Captain, Sedgwick County Sheriff's Office, jared.schechter@sedgwick.gov

Planning for the future is important for everyone, but have you considered PREA? Whether your jail’s PREA coordinator handles that position as one of many other duties or is all PREA all the time, the work involved is a specialty that not everyone can do. When you lose your PREA coordinator, you lose the knowledge of the standards, the documentation to support compliance, and the voice behind your education and prevention efforts. We are always told that everyone is replaceable, but without the proper planning, the agency can suffer a great loss. This workshop addresses the recruiting and knowledge needed to replace your PREA coordinator without sacrificing what it takes to complete your next PREA audit.

Moderator/Presenter: James Kenney, PREA Coordinator, Osceola County Corrections Department, kenney.consult@gmail.com

Presenters: Stefanie Bush, CJM, Captain/Assistant Jail Administrator, Scott County Sheriff-Jail Division, Stefanie.Bush@scottcountytiowa.com

Denise Diamond, Captain, Multnomah County Sheriffs Office, Denise.Diamond@mcso.us

Tracy Shumard, Corrections Sergeant, Travis County Sheriff's Office, Tracy.Shumard@traviscountytx.gov

Have you ever wanted to become a human lie detector? Do you want to learn the skills to know when someone is telling you the truth? This interactive lecture gives attendees the tools needed to assess inmates objectively and instructs on how to document findings in a clear and concise manner—free of bias—in both investigative reports and in medical records. The presenters review common myths about lying and the latest research on truthfulness, putting your skills to the test with polling questions and case examples.

Moderator: Michael Tolerico, CJM, CPM, Warden, Passaic County Sheriff’s Office, mtolerico@pcsheriff.org

Presenters: Allison Genberg, LCSW, CCHP, Passaic County Sheriff's Office, allisongenberg@yahoo.com

Joel Federbush, MD, Psychiatrist, Passaic County Sheriff's Office, jfederbush@aol.com

The Sedgwick County Adult Detention Facility implemented the Mental Health Management Unit in 2014. This housing unit has a population of 52 inmates requiring mental-health services. The unit is staffed with two deputies certified with Crisis Intervention Team (CIT), 24 hours a day. This workshop teaches how consistent management and increased structure are used to effectively manage and de-escalate behaviors. This is accomplished with the collaboration of detention staff and mental health staff.

Moderator: Dan Bean, Captain, York County Sheriff’s Office, dbean@yorkcountymaine.gov

Presenter: Sabrena Gresham, Deputy, Sedgwick County Sheriff's Office, Sabrena.Gresham@sedgwick.gov

Wednesday, April 8

Wednesday, 8 a.m. - 11:15 a.m.

This workshop offered by the National Institute of Corrections Jails Division is a two-part legal issues update. Join nationally known correctional law attorneys as they discuss recent Supreme Court activity and significant lower-court decisions that affect jails across the Nation. Participants also receive the most recent information on trends affecting how we manage our jails. Audience participation with questions and answers is an important feature of the legal issues updates.
Wednesday, 8 a.m. - 9:30 a.m.

**[MED] Do's and Don'ts of Medicated-Assisted Treatment: Learning from Our Mistakes | Maple 3**

In this workshop, the Camden County Department of Corrections in New Jersey shares its journey of implementing medication-assisted treatment (MAT) in the Camden County Correctional Facility (CCCF). CCCF became 1 of 20 jails across the country to implement a full continuum of MAT, including Buprenorphine, Methadone, and Naltrexone. Presenters from Camden County discuss how the MAT program evolved since 2018, starting only with Naltrexone and then expanding to offer all forms of MAT. They divulge the peaks and valleys of planning, implementing, and monitoring MAT in a correctional setting, specifically the challenges of effectively connecting individuals to community-based treatment upon release and how they were able to overcome such challenges.

