

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



Vera
INSTITUTE OF JUSTICE



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Bridging reentry / transition services with workplace health

2019 National Symposium on
Corrections Worker Health

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School of Social Work

College for Public Health & Social Justice

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Occupational Therapy Transition & Integration Services (OTTIS)

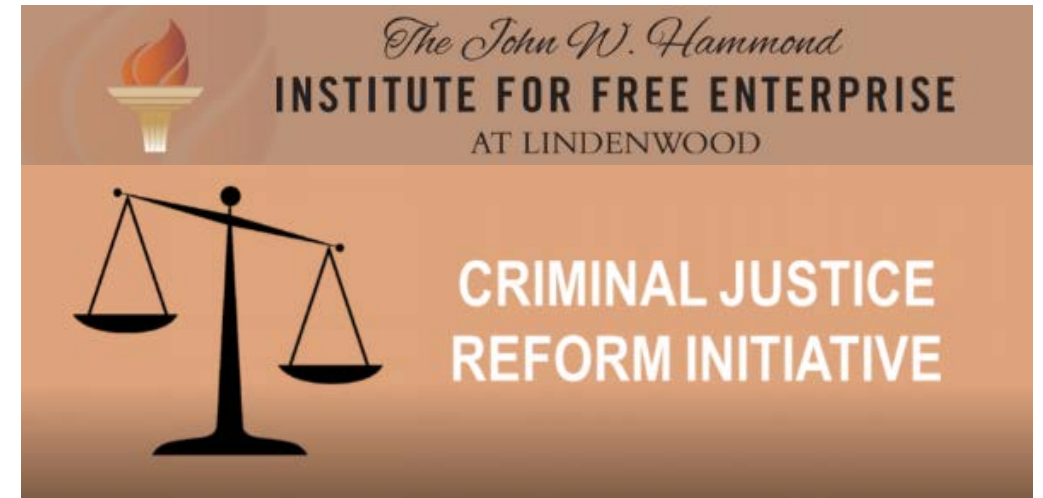
Health Criminology Research Consortium



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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



TRANSFORMATIVE JUSTICE INITIATIVE

Corrections Workplace
Health



Transition
Philosophy



Occupational Therapy Transition &
Integration Services
OTTIS



Health
Promotion

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

TJI: http://bit.ly/tji_slc

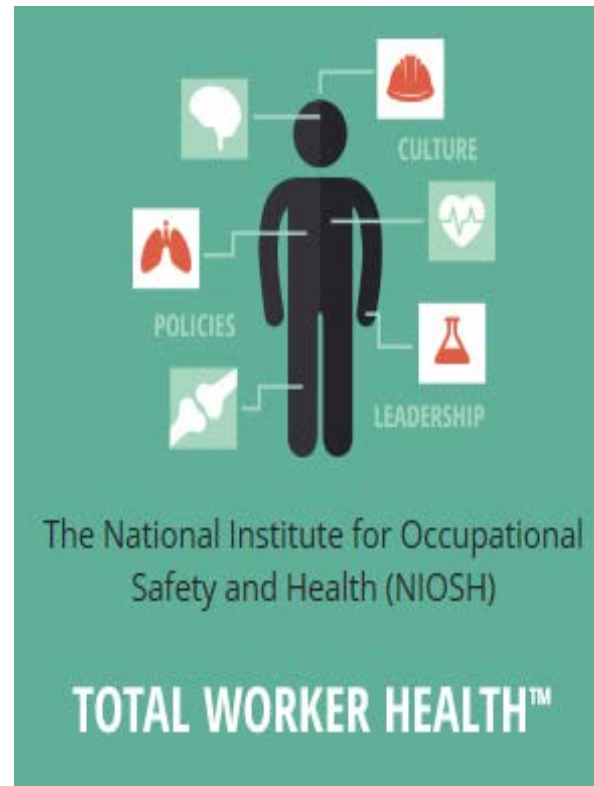
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TJI
Transformative
Justice Initiative
OTTIS
Occupational Therapy
Transition & Integration
Services

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?

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Participatory Research Process

Example agenda:

- Provide study background
- Discuss workplace health
 - Strengths, weaknesses
- Review survey
 - Prioritize domains of interest



J314

 Saint Louis University @ Work Survey

Please check your answer and fill in the blank where appropriate.

