

2019 National Symposium on Corrections Worker Health

SUFFOLK UNIVERSITY

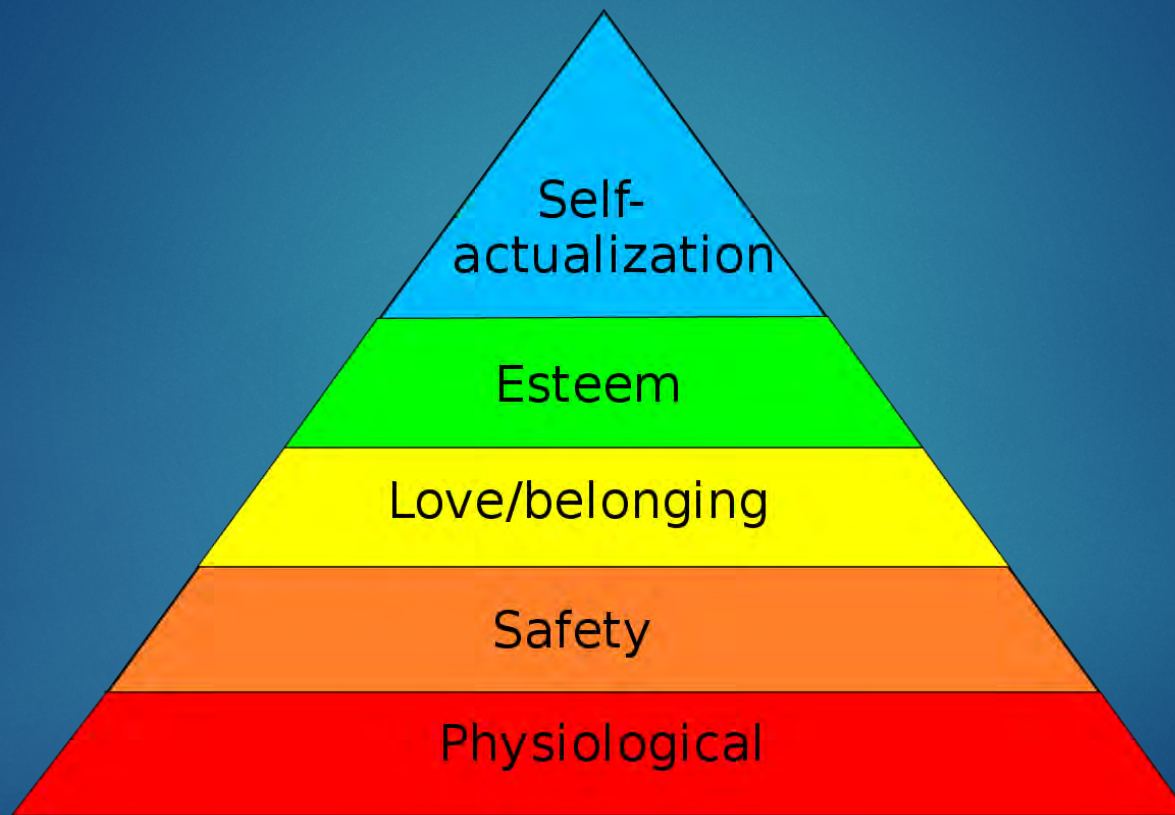


Enlightenment is when
the **wave** realizes *it* is the
OCEAN.

Thich Nhat Hanh

YOU MATTER

Maslow's Hierarchy of Needs



Staff Health Care Resources

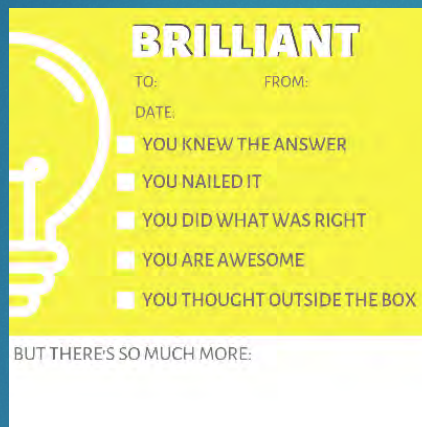
- ▶ Get Healthy
- ▶ 2018 Staff Suicides
- ▶ 2018 SEAP Cases: 2829/18,000 employees: Anxiety, workplace, marital/primary relationships, legal, family issues, depression – all other data is confidential
- ▶ www.liveandworkwell.org
 - ▶ *Customizing for corrections and parole staff: for staff and families*
- ▶ Psychologist visits:
 - ▶ Virtually or in person for all staff– first three free, then \$15 each
 - ▶ COs: Commonwealth shall provide fully paid coverage for six psychotherapy visits per contract year for each employee in H1 (Corrections Officers) by the employee's choice.
- ▶ Trauma counselor/OVA trauma position through grant