**Moderator:** Joli Rish Shumpert, CJM, CCM, CBHC-CO, Lieutenant/Accreditation and Standards Compliance Manager, Alvin S. Glenn Detention Center, rishj@rcgov.us

**Presenters:**
- Sharon Bean, Jail Population Manager, County of Camden, NJ - Department of Corrections, sharon.bean@camdencounty.com
- Karen Taylor, Warden, Camden County Department of Corrections, karen.taylor@camdendoc.com

**[EI] Getting Through It Together | Spruce 3-4**

Henry Ford once said, “Coming together is a beginning, staying together is progress, and working together is a success.” All of law enforcement is based upon teamwork, but that needs to occur at every level. This workshop discusses establishing inter-agency relationships and fostering them to create better unity and public service. Come see techniques used by the Colorado Jail Association and its members to create long-lasting teams across agency boundaries. Topics include creating relationships, resource sharing, memorandums of understanding, interagency networking, and process improvement. Participants have the opportunity to see how jail associations can steer legislation and help each other prepare for legal and resource-based trends in today’s fast-paced world.

**Moderator/Presenter:** Timothy Jungclaus, Sergeant, Adams County Sheriff’s Office, TJungclaus@adcogov.org

**Presenters:**
- Jamison Brown, Captain, Denver Sheriff Department, jamison.brown@denvergov.org
- David Jones, Deputy, Boulder County Sheriff’s Office, djones@bouldercounty.org
- James Ramirez, Lieutenant, Larimer County Sheriff’s Office, ramireja@co.larimer.co.us

**[C/H] Learn More from Talking to Inmates: Classification Interview Techniques that Work | Maple 5**

The classification interview is one of the most important components of a solid classification system. Do you know what to look for when completing this process? An appropriate interview setting, collection of information, determining follow-up questions and processes, and the importance of active-listening skills are essential to elicit the information needed to properly classify an individual in custody. Face-to-face interviews require practical skills to interpret the answers and behaviors exhibited. This workshop focuses on how to prepare for the interview, what to look for during the interview, and how to respond with effective interview techniques.

**Moderator:** Erik Richards, Deputy, Fayette County Sheriff’s Office, erichards@fayettecountyga.gov

**Presenters:**
- Denise Diamond, Captain, Multnomah County Sheriff’s Office, denise.diamond@mcsos.us
- Mandy Lambert, CJM, Major/Director of Support Services, Prince William-Manassas Regional Adult Detention Center, almambert@pwcgov.org

**[L] Servant Among Us: Servant Leadership in Corrections | Cottonwood 2-3**

In corrections, servant leadership provides us with many opportunities to deliver the best service possible, create an atmosphere of growth among our staff, and elevate the motivation level among our teams. Most importantly, this type of leadership creates leaders who can carry on our values and beliefs when we retire. This workshop is for any member of our team, from the 25-year veteran, to the new recruit. Servant leadership puts the frontline staff first and provides them with the tools they need to be successful and, in turn, creates a motivated, service-oriented team. We all struggle with the issue of staff retention. Servant leadership teaches our participants how to be leaders, not managers. When we utilize a servant-
leadership approach, we show our staff that we believe in them; we are striving to promote an environment of growth and success; and most importantly, we learn to put others needs before our own and change the environment we work in.

**Moderator: Patricia Ramsey**, Sergeant, Lee County Sheriff’s Office, pramsrey@sheriffleefl.org
**Presenters: James McMichael**, Captain, Arlington County Sheriff's Office, JmcMichael@arlingtonva.us

[P] **What Helps Incarcerated Women Keep Living Well? | Cottonwood 7**
To understand the impact of incarceration on women, one has to understand the impact on their families; and for incarcerated mothers, one must understand the impact on their children. Gender-specific initiatives rely on the evidence that mainstream, gender-neutral correctional programs are not always appropriate for women, as they ignore the perspective that women’s pathways to crime are different from men. This workshop provides examples, directions, and information on how to implement gender-specific initiatives with no cost or minimal cost in any size jail. Some of those efforts include, but are not limited to, MAT for pregnant opiate-addicted inmates, foster care for the children of incarcerated mothers, evidence-based art programming for visiting families, work-aid opportunities, and high-level morale boost during winter holidays. Those approaches demonstrate targeted care for a vulnerable and growing segment of jail population, which in turn encourages better behavior in jail.