Choose your primary work location.

- ☐ CJC - City Justice Center
- ☐ MSI - Medium Security Institution
- ☐ Other, please describe _____

What is your current job class at the Jail?

- ☐ Correctional Officer
- ☐ Lieutenant
- ☐ Captain
- ☐ Other, please describe _____

How many years have you worked in the City of St. Louis Corrections? If less than months.

_____ years _____ months

Example of team discussion notes

10 DO:

GOALS / Mission

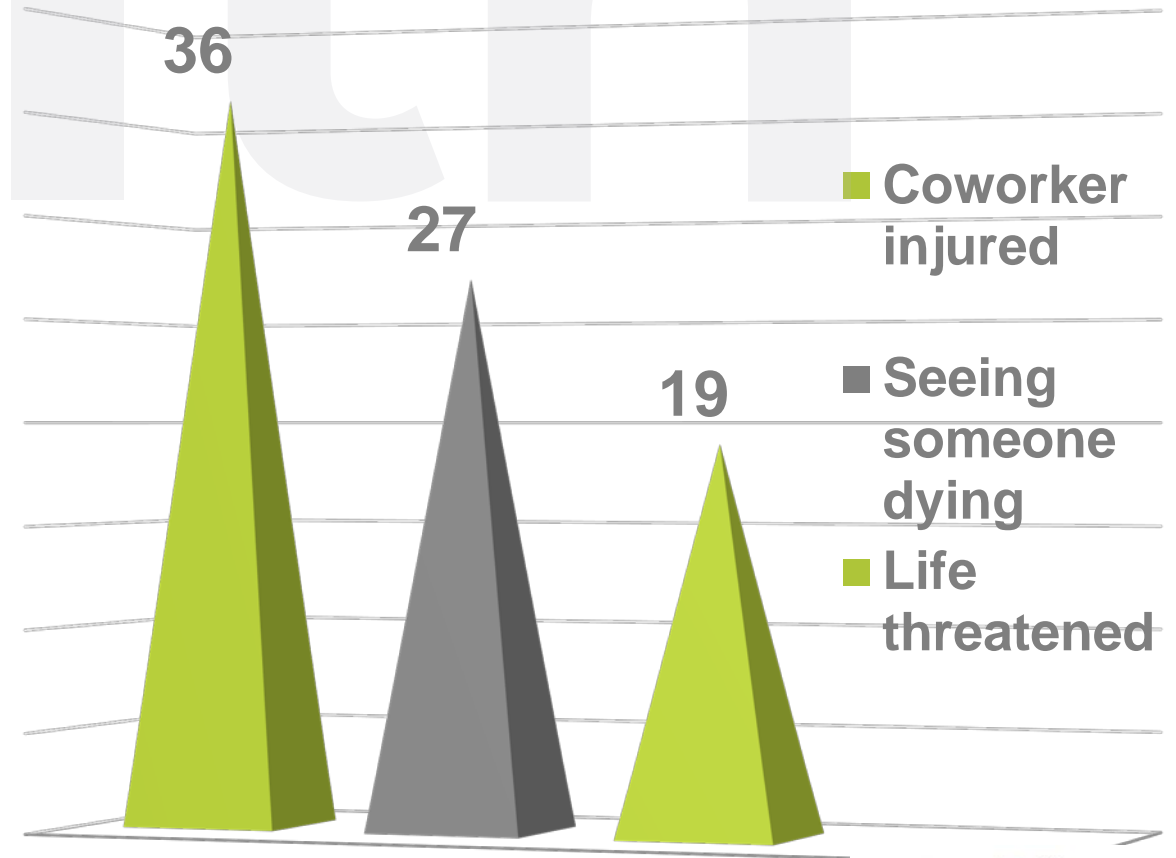
1. Identify stressor
1. Accomplish / Address issues
2. Improve H. & S. culture of the instit.
3. Ensure a safe environ.
4. Promote team spirit / cohesion / morale
teamwork
5. Ensure well-being of others
6. Be able to I.D. a hostile environ.
7. Set a precedence for other inst. like ours
8. Train leaders
9. Help coping w/ losses/hardships - bereavement
(con: not enough time to deal, 3 days)
Feel safe in neighborhood?