Psychology Reviews

- ▶ General Considerations: The Personality Assessment Inventory (PAI) and Minnesota Multiphasic Personality Inventory (MMPI) have been used extensively in employee screening, and these tests can provide employers with potentially valuable information regarding prospective staff members.
- ▶ The PA Civil Service Commission and Department agreed to use the PAI and MMPI-2 personnel screening system for hiring practices.
- ▶ We also incorporate other safeguards for correctional officer well-being, especially for those that work in Restrictive Housing Units, Special Management Units, Secure Residential Treatment Units, Behavioral Management Units, and other highly stressful and restrictive units. This includes annual evaluations conducted by Psychologists to ensure continued fitness for the assignment.

Morale Survey

- ▶ Appreciation Counts at Supervisory Levels: Morale Survey



BRILLIANT

TO: _____ FROM: _____

DATE: _____

☐ YOU KNEW THE ANSWER

☐ YOU NAILED IT

☐ YOU DID WHAT WAS RIGHT

☐ YOU ARE AWESOME

☐ YOU THOUGHT OUTSIDE THE BOX

BUT THERE'S SO MUCH MORE: _____

- ▶ Appreciation Neuropathways and Dr. Gabor Mate Concepts
- ▶ Childhood trauma and lack of attention/love
- ▶ *Catch the stones that people throw at each other*

Staff Support Efforts

- ▶ COVER/POWER: Code Blue/Training and grassroots support
- ▶ CISM for Corrections, Community Corrections and Parole
- ▶ BetaGov: www.betagov.org
 - ▶ Chill space, VR, binaural beats, therapy dogs, ODR COA, anti-fatigue mats, standing desk
 - ▶ Safer spaces: Violence reduction, green sheets
 - ▶ Lavender spritz, Vitamin D, goldfish
- ▶ Go Fund Me
- ▶ Pearson: Education effort
- ▶ Wellness Committee: Fitness, Balance, Environment

BETAGOV

BetaGov
The Marron Institute of Urban Management
New York University
60 Fifth Avenue, 2nd Fl.
New York, NY 10011
betagov.org

A photograph of a man sitting on a large rock by a river, looking out at a forested cliff. The man is seen from the back, wearing a dark t-shirt and shorts. The river flows in the foreground, and the cliff is covered in dense green trees. The scene is peaceful and natural.

Mindfulness Training for Corrections Staff

*Using mindfulness training to improve wellbeing
in prison and parole staff*

Agency:

Pennsylvania Department of Corrections (PADOC) Board of Probation and Parole (PBPP)

Trial Duration:

11/12/18–12/10/18

Pracademic*: Debra Sahd, PADOC

Context

Mindfulness training has shown promise for wellness in many occupations, however, no published literature exists on its use for corrections staff.

Key Finding

The mindfulness group showed improvements compared to the control group in several post-intervention outcome measures.

*BetaGov trains agency personnel to become research-savvy "Pracademics" who lead trials.

Background

Supervising justice-involved people is stressful, whether in incarceration settings or in the community. The demands of the profession contribute to depression, poor physical health, family conflict, and decreased life/job satisfaction. There is increasing awareness of the benefits of staff-wellness programs that provide instruction on healthy lifestyle choices such as yoga, exercise, nutrition, and meditation. Mindfulness meditation is increasingly being used as a strategy for promoting wellness in many populations. Mindfulness focuses on techniques for quieting the mind and becoming aware of things as they are. The program may help to regulate an individual's response to stress. PADOC tested the benefits of a mindfulness-training program for staff working both in prisons and in the community.

Trial Design

Staff volunteers were randomly assigned to the intervention group (mindfulness training, $n=35$) or to the control group (no mindfulness training, $n=21$). Mindfulness training was provided by staff from the Brain Performance Institute. The intervention group attended four weekly sessions at the PADOC training academy in November and December, 2018. The sessions included active group discussions, facilitated discussions, experiential exercises, video content, text materials, and visual aids. The control group was told that they may get the intervention in the future, but were asked to complete questionnaires. Standardized questionnaires were administered to both the intervention and control groups before the intervention began (Time 1) and after it ended (Time

2) and addressed global health, mind-wandering, mindfulness, sleep, emotional distress/anger, fatigue, perceived stress, positive and negative affect, alcohol use, organizational and operational stress, and job burnout. The intervention group completed Time 1 questionnaires at the first mindfulness session, whereas the control group completed either a hard-copy or an internet version during the same period. Similar administration methods were used for the Time 2 questionnaires and all responses were entered into a data spreadsheet for analyses.

