



All Times are Eastern. Schedule Subject to Change.

Monday, April 12 | 9am-9:45am

Special Events

Welcome & Setting the Virtual Stage

Join AJA for the kickoff of our virtual conference. Learn how this virtual conference can improve your jail, your staff, and your professional career!

Monday, April 12 | 10am-11am

Medical & Mental Health

COVID-19: Lessons We've Learned in our Detention Facilities

When the coronavirus pandemic was in its infancy, NCCHC and MCSA both recognized the tremendous challenge it would pose for correctional institutions. We knew that sheriffs needed access to real-time information, as well as experts in correctional healthcare, in order to keep their facilities safe. Working quickly, our organizations came together to offer free, weekly webinars focused on different concerns that could arise from the spread of coronavirus. These webinars included officials from the Centers for Disease Control and Prevention, nationally recognized medical experts, leading scholars in our field, and several sheriffs with experience in both patrol and correctional practices. These webinars were held for 10 weeks during the height of the pandemic, with nearly 5,000 live participants. What emerged from these webinars became our “lessons learned.”

Jim Martin, MPSA, CCHP, Vice President, Program Development, Lieutenant (Ret.), National Commission on Correctional Health Care, jamesmartin@ncchc.org

Programs

Discharge Planning: Saves Money, Resources and Vulnerable People

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.

Kayla Brady, MSSW, CSW, Senior Social Worker, Louisville Metro Department of Corrections, Kayla.Brady@louisvilleky.gov

Steve Durham, Assistant Director, Louisville Metro Department of Corrections, Steve.Durham@louisvilleky.gov

Mané Martirosyan, MSSW, CSW, Offender Services Manager, Louisville Metro Department of Corrections, mane.martirosyan@louisvilleky.gov

Emerging Issues

Got Resources? Unlocking Solutions to Four Challenging PREA Standards

This virtual workshop is designed to assist staff who have roles and responsibilities for PREA implementation in their facilities. Its goal is to give attendees implementation guidance on four challenging PREA standards and learn ways to overcome these challenges in order to successfully implement these protocols. During the training, we focus on PREA Standards 115.16 (Inmates w/Disabilities), 115.31 (Employee Training), 115.33 (Inmate Education), and 115.53 (Access to Outside Confidential Support Services). Together, we explore the purpose and intent of these standards, implementation challenges, best practices, common audit issues, applicable FAQs, and practical PREA-in-action examples. Presenters consist of subject matter experts from the National PREA Resource Center (PRC), Just Detention International, and Vera Institute of Justice, and we discuss resources developed by PRC, JDI, and Vera that can assist agencies with implementing or enhancing these protocols within their agencies/facilities.

Tara Graham, MPH, National Program Director, Just Detention International, tgraham@justdetention.org

Allison Hastings, Project Director, Vera Institute of Justice, ahastings@vera.org

Phebia Moreland, Senior Program Manager, Impact Justice, pmoreland@impactjustice.org

Staff Wellness

Master Your Resilience: EQ for Correctional Workers

Resilience is the ability to prepare for, cope with, and grow from adversity. Every day, correctional workers encounter situations in which they must respond with resilience, adaptability, and integrity. Having the ability to recognize and understand emotions in yourself and others is a critical skill needed by correctional workers. EQ or emotional intelligence is the ability to not just understand emotions, but how to synthesize this information to manage one's own behavior and relationships. Improving one's EQ is to focus on building the skills of self awareness, self regulation, empathy, and relationships. The information from this workshop not only helps to improve job satisfaction and performance for correctional workers, but also can improve one's overall quality of life.

Wendy Hummell, Wellness Coordinator, Sedgwick County Sheriff's Office, wendy.hummell@sedgwick.gov

Leadership

Multidimensional Crisis Management: A Predictive Framework for Mitigating Adverse Stakeholder Impacts

Using the COVID-19 pandemic as a case study, this workshop examines the importance of stakeholder consideration during a time of crisis. Large-scale emergencies in jails and prisons typically call for an emergency management response. But when the scope of an emergency has far-reaching impacts, a top-heavy operational response runs the risk of discounting the needs and

concerns of external stakeholders. This workshop demonstrates how a predictive planning framework can serve as a model for addressing the needs of external constituencies during a crisis. Drawing from a detailed COVID-19 timeline that outlines the Middlesex Sheriff's Office's response to the pandemic, an assessment of their crisis management steps is examined. The workshop discusses how strategic crisis management should be a natural extension of emergency planning, carefully considering the diverse perspectives of various stakeholders. At the end of this workshop, participants are equipped with a list of practical tools and responses for large-scale crises.

Peter J. Koutoujian, Sheriff, Middlesex Sheriff's Office, smacmaster@sdm.state.ma.us

Monday, April 12 | 11:15am-12:15pm

Leadership

Assessing Future Leaders: Implementing a Character-Based Promotional Process

Many promotional processes ask employees to jump through several hoops in a single day to demonstrate their suitability for the position of leadership, 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. It describes the specific components of the process, explains how to directly assess for past behavior, explores defensibility and test fairness, and describes how to assess for character in all aspects of the process. In addition, it provides examples of exercises and questions that can assist your organization in identifying your next generation of true leaders.