Experiencing critical incidents

Direct and indirect
(bystander) experiences
with trauma.

59% of workers reported
experiencing a critical
incident.

[Jaegers, El Ghaziri, Cherniack research]



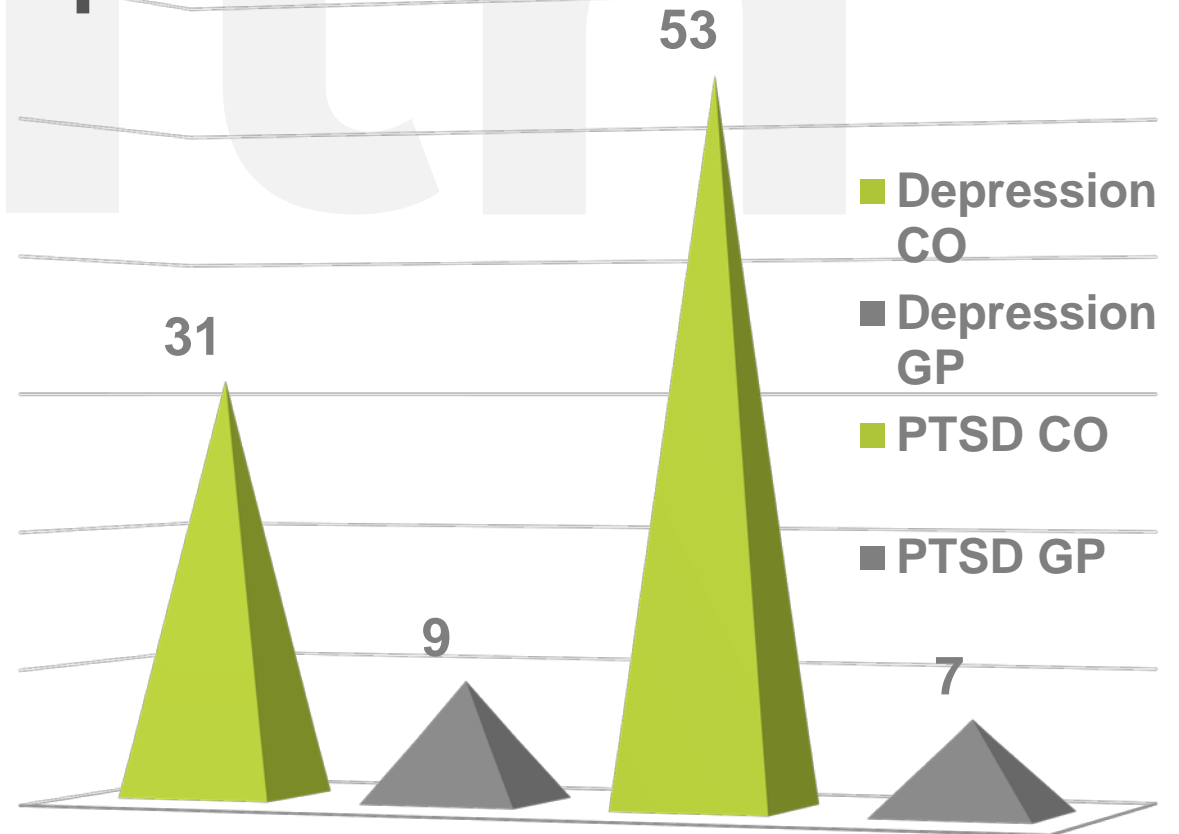
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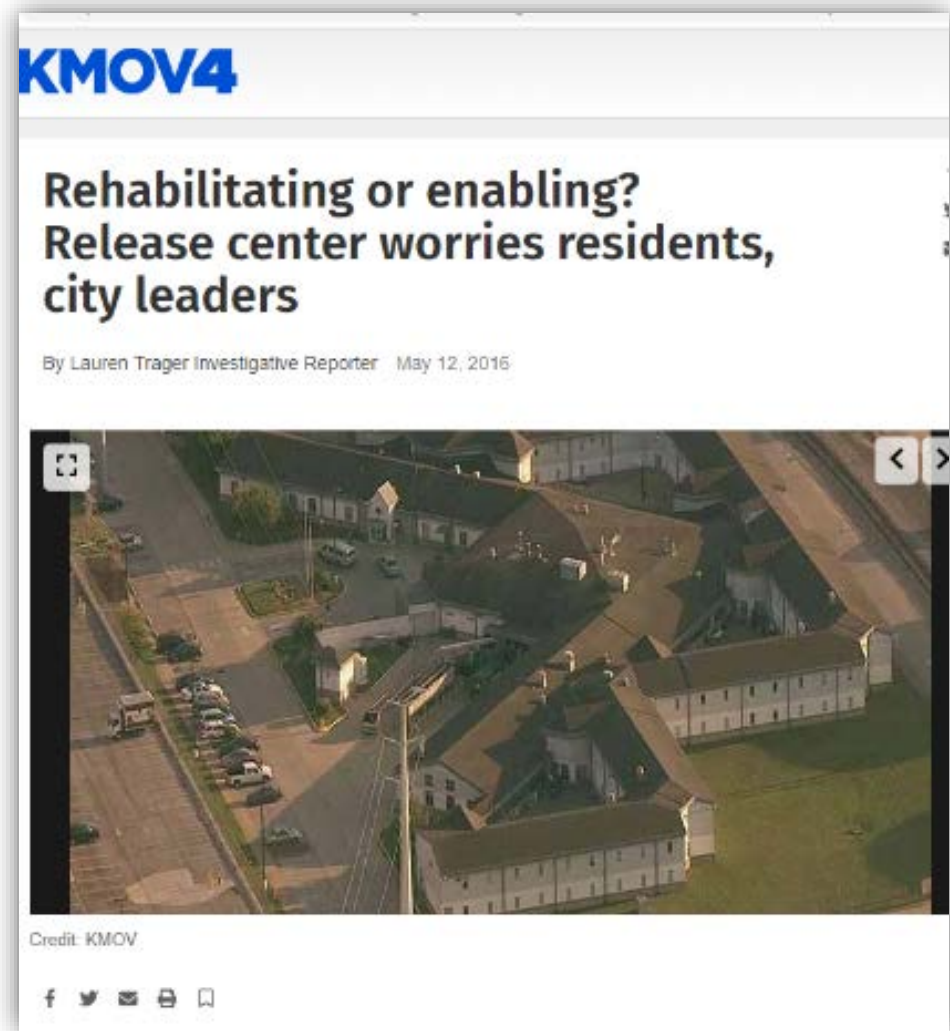
We have a workplace health issue..