Results

Statistically significant Time 2 differences were documented between the intervention and control groups, reflecting better outcomes for the mindfulness group, all at $p<0.05$. Specifically, these measures are the Five Facet Mindfulness Questionnaire, Fatigue Survey, Connor-Davidson Resilience Scale, and the positive subscale of the Positive and Negative Affect Schedule (PANAS). No significant differences were found for the other measures: PROMIS (Patient-Reported Outcomes Measurement Information System) Global Health, PROMIS Sleep Disturbance, PROMIS Anger, PROMIS Alcohol Use, NIH Toolbox Perceived Stress Survey, Organizational Police Stress Questionnaire, Operational Police Stress Questionnaire, Oldenburg Burnout Inventory, and the negative subscale of the Positive and Negative Affect Score (PANAS). Not all measures of wellness used in this trial improved; it may be that mindfulness training addresses only some aspects of wellness. This small pilot suggests the potential of mindfulness training for improving several functional domains.

Plato's Allegory of the Cave



Little Scandinavia: SCI-Chester

- ▶ Staff exchange with imbedding to replicate and customize their system for reduction in recidivism and staff wellness improved outcomes.
- ▶ “Rehabilitation aimed for reentry and reduction in recidivism” Tia Kennerly
- ▶ “I believe it gave us a sense of purpose not punishment” Superintendent Marirosa Lamas
- ▶ Support for this project provided by:
 - ▶ Arnold Ventures
 - ▶ SVT
- ▶ Research by Drexel University and the University of Oslo

“The greatest violence
reduction tool is
communication.”

Denmark Officer

Yield Theory

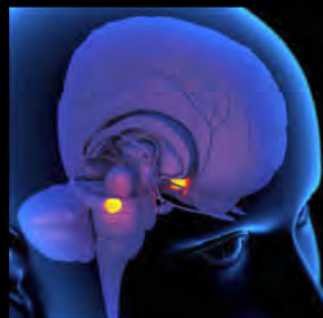




Christian Conte, Ph.D.

Yield Theory: Communicate to be heard

- Fight or flight response
- Higher-level thinking response



3 Core Actions

Listen
Validate
Explore options



VALIDATE

- Validate until you “drain” the limbic system (i.e., until the other person feels heard)



EXPLORE OPTIONS when people are ready to hear them

- Emotions & defensiveness
- Options, ideas, & solutions



Dr. Conte skillfully entered SCI Greene and addressed staff from a variety of classifications (both uniform and non-uniform).

Dr. Conte's unique approach with all staff enabled **frank and meaningful discussions regarding communication, boundary setting** and overall professional conduct that not only **promotes diffusing potentially problematic situations** but also **emphasizing teachable moments** throughout the course of a typical day.

The long lasting impact of his involvement will be a catalyst for ongoing growth and professionalism at all levels associated within the correctional environment.

Robert D. Gilmore, Superintendent

The Sandwich Approach to Implementation

- ▶ Correctional health and wellness is a multi-pronged approach addressing it from each side of the organization – top and bottom (administration and practitioners) for the wellness of the agency and those who are bravely in her care.
- ▶ Ownership and buy-in by the practitioners in the agency is key to the success, longevity and critical adjustments for the implementation of any project or idea.

THE MAN IN THE ARENA

It is not the critic who counts;
not the man who points out how the strong man stumbles,
or where the doer of deeds could have done them better.
The credit belongs to the man who is actually in the arena,
whose face is marred by dust and sweat and blood;
who strives valiantly; who errs, who comes short again and again,
because there is no effort without error and shortcoming;
but who does actually strive to do the deeds;
who knows great enthusiasms, the great devotions;
who spends himself in a worthy cause;
who at the best knows in the end the triumph of high achievement,
and who at the worst, if he fails, at least fails while daring greatly,
so that his place shall never be with those cold
and timid souls who neither know victory nor defeat.

- Theodore Roosevelt



Enlightenment is when
the **wave** realizes *it* is the
OCEAN.

Thich Nhat Hanh

YOU MATTER