Kimberly Miller, Psychologist, Kimberly A. Miller & Associates, LLC,
dr.miller@kimberlymillerconsulting.com

Direct Supervision/Strategic Inmate Management

Planning for a New Or Renovated Jail? What Are the Steps?

So, your community needs a new or expanded jail. How do you get from recognizing there is a problem to building a solution that can meet the long-term needs of your community? This workshop, sponsored by the National Institute of Corrections (NIC), focuses on NIC's Facility Development Process for the planning, design, and opening of new and renovated jails. Key topics to be reviewed include understanding how to "right-size" the jail; developing the right types of beds for a changing detainee population; learning what the "big issues" are regarding operations and staffing that impact the design of the jail; and transitioning into a new operational philosophy and supervision style. The workshop includes lessons learned from the planning and design of the new Franklin County Correctional Center in Columbus, Ohio.

David Bostwick, AIA, NCARB, LEED-AP, Justice Consultant, HDR,
david.bostwick@hrdinc.com

Mike Jackson, Correctional Program Specialist, National Institute of Corrections--Jails
Division, mpjackson@bop.gov

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

Chad Thompson, Major, Franklin County Sheriff's Office, cxthomps@franklincountyohio.gov

Emerging Issues

Shades of Grey: The Question of the Effect of Race, Ethnicity, and Culture in Corrections

There are approximately 3,300 jails in the United States that admit in upwards of 10.7 million inmates annually. African Americans and Latinos are disproportionately represented among those who are confined. An area of attention that jail officials should pay particular attention to is whether officers and staff are representative of the population of individuals they work with day in and day out. This workshop discusses policies and practices for recruiting, hiring, and training a diverse workforce that possesses the knowledge, skills, and abilities to work with a 21st-century jail population. Particular attention focuses on concerns related to diversity, equity, and inclusion that impact jail staff and persons confined.

Jose Gonzalez, Sergeant, Passaic County Sheriffs Office, jgonzalez@pcsheriff.org

Legal Issues

Understanding and Protecting the Safety of LGBTQI and GNC People in Confinement

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 which support the safety of LGBTQI (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.

Bernadette E. Brown, President, B. Brown Consulting, bbrown@bbrownconsulting.com

Staff Wellness

Unspoken Killers: Corrections Officer Mental Self-Aid for Stress, PTSD, and Burnout

This training discusses the current issues of stress, burnout, PTSD and suicide amongst law enforcement and other first responders. This topic is different from many others in that it is presented by an officer who has done the job from line staff to administration and understands the stigma of admitting “you need help.” The nation has seen an increase in first responder suicides in the past decade and little to no attention has been focused to address and reduce these issues. This training can help officers of all levels in the organization focus on self-reflection as well as see the warning signs in themselves and co-workers.

Todd Gilchrist, Law Enforcement Coordinator, HealthWest (Community Mental Health of Muskegon County), ctac.training@gmail.com

Monday, April 12 | 12:15pm-1pm

Special Events

Business Meeting & 2021-22 Board of Directors Swearing In

Join AJA for the annual business meeting and the swearing-in of the 2021-22 Board of Directors.

Monday, April 12 | 1pm-1:15pm

iConnect Live: Civilian Oversight

Susan W. McCampbell, CJM, President, Center for Innovative Public Policies, Inc.,
Margo Frasier, Sheriff (Retired), Travis County; margo.frasier@yahoo.com

Monday, April 12 | 1:15pm-3:15pm

Jail Expo 2021 Open

AJA's Virtual Jail Expo connects attendees to companies that provide solutions for jails and those who work in corrections. Review new products, schedule an interview with a company's representative, and discover a new product or service that can benefit your jail operations.

Monday, April 12 | 3:15pm-3:30pm

iConnect Live: Jail Executive Institute

Mark Foxall, PhD, Professor, University of Nebraska Omaha, School of Criminology and Criminal Justice, markfoxall@unomaha.edu
Connie Lacy, Director of Professional Development, American Jail Association, conniel@aja.org

Monday, April 12 | 3:30pm-4:30pm

Security & Technology

Building Accountability: Develop Your Use-of-Force Review Unit

Establishing a review unit can foster accountability in your agency through specialization and expertise in use-of-force oversight. In this workshop, participants obtain information that can assist them in developing an internal unit dedicated to review, training, and data collection of use-of-force incidents occurring in their agency. Discussion includes 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.

Larry Schurig, Executive Director, Cook County Sheriff Office,
larry.schurig@cookcountyil.gov

Emerging Issues

Hiring New Staff: Get Quick Results Now

Hiring new staff can take almost four months from the start of the application process until they are hired. How often do you depend on Human Resources to review the applications, schedule and complete interviews, conduct tours, and process fingerprints? After that time-consuming process, you need to wait for background checks and everything else that belongs with the hiring

process. This workshop teaches you how to fast track the process so that staff can be hired in half the time.