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



Transition Center of St. Louis, Missouri Dept. of Corrections



Our Mission

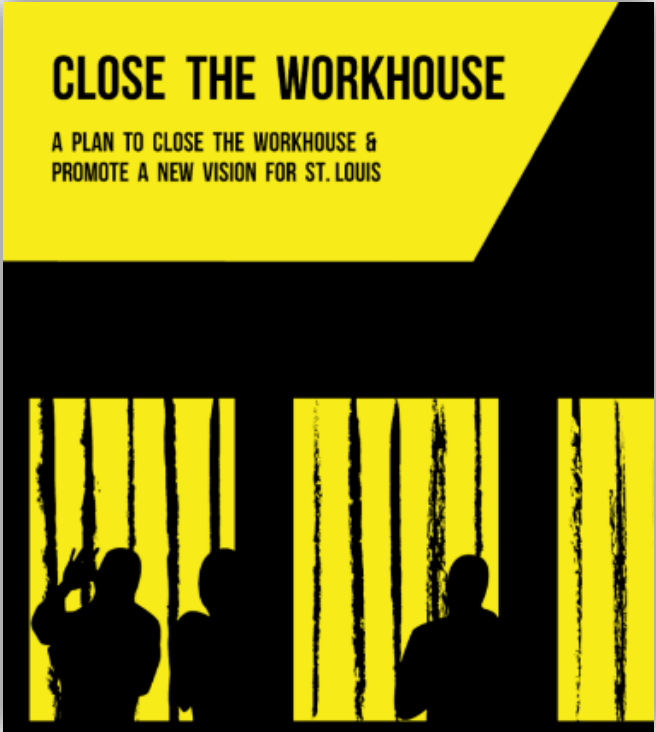
To provide residents the skills and knowledge to successfully transition into the community to live a civil, sober and productive life.