**Moderator: Don Kern**, CCHP, Corporate Medical Director, Quality Correctional Health Care, kern@massmed.org
**Presenters: Mane Martirosyan**, Senior Social Worker, Louisville Metro Department of Corrections, mane.martirosyan@louisvilleky.gov

**Wednesday, 9:45 a.m. - 11:15 a.m.**
[S&T] **Building Accountability: Develop Your Use-of-Force Review Unit | Cottonwood 6**
Establishing a review unit can foster accountability in your agency through specialization and expertise in use-of-force oversight. In this course, participants obtain information intended to assist them in developing an internal unit dedicated to review, training, and data collection of use-of-force incidents occurring in their agency. The main topics of discussion include development of the following aspects of a successful review unit: scope, personnel, data collection and analysis, training, and objective-incident review. Unit staff need to be trained in recording accurate data, and user manuals should be developed for reference. Data-analysis tools may be available to the unit in reporting trends to the agency or may be available to the agency itself for exploration. This workshop includes a demonstration of the Cook County Sheriff’s Office Use-of-Force Data Collection Application and how it displays data through use of a dashboard.

**Moderator: Moderator: Ronny Taylor**, CJM, Captain, Harris County Sheriff’s Office, ronny.taylor@sheriff.hctx.net
**Presenter: Larry Schurig**, Executive Director, Cook County Sheriff Office, larry.schurig@cookcountyil.gov

[TP] **Heroes Training Heroes | Cottonwood 8**
Field training is described as the most important stage in the process of becoming a corrections officer. During this period, field-training officers (FTOs) present correctional officer trainees (COTs) with two challenges: to learn the practical aspects of corrections and to assimilate into the professional culture of an individual agency. The stakes are high for the FTO, COT, and the department—all of whom desire to achieve the best results. However, both FTOs and COTs bring unpretentious concerns that are often anonymous or unrecognized. The purpose of this workshop is to expose these concerns to both FTOs and their trainees—with the expectation that a mutual appreciation can optimize the teaching and learning during field instruction. This training is based on the viewpoints of various officers; many are FTOs who have trained new COTs over the years. We have the opportunity to make it the most effective training in our field.

**Moderator/Presenter: Maceo Jackson**, Lieutenant, Scott County Sheriffs Department, maceo.jackson@scottcountyiowa.com
**Presenters: Regina Wolfe**, Training Sergeant, Scott County Sheriffs Department, regina.wolfe@scottcountyiowa.com

[DS/SIM] **Making Direct Supervision Work: Operationalizing Through Successes and Challenges | Maple 4**
Adopting the direct-supervision philosophy is more than a change in architecture. Implementation includes a series of changes in facility operations, organizational culture, and the roles of housing unit officers, supervisors, and administrators. This process can be intimidating, and implementation can be difficult to maintain. This workshop is conducted in a town-hall format to allow the audience to easily interact with the speakers and discuss the successes or challenges of implementing and continuing direct supervision.
Reducing the Number of People with Mental Illness Booked into Jail | Cottonwood 4-5

People with mental illness are disproportionately represented in our jails, and their outcomes are not particularly good. They tend to have longer lengths of stay once they are booked and frequently do not receive the connections to care post-release. Douglas County has reduced the number of people with serious mental illness booked into their jail by 56% in five years. Other jails can access the same tools following the Stepping-Up Initiative approach in their communities. This workshop presents what works in Douglas County along with what is being replicated in Kansas and across the country. Learn how to make an impact, even if resources are limited.

Moderator/Presenter: Wes Houk, Captain, Douglas County Sheriff's Office, whouk@dgso.org
Presenter: Mike Brouwer, Criminal Justice Coordinator, Douglas County Criminal Justice Coordinating Council, mbrouwer@douglascountyks.org

Unlocking Your Organization's Winning Culture, The Barcelona Way | Juniper A

Creating a culture of winning comes with extreme give-and-take, strategy, encouragement, and a belief in those whom you lead. It requires taking the best employees in the market and molding them into the best team they can be. The first priority in leading is to create a strong-team culture by developing leadership, empowerment, communication, authentic care for others, relationships, trust, and motivation. In this workshop, participants learn there is no secret or silver bullet, just “real” leaders.

Moderator/Presenter: Sam Davis, Jail Administrator/Major (Retired), MSU/MHSAA, samdavis8224@gmail.com