Stefanie Bush, CJM, Captain, Scott County Sheriff, Stefanie.Bush@scottcountyiowa.gov

Legal Issues

How Investigations Help Reduce Litigation Payouts for Your Jail

This workshop is presented by the Alameda County Sheriff's Office-Civil Litigation Unit and Special Investigations Unit. ACSO has the fifth largest jail in the nation--Santa Rita Jail, located in Dublin, California. This jail once held approximately 4,000 inmates. Currently SRJ is home to nearly 1,600 inmates, which keeps litigation and investigations incredibly busy. From wrongful death lawsuits, excessive use-of-force allegations against staff, to investigations regarding drugs and homicides--these two units work seamlessly together to reduce lawsuits and litigation payouts for their agency.

Carrie Carone, Civil Litigation Lieutenant, Alameda County Sheriff's Office,
ccarone@acgov.org

Gustavo Mora, Lieutenant, Alameda County Sheriff's Office, gmora@acgov.org

David McKaig, Detective Sergeant, Alameda County Sheriff's Office, dmckaig@acgov.org

Anthony Munoz, Detective, Alameda County Sheriff's Office, ammunoz@acgov.org

Kyle Paterson, Detective, Alameda County Sheriff's Office, kpaterson@acgov.org

Jennifer Solopow, Sheriff's Technician, Alameda County Sheriff's Office,
jsolopow@acgov.org

Ryan Sprague, Detective, Alameda County Sheriff's Office, rsprague@acgov.org

Classification/Housing

Learn More from Talking to Inmates: Classification Interview Techniques that Work

The classification interview is one of the most important components of a solid classification system, but 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.

Denise Diamond, Captain, Multnomah County Sheriff's Office, denise.diamond@mcsos.us

Erik Richards, Investigator, Fayette County Sheriff's Office, erichards@fayettecountyga.gov

Leadership

Unlocking Your Organization's Winning Culture with The Barcelona Way

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 for leadership 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.

Sam Davis, CJM, Major (Retired), Ingham County Sheriff's Office, samdavis8224@gmail.com

Medical & Mental Health

Using Activity-Tracking Devices to Better Monitor Inmates with Chronic Needs

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.

Ashley Biller, LPCC, LPAT, ATR-BC, Mental Health Professional, Louisville Metro Department of Corrections, asbiller@wellpath.us

Sumner Lagow, LPCC, NCC, Mental Health Director, Louisville Metro Department of Corrections, sumner.lagow@uky.edu

Monday, April 12 | 4:45pm-5:30pm

Special Events

Bob Barker Company Scavenger Hunt

Join Bob Barker Company for networking, a scavenger hunt, fun, and prizes!

Tuesday, April 13 | 9am-9:45am

Special Events

Plenary Session with Keynote Rob Weinhold

Meet Our Keynote Speaker

After decades of private and public sector leadership service, Rob Weinhold continued his career mission of helping organizations during life's most critical times by launching Fallston Group, a Baltimore-based executive advisory firm designed to help organizations build, strengthen, and defend their reputations, each and every day.

Throughout his distinguished career, Rob has worked on the core executive leadership team at all three levels of government. During his public service career, he most notably served in a sworn capacity for the Baltimore Police Department and was promoted through the ranks to Public Affairs Director. He also served as Chief of Staff for the U.S. Department of Justice and senior executive within Maryland's Governor's Office.

While in these roles, Rob also served as chief spokesperson for the entities he represented; he has conducted thousands of media interviews and is thought of as an expert leadership and communications strategist. He has been an on-air expert for CNN, FOX, MSNBC and many other international, national and regionally affiliated media outlets, and is referred to as a crisis leadership expert.

Rob maintains deep executive experience and his clients often refer to him as their CRO—Chief Reputation Officer—he works with high-profile clients and routinely operates at the critical intersection of leadership, strategy and communications.

Rob earned his graduate degree (MSM) from Johns Hopkins University and undergraduate degree from the University of Baltimore, both marketing disciplines. He is nationally published and has trained, lectured and keynoted in many professional and academic settings.

Tuesday, April 13 | 10am-11am

Security & Technology

Hands-Off Approach to Contraband Screening

Pandemics wreak havoc on correctional facilities. Unlike other government buildings that can close completely or operate through a remote workforce, jails and prisons need to remain staffed 24/7/365. Security screening for contraband has traditionally been a very hands-on operation that involves close contact between officers and inmates. This creates risk for virus transmission. Fortunately, through the use of advanced technology, correctional facilities can adopt new screening measures to detect and identify contraband that drastically reduces or eliminates the need to pat-downs and hands-on searches. Through case studies provided by senior correctional leaders, this workshop educates participants on the various technologies available for contraband detection that can assist facilities during a pandemic and discuss real world cases for their use.

Michael Frunzi, PhD, Applications Specialist, Smiths Detection Inc.,
michael.frunzi@smiths-detection.com

Legal Issues

Legal Issues Update: Use of Force in Corrections: The Duty to Intervene and De-escalation Efforts *Co-Sponsored by NIC*

Now more than ever, the discussion surrounding the use of force in correctional facilities is critical for all commanders and staff. This session discusses the legal developments in the use of force including an extensive review of the *Kingsley* case. Discussions include how the public's perception of use of force has changed over the years with an emphasis on legal-based report writing, the duty to intervene, and de-escalation efforts. The impact of video is also a focal point as well as the importance of consistency in training throughout the entire agency.

Carrie Hill, Esq., Executive Director, Massachusetts Sheriff's Association, *carrie@sheriffs.org*

Leadership

Servant Among Us: Servant Leadership in Corrections

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 beliefs and values 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 the needs of others before our own and change the environment we work in.

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

Medical & Mental Health

Suicide Prevention: The Life You Save May Also Be Your Own

With suicide being the leading cause of death in corrections, prevention efforts must be made a priority in every facility. The core components of a suicide prevention program are identified and discussed in this presentation. Proper assessment and documentation strategies are explored. Legal issues addressing how to help reduce liability and increase quality of care are also covered.

Krista Chick, LPC, NCC, CCHP-MH, Mental Health Director, Quality Correctional Health Care, *krista.chick@qhcweb.net*

Christie Estes, CCHP, General Counsel & Compliance Director, Quality Correctional Health Care, *christie.estes@qhcweb.net*

Tribal

Survey of Jails in Indian Country (SJIC): Twenty Years of Data

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*.

Karla Eisen, Senior Project Director, Westat, KarlaEisen@westat.com

Ben Korelitz, MS, Research Associate, Westat, BenjaminKorelitz@westat.com

Art Martinez, Director, Center for Native Child and Family Residence,
Chumash54@yahoo.com

Todd Minton, Statistician, Bureau of Justice Statistics (BJS), Todd.Minton@usdoj.gov

Direct Supervision/Strategic Inmate Management

What's Going On with Restrictive Housing in Jails? Mapping Prevalence and Conditions in U.S. Jails

There is significant research and documentation on the prevalence and uses of restrictive housing in U.S. prisons, but very little in U.S. jails. Several aspects of jail operations make tracking restrictive housing challenging: lack of standard definitions; faster turnover of populations; fewer programs and services, which means people could stay in their cells most of the day; smaller facilities with few choices of cell types; and smaller staff teams with less data analysis capacity. This workshop presents new research on the use of restrictive housing in U.S. jails, as well as on other aspects of housing conditions. Based on a survey of jail administrators across the country, this is the first national map of restrictive housing in jails and of disparities by region; jail size; county rurality; and by age, gender, race, vulnerable group. This workshop can help to generate potential collaborative responses to address some of the data gaps and the priorities for jail operations overall.

Chase Montagnet, Research Assistant, Vera Institute of Justice, cmontagnet@vera.org

Jennifer Peirce, Research Associate, Vera Institute of Justice, jenniferpeirce@vera.org

David Pitts, Senior Research Associate, Vera Institute of Justice, dpitts@vera.org

Tuesday, April 13 | 11:15am-12:15pm

Programs

Changing County Jail Systems Utilizing a Throughcare Rehabilitation Model

The Parental Intervention Project Throughcare Rehabilitation Model (PIP-TRM) through CSUSB and partnered with the San Bernardino County Sheriff's Department (SBCSD) offers a program tailored to justice-involved individuals and their families that assists both parties, during and after incarceration. Under the umbrella of SBCSD, PIP-TRM--in collaboration with other community stakeholders--will execute the mission of rupturing the transgenerational cycle of incarceration through the integration of research/evidence-based practices. Individuals learn practical skills to help them get and maintain jobs, sustain sobriety, and promote overall physical and mental wellbeing on the road to becoming productive members of the community. The goal of this program is to reduce hostility/disciplines while incarcerated, curve rates of recidivism,

provide effective reentry into the communities to reduce overall costs associated with criminogenic behavior, and promote community safety

Evan Thomas, Director of Reentry Operations, Parental Intervention Project, Cal State San Bernardino/FAITHS Throughcare Program, *evan.thomas@csusb.edu*

Christopher Vallejo, Director of Operations, Parental Intervention Project, Cal State San Bernardino, *cvallejo@csusb.edu*

Leadership

Gender Equity: Stories of Women Trailblazers Who Have Lead “Unapologetically” in Corrections

This workshop explores lessons learned from women leaders’ perspectives 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 journeys to their positions 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.

Terri McDonald, President, Association of Women Executives in Corrections, *terrimcdonald02@gmail.com*

Andie Moss, Founder and President, The Moss Group, *amoss@mossgroup.us*

Cornita Riley, MPA, CJM, CCE, CPM, Chief of Corrections (Retired), Orange County Corrections Department, *cornitariley02@gmail.com*

Shirley Moore Smeal, President and CEO, Moore Smeal and Associates, *shirley@mooresmealandassociates.com*

Classification/Housing

Jails Use Data Too! Becoming a More Evidence-Based Jail

This workshop provides a brief overview of an ongoing researcher-practitioner collaboration between the Douglas County Department of Corrections (DCDC) and the University of Nebraska, Omaha. This research collaboration has identified the profile of inmates housed by DCDC along a variety of offender needs, including traumatic brain injury, substance abuse, prior abuse history, mental health problems, safety concerns, health problems, and employability factors. The prevalence of these needs are presented by the overall population, and by sub-groups, including by gender, race, and veteran’s status. The workshop focuses on how jails can use this information to a) effectively house inmates, b) provide needed services or referrals for services, c) use data to compete for local and national resources, and d) understand how the needs presented by jail inmates affect administrators’ decisions and jail personnel’s daily duties.

Ebonie Epinger, Research Associate, University of Nebraska at Omaha, *eepinger@unomaha.edu*

Ryan Spohn, Director, Nebraska Center for Justice Research, *rspohn@unomaha.edu*

Emily Wright Steiner, Professor, University of Nebraska at Omaha, *emwright@unomaha.edu*

Direct Supervision/Strategic Inmate Management

Town Hall: Making Direct Supervision Work: Operationalizing Through Successes and Challenges *Co-Sponsored by NIC*

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.

Panda Adkins, Correctional Program Specialist, National Institute of Corrections,
padkins@bop.gov

Wayne Dicky, CJM, CCE, Sheriff, Brazos County Sheriff's Office,
wdicky@brazoscountytexas.gov

John Johnson, Sr., PhD, CJM, CPM, Division Chief, Miami-Dade Corrections and Rehabilitation Department, *John.Johnson@miamidade.gov*

Gina Mobley, Training Officer, Miami-Dade Corrections and Rehabilitation Department,
Gina.Mobley@miamidade.gov

Ronaldo Myers, CJM, CCT, Director, Alvin S. Glenn Detention Center,
myers.ronaldo@richlandcountytexas.gov

Kevin Stuart, Chief Deputy Corrections, Brazos County Sheriff's Office,
kstuart@brazoscountytexas.gov

Emerging Issues

Using Public Relations and Social Media to Tell Your Department's Story

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.

Andrew Cephas, Public Information Officer, Prince Georges County Department of Corrections, *arcephas@co.pg.md.us*

Juan Diasgranados, Public Affairs Manager, Miami-Dade Corrections and Rehabilitation Department, *juan.diasgranados@miamidade.gov*

Gregory Dunn, Multi-Platform Visual Arts Specialist, Indiana Department of Corrections,
gdunn@idoc.in.gov

Malika L. Granville, Director of Digital Branding & Marketing, New York City Department of Corrections, *malika.granville@doc.nyc.gov*

Krissi Khokhobashvili, Chief, Office of External Affairs, California Department of Corrections and Rehabilitation, *kristina.khokhobashvili@cdcr.ca.gov*

Tuesday, April 13 | 12:30pm-12:45pm

iConnect Live: Officer Resilience and Retention

Brenda Dietzman, Retired Colonel, Wayfinder Consulting, LLC, *brenda@brendadietzman.com*

Tuesday, April 13 | 12:55pm-1:10pm

iConnect Live: Children of Incarcerated Parents

Hilary Cuthrell, PhD, Correctional Program Specialist, National Institute of Corrections,
hcuthrell@bop.gov

Tuesday, April 13 | 1:15pm-3:15pm

Jail Expo 2021 Open

AJA's Virtual Jail Expo connects attendees to companies that provide solutions for jails and those who work in corrections. Review new products, schedule an interview with a company's representative, and discover a new product or service that can benefit your jail operations.

Tuesday, April 13 | 3:30pm-4:30pm

Security & Technology

Court Security and Inmate Transport

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.

Todd Gilchrist, Law Enforcement Coordinator, HealthWest (Community Mental Health of Muskegon County), *ctac.training@gmail.com*

Emerging Issues

Gender-Responsive Strategies: Development of Gender Equity in Jails

In 2019, AJA 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, the community, and those who are incarcerated. There are many branches to gender equity in our jails and prisons, 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 the research says about gender equity in jails, how legislation has influenced change, and how following the mandates can lead to a progressive path of gender and justice.

Chiquita Camacho, CJM, Captain, Orange County Corrections Department,
chiquita.camacho@ocfl.net

Melissa Kelley, PhD, MS, Gender Responsive Director, Los Angeles County Sheriff's Department, *mmkelley@lasd.org*

Legal Issues

Legal Issues Update: Jail Medical and Mental Health *Co-Sponsored by NIC*

This workshop starts with the Constitutional framework for jail healthcare--from *Farmer v. Brennan* to deliberate difference to the great beyond. Discussion includes the basics of a medical and care primer, a mental health primer along with recent cases, and challenges to the status quo. The goal is to provide the attendees with practical pointers and a working definition of deliberate indifference.

R. Dee Hobbs, Assistant County Attorney, Hamilton County, Tennessee,
bell.hobbslaw@gmail.com

Leadership

The Leap to Management: How to Ensure Your Team Has the Skills to Succeed

Every agency is excited to embrace a new group of leaders into the ranks of management, but does your organization assess the skills of those in positions of authority? They may receive training in leadership or basic employee supervision, but what about classes that focus on the skills needed to be successful as a leader and agency proponent? Each command member or supervisor is assumed to have already gained all the abilities needed to be successful, but what if those skills aren't well developed or if individuals are promoted early in their careers? How does the agency support individual skill development? This workshop was created to help agencies assess their command team, determine skills that need to be trained, and examine training opportunities targeted at skills development.

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

Medical & Mental Health

Town Hall: CDC--A Partner to and Resource for Jails

CDC scientists give an overview of ongoing corrections-centered work at CDC related to HIV/AIDS, viral hepatitis, TB/LTBI, and STDs (within the National Center for HIV/AIDS, viral hepatitis, TB, and STD Prevention). Presentations from these groups include updates to CDC corrections guidelines, tools for partners to help implement them, and cost-effectiveness analyses comparing different testing practices in jails. This session also covers work in the Center's Office of Health Equity, and policy efforts that support CDC's corrections partners. Most importantly, there is dedicated time to hearing from participants about how they would like to engage with CDC in the future, and how CDC can partner with them to promote public health in their systems.

Liesl Hagan, MPH, Division of Viral Hepatitis and the NCHHSTP Corrections Work Group,
CDC, *vqf8@cdc.gov*

Lauren Lambert, MPH, Division of TB Elimination, CDC, *lal0@cdc.gov*

Robin MacGowan, MPH, Division of HIV/AIDS Prevention, CDC, *rjm3@cdc.gov*

Ranell L. Myles, PhD, MPH, CHES, NCHHSTP Corrections Work Group and Office of Health Equity, CDC, *fue0@cdc.gov*

Marc F. Stern, MD, MPH, Affiliate Assistant Professor, University of Washington,
marcstern@live.com

Samantha Williams, PhD, Division of STD Prevention, CDC, *stw8@cdc.gov*

Tuesday, April 13 | 4:45pm-5:30pm

Special Events

Virtual Welcome Reception

Join AJA for a virtual welcome reception where attendees can connect with peers from jails located across the country.

Wednesday, April 14 | 9am-9:45am

Special Events

AJA President's Initiative: Staff Wellness

Join AJA for a dynamic conversation about this year's initiative on staff wellness.

Wednesday, April 14 | 10am-11am

Leadership

A Conversation on Bias and Discrimination in Jail Work and Jail Staff Views

Many institutions in the United States, including jails, are undertaking conversations about how bias and discrimination could be appearing in their day-to-day work. People working in jails have important and unique perspectives on this topic and on the potential ways that jail leadership can address it. The American Jail Association and the Vera Institute of Justice recently conducted a survey of jail staff across the country about relevant policies and practices. This panel presents some findings from the survey, as a window into jail staff's experiences with and perceptions of attempts to address or reduce bias and discrimination in jails. There is a 30-minute open discussion session with leaders in the jail management profession about approaching this topic in a way that fits the complex and varying jail settings in which AJA members work. The discussion includes current and potential avenues--in policy, practice, and culture shifts--for further work.

John Johnson, Sr., PhD, CJM, CPM, Division Chief, Miami-Dade Corrections and Rehabilitation Department, John.Johnson@miamidade.gov

Jennifer Peirce, Research Associate, Vera Institute of Justice, jenniferpeirce@vera.org

Marsha P. Travis, CJM, CCM, Director of Standards and Accountability, Davidson County Sheriff's Office, mtravis@dcsso.nashville.org

Staff Wellness

Building Resiliency: The Dawn of the Mentally Strong Employee

All of us want to live a healthier life both mentally and physically. We know eating well and staying in shape physically are important. But we also need to understand why it is just as important to stay healthy mentally. First, we examine how the mind works and how it interacts with the body and our environment. Using research-based evidence, we examine the unique damage that can be done and how it affects our well-being. Then we discuss resilience, why we need it BEFORE something bad happens and what we can do to build it. By the end, participants can better understand how the mind works and have a list of actionable solutions to make themselves and co-workers more resilient and mentally strong.

Brenda Dietzman, Retired Colonel, Wayfinder Consulting, LLC, brenda@brendadietzman.com

Programs

Reentry: Readyng Justice-Involved Individuals for Reintegration

A corrections reentry team creates individualized reentry plans that can empower justice-involved individuals with resources, support, and programs that promote a successful reintegration into the community, improve public safety, and reduce recidivism. If we can assist

those incarcerated, by providing the basic essentials they will need upon release, the chances for them to be successful in the community will dramatically increase. Having a realistic opportunity to become self-sufficient, the ability to obtain and maintain medical, mental health and substance abuse care, and treatment is the best service we can provide individuals being released from custody. If an individual has no ability to survive on the outside after release, it is only a matter of time before they return. Reentry helps save public funds and creates a stable community.

Chris Arwood, MS, Program Coordinator, Lee County Sheriff's Office,
carwood@sheriffleefl.org

Courtney Blackmer, Lee County Sheriff's Office, *cblackmer@sheriffleefl.org*

LaDonna Brady, CJM, Sergeant, Lee County Sheriff's Office, *lbrady@sheriffleefl.org*

Mandi Pryor, Deputy First Class, Lee County Sheriff's Office, *mpryor@sheriffleefl.org*

Emerging Issues

Reimagining Jails and our Local Justice Systems for the Future

Community leaders and designers are rethinking the role of the jail in our communities and asking the question: Who should be in jail and what should jail be used for? This workshop gives an overview of the use of the jail in our communities and how its role is changing from a strictly criminal justice function and emerging as an important community public health tool. We also explore emerging trends in the design of jails that support these new functions, including concepts of normative design, trauma-responsive design, gender-responsive design, and biophilia.

David Bostwick, AIA, NCARB, LEED-AP, Justice Consultant, HDR,
david.bostwick@hdrinc.com

Geoff Stobart, Chief Deputy, Franklin County, Ohio Sheriff's Office,
gstobar@franklincountyohio.gov

Medical & Mental Health

Why Did They Do That? Understanding How Trauma Shows Up in Jails

During this workshop, participants learn about trauma and how it effects people's reactions and behavior. Real-life testimonies and scenarios are shared to help participants connect information about trauma and how it changes the brain. Participants explore strategies for managing interactions with people who are reacting to trauma and how to apply principles of trauma-informed care to their day-to-day work. The objectives of the workshop include understanding the effects of trauma on individuals, understanding how trauma manifests in the milieu, learning strategies to mitigate trauma (both for incarcerated people and staff), and discussing policies (including those related to PREA standards) and how to implement them in a trauma-informed manner.

Linda McFarlane, Executive Director, Just Detention International,
lmcfarlane@justdetention.org

Wednesday, April 14 | 11:15am-12:15pm

Leadership

Black Swans vs. Grey Rhinos: Identifying and Utilizing the 10 Families of Risk

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.

Gordon Graham, Co-Founder, Lexipol, gordongraham@earthlink.net

Medical & Mental Health

Bridging the Care Gap: Medication Assisted Treatment (MAT) for Justice-Involved Individuals with Opioid Use Disorder (OUD)

Recovery from Opioid Use Disorder (OUD) is possible. Treatment does work. Incarceration is an opportunity to intercept an individual with OUD. Individuals who participate in treatment during incarceration are more likely to engage in treatment post-release. This session discusses OUD, Medication Assisted Treatment (MAT), and models for protocols and processes that bridge the gap. New protocols are needed, especially during and in response to COVID-19. Lessons learned can improve jail-based interventions for post-release connections and can contribute to much-needed improvements in addressing the overdose epidemic as well as to reduce long-term inequities and suffering across our communities.

Nancy R.B. Spencer, QMHP, CWDP, Project Manager, George Mason University,
nspence@gmu.edu

Rebecca E. Sutter, DNP, APRN, BC-FNP, Mason and Partners (MAP) Clinic Co-Director,
George Mason University, rsutter2@gmu.edu

Legal Issues

Legal Issues Update: Inmate Religious Beliefs and other First Amendment Matters *Co-Sponsored by NIC*

We all know that inmate rights—although curtailed—are not suspended upon entry into a correctional facility. This session addresses the current state of the law with regard to inmates' First Amendment and religious rights. What is RLUIPA? Can a jail substitute a photocopy or digital copy of personal mail in lieu of the real thing? Can correctional facilities insist upon the use of postcards for personal and legal mail? What steps are you required to take to properly decrease contraband mail? Can inmates demand Halal or Kosher diets even though they declared "no religion" when booked in and have been eating off the regular menu? Can an officer be subject to liability for taking adverse action against an inmate who continuously files grievances or lawsuits? We discuss these questions and more.

Daniel Sheridan, Deputy Superintendent and General Counsel, Berkshire County Sheriff's Office, daniel.sheridan@sdb.state.ma

Direct Supervision/Strategic Inmate Management

NIC's Evolution of Direct Supervision and Inmate Behavior Management *Co-Sponsored by NIC*

“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 an organizational culture that does not currently support effective inmate management. This workshop introduces you to a unified operational philosophy: Strategic Inmate Management (SIM), which builds on the fundamental work of DS and IBM. SIM considers the impact of your organizational culture to promote a comprehensive approach to managing inmate behavior and to foster an organizational culture conducive to accomplishing organizational goals.

Panda Adkins, Correctional Program Specialist, National Institute of Corrections,
padkins@bop.gov

Wayne Dicky, CJM, CCE, Sheriff, Brazos County Sheriff’s Office,
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Tiffany Mass, CJM, Jail Administrator, Pottawattamie County Sheriff’s Office,
tmass@sheriff.pottcounty-ia.gov

Ronaldo Myers, CJM, CCT, Director, Alvin S. Glenn Detention Center,
myers.ronaldo@richlandcountytexas.gov

Geoff Stobart, Chief Deputy, Franklin County Sheriff’s Office,
gstobartr@franklincountyohio.gov

Kevin Stuart, Chief Deputy Corrections, Brazos County Sheriff’s Office,
kstuart@brazoscountytexas.gov

Jason Squires, Lieutenant, Sonoma County Sheriff’s Office, *Jason.Squires@sonoma-county.org*

Staff Wellness

Not Your Average Officer Wellness Course

Every year we hear about more and more officers taking their own lives but no solutions are ever offered. Workshop presenters offer solutions to help make sure that these tragic events don’t happen at your agency. They dive deep into the main issues regarding officer wellness while also keeping it modern and entertaining to make sure you grasp the information that is given. They ensure you not only understand why the increase of officer suicides hasn’t slowed down, but will give you an in-depth look of the officer wellness program that is utilized at the Hernando County Detention Center.

Justin Beetz, Sergeant, Hernando County Sheriff’s Office, *jbeetz@hernandosheriff.org*

Wednesday, April 14 | 12:30pm-12:45pm

iConnect Live: On the Hill: Legislation Affecting Jails

Jason Ortega, MBA, JD, Vice President, Lobbyit.com, *jortega@lobbyit.com*

Wednesday, April 14 | 12:55pm-1:10pm

iConnect Live: Certification: The Road to Your Professional Designation

Kim Eichelberger, Certification Manager, American Jail Association, kime@aja.org

Jared Schechter, CJM, CCM, Colonel/Jail Administrator, Sedgwick County Sheriff's Office,
jared.schechter@sedgwick.gov

Wednesday, April 14 | 1:15pm-3:15pm

Jail Expo 2021 Open

AJA's Virtual Jail Expo connects attendees to companies that provide solutions for jails and those who work in corrections. Review new products, schedule an interview with a company's representative, and discover a new product or service that can benefit your jail operations.

Wednesday, April 14 | 3:30pm-4:30pm

Programs

Beyond the Gates: Women Supporting Women in a Correctional Setting

San Diego County Sheriff's Department Las Colinas Detention and Reentry Facility (LCDRF) 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 the 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.

Rebecca Cardenas, Reentry Services Program Coordinator, San Diego County Sheriff's Department, rebecca.cardenas@sdsheriff.org

Judy Hadley, Inmate Worker Deputy, San Diego Sheriff's Department,
Judy.Hadley@sdsheriff.org

Angel Richards, Correctional Counselor, San Diego Sheriff's Department,
Mary-Angela.Richards@sdsheriff.org

Security & Technology

Intelligence-Led Policing in Jails

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.

Jared Schechter, CJM, CCM, Colonel/Jail Administrator, Sedgwick County Sheriff's Office,
jared.schechter@sedgwick.gov

Medical & Mental Health

Keep the Wheels On: Jail Behavioral Health Services as “Hub and Spoke” in the Care Continuum

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.

Regina Huerter, Senior Policy Associate, Policy Research Associates PRA,
rhuerter@prainc.com

Legal Issues

Legal Issues Update: ADA and the Physical Plant, Medicated Assistant Treatment (MAT), and Gender Identity *Co-Sponsored by NIC*

The American with Disabilities Act (ADA) continues to present evolving challenges for the corrections administrator. In this session, we discuss not only physical plant issues but also the growing challenges related to the application of ADA concepts to program issues, chemical and mental health, and the intersection with claims of liability for medical and mental health needs.

Rick Hodsdon, Assistant County Attorney, Stillwater, Minnesota, *rick_hodsdon@yahoo.com*

Emerging Issues

PREA Audit Prep Bootcamp

Preparing for any audit is a challenge but a facility PREA audit is especially demanding. Where should you start when you have no idea what the PREA standards mean or how to show compliance? How do you learn the standards? Where do you get the data elements from? What type of documentation is needed to support compliance? This workshop was developed to answer your questions and walk you step by step through what to expect in your PREA audit to create a roadmap for success.

Stefanie Bush, CJM, Captain, Scott County Sheriff, *Stefanie.Bush@scottcountyiowa.gov*

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

Leadership

Staff Conflict Resolution

This workshop is designed to help supervisors create a management style to aid in resolving workplace conflict. This can be achieved by learning skills to influence those they supervise. It is human nature to resist control and authority, which is in the forefront of what supervisors are taught to portray. This session allows supervisors to see ways to interact with subordinates who are in the midst of conflict. It also helps supervisors to learn how to spot potential areas of conflict before they become unmanageable.

Todd Gilchrist, Law Enforcement Coordinator, HealthWest (Community Mental Health of Muskegon County), *ctac.training@gmail.com*

Thursday, April 15 | 9am-9:45am

Special Events

Tough Times Call for Leadership

Join AJA for a discussion about how we can all be leaders, and how tough times can call out the leader in all of us.

Thursday, April 15 | 10am-11am

Programs

College & Career Readiness in a Jail? Oh Yeah!

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.

Tabitha Burnett, College Administrator, DC Department of Corrections,
tabitha.burnett@dc.gov

Amy Lopez, Deputy Director, DC Department of Corrections, *amy.lopez@dc.gov*

Emerging Issues

Franklin County, Ohio Corrections Center: A Model Detention Facility

The Franklin County Ohio Board of Commissioners has a vision to create a model facility for today's detention needs. The DLZ Team combines a strong staff of talented leadership with experienced designers who are at the forefront of their respective discipline. Working closely with the Franklin County Sheriff's Office (The CORE Team) and many others, we united our passions and redefined detention rehabilitation and mental health, while developing an environmentally friendly, sustainable, and energy efficient facility. Together, we created a model detention facility.

Scott Carnegie, Project Manager, DLZ Architecture, *scarnegie@dlz.com*

Eric Ratts, Principal Architect, DLZ Architecture, *eratts@dlz.com*

Medical & Mental Health

Heads and Tails of Jail Healthcare: ATI and Reentry

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.

Alison O. Jordan, LCSW, Principal, ACOJA Consulting, Ali@ACOJAconsulting.com

Don Kern, CCHP