Concerns	Solutions
Unable to use personal cell phone or email	<ul style="list-style-type: none"> Establish an emergency phone line number to share with staff family and friends.
Division between security and non-security staff	<ul style="list-style-type: none"> 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.	<ul style="list-style-type: none"> Added information to new employee orientation.
Hallway safety is a concern, many residents congregate in the halls awaiting appointments.	<ul style="list-style-type: none"> 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

Context



City of St. Louis, Division of Corrections

ST. LOUIS POST-DISPATCH

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LAW AND ORDER

Fewer people in St. Louis jails, city's top prosecutor tells town hall meeting

By Rachel Rice St. Louis Post-Dispatch Jul 19, 2019

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St. Louis Circuit Attorney Kimberly M. Gardner, right, greets Lenna Gilmore of Normandy on Thursday, July 18, 2019 before a presentation of her new criminal reform program in the auditorium of the Richard A. Chalfetz School of Business at St. Louis University. "I love her. She fought for my family and was very active with the case," said Gilmore of Gardner after her son was murdered. Photo by Christian Gooden, cgooden@post-dispatch.com

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 her office has faced.

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 15% since 2015, according to the Circuit Attorney's Office, and violent crime has fallen 9% since 2016 year to date.

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74°

Adidas NMD R1

I Feel Like Pablo Hat

Adidas NMD R1 Color

Air Jordan 1 Retro High OG GS 'Turbo Green'

LAW AND ORDER

Judge rules that St. Louis jails can't hold inmates who can't pay

By Robert Patrick St. Louis Post-Dispatch Jun 12, 2019

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St. Louis Corrections Commissioner Dale Glass and Public Safety Director Jimmie Edwards talk to reporters after a March 14, 2019 of the Medium Security Institution, also known as the workhouse.

ST. LOUIS — 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 sued.

U.S. District Judge Audrey Fleissig's [ruling](#) gives officials a week to hold new detention hearings for current inmates in the city's two jails and says new arrestees must have a hearing within 48 hours of their arrest. Inmates can still be held, Fleissig wrote, if they are a danger to the community or if there is no other way to



Federal lawsuit calls St. Louis cash bail system unconstitutional

The suit challenges the city's cash bail system.

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Stltoday.com

14

Success Stories^{3,4}



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

Friday, October 4, 2019

- **Register:** http://bit.ly/hcrc_2019register
- **Light breakfast & lunch provided**
- **No Fee**



Updates on Twitter
@SLUHCRC



Intersections...

[Social Ecological Levels]

Policy (city / county / state)

Community / Society
(general public / neighborhood / services)

Institutional (jail / prison)

Interpersonal
(supervisor, workgroup, facility residents)

Intrapersonal (worker / resident)



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

Technical Notes

1. Jaegers LA, Matthieu M, Werth P, Ahmad SO, Barnidge E, Vaughn MG. (in press). **Stressed out: Predictors of depression among jail officers and deputies.** *The Prison Journal*.
2. Jaegers LA, Matthieu M, Vaughn MG, Werth P, Katz IM, Ahmad SO. (2019, publish ahead of print). **Posttraumatic stress disorder and job burnout among jail officers.** *Journal of Occupational and Environmental Medicine*. doi: 10.1097/JOM.0000000000001600
3. Jaegers LA, Ahmad SO, Scheetz G, Bixler E, Nadimpalli S, Barnidge E, Werth P, Vaughn MG, Matthieu M. (in review). **Total Worker Health® Needs Assessment to Identify Workplace Mental Health Interventions in Rural and Urban Jails.** *American Journal of Occupational Therapy*.
4. Jaegers LA, Skinner E, Conners B, Hayes C, West-Bruce S, Vaughn MG, Barney KF. (in press). **Implementation Evaluation of the Jail-based Occupational Therapy Transition and Integration Services (OTTIS) Program.** *American Journal of Occupational Therapy*.



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Thank you



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