Intersectionality of Restorative Justice and Workplace Health

2019 National Symposium on Corrections Worker Health

PANEL

Alex Frank - Vera Institute of Justice, Restoring Promise

Scott Erfe - District Administrator, Connecticut Department of Correction

Lisa Jaegers - Saint Louis University Transformative Justice Initiative
Bridging reentry / transition services with workplace health

2019 National Symposium on Corrections Worker Health

Lisa Jaegers, PhD, OTR/L, FAOTA

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Doisy College of Health Sciences
School of Social Work
  College for Public Health & Social Justice
Transformative Justice Initiative
Occupational Therapy Transition & Integration Services (OTTIS)
Health Criminology Research Consortium
Research Support

- Healthier Workforce Center of the Midwest (HWC) at the University of Iowa: By Cooperative Agreement No. U19OH008868 from the Centers for Disease Control and Prevention (CDC) / National Institute for Occupational Safety and Health (NIOSH). The contents are solely the responsibility of the author(s) and do not necessarily represent the official views of the CDC, NIOSH, or the HWC.

- Hammond Institute, Lindenwood University
The groundwork started in 2008 by Dr. Karen F. Barney and has continued since with TJI, OTTIS, and collaborations across the area.

Total Worker Health®

A strategy…policies, programs, and practices within the workplace that focus on advancing the safety, health and well-being of the workforce may be helpful for individuals, their families, communities, employers and the economy as a whole.
What’s going on in corrections workplace health?
Participatory Research Process

Example agenda:
• Provide study background
• Discuss workplace health
  • Strengths, weaknesses
• Review survey
  • Prioritize domains of interest

Example of team discussion notes
Experiencing critical incidents

Direct and indirect (bystander) experiences with trauma.

59% of workers reported experiencing a critical incident.

[Jaegers, El Ghaziri, Cherniack research]
We have a workplace health issue..

Rates of depression and posttraumatic stress disorder symptoms are far higher for correctional officers than the general population and other workers.¹,²
Transition Center of St. Louis, Missouri Dept. of Corrections

Context

Rehabilitating or enabling? Release center worries residents, city leaders

By Lauren Trager Investigative Reporter  May 12, 2016

New Missouri prison officials try to breathe life into giant halfway house in St. Louis

LAW AND ORDER

By Jesse Boggs St. Louis Post Dispatch  Jun 24, 2017  7 min to read
Transition Center of St. Louis, Missouri Dept. of Corrections

Our Mission
To provide residents the skills and knowledge to successfully transition into the community to live a civil, sober and productive life.
<table>
<thead>
<tr>
<th>Concerns</th>
<th>Solutions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unable to use personal cell phone or email</td>
<td>• Establish an emergency phone line number to share with staff family and friends.</td>
</tr>
</tbody>
</table>
| Division between security and non-security staff                       | • Started “town hall” meetings with all staff. Showcase staff roles.  
• Job shadowing procedures reviewed, increased communication, multiple employees participated.  
• Team reports the divide is closing, getting better.  
• Still need work on overall procedures.                                                                 |
| New employees not aware of expectations, roles of security and non-security. | • Added information to new employee orientation.                                                                                                                                                    |
| Hallway safety is a concern, many residents congregate in the halls awaiting appointments. | • Implemented a sign-up list for appointments. Utilize the duty officer’s role to relay messages to probation and parole officers. Check case notes to verify resident requests. Trained new officers how to look up conduct violations.  
• Medical is also offering open sick call time.  
• Team reports hallway crowding has decreased. The solutions have not created extra work. |
City of St. Louis, Division of Corrections

Undercover Workhouse tour reveals overworked staff and frustrated inmates

Efforts grow to close 'unspeakably hellish' St. Louis workhouse
Fewer people in St. Louis jails, city's top prosecutor tells town hall meeting

By Rachel Pest, St. Louis Post-Dispatch, Jul 23, 2019

ST LOUIS - Circuit Attorney Kimberly M. Gardner cited a falling crime rate and decreased incarceration rates in proclaiming her approach to criminal justice a success at a town hall meeting Thursday evening despite recent controversy over her office's handling of cases.

Since Jan. 1, there are 207 fewer people locked up in the City Justice Center and the Medium Security Institution, also known as the Workhouse, according to Gardner's office.

Total crime has fallen 12% since 2016, according to the Circuit Attorney's Office, and violent crime has fallen 9% since 2015 year to date.

ST LOUIS, MO — A federal judge on Tuesday barred St. Louis jails from holding inmates simply because they can't pay bail. She granted class-action status to inmates who used.

U.S. District Judge Audrey F. Jones issued a ruling Monday that denies any person who cannot pay bail the right to be held in jail until the next day unless there is a hearing within 48 hours of their arrest. Jones wrote in the ruling that such a practice is unconstitutional.
Success Stories$^{3,4}$

SAINT LOUIS UNIVERSITY’S
3RD ANNUAL
HEALTH CRIMINOLOGY
RESEARCH SYMPOSIUM &
PRACTITIONER DAY

Friday, October 4, 2019

- Light breakfast & lunch provided
- No Fee

Updates on Twitter
@SLUH_CRC
Intersections…

**[Social Ecological Levels]**

<table>
<thead>
<tr>
<th>Level</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Policy</td>
<td>(city / county / state)</td>
</tr>
<tr>
<td>Community / Society</td>
<td>(general public / neighborhood / services)</td>
</tr>
<tr>
<td>Institutional</td>
<td>(jail / prison)</td>
</tr>
<tr>
<td>Interpersonal</td>
<td>(supervisor, workgroup, facility residents)</td>
</tr>
<tr>
<td>Intrapersonal</td>
<td>(worker / resident)</td>
</tr>
</tbody>
</table>

Problem-solving together [TWH] shows promise for making a greater impact on workplace health and criminal justice issues.


Thank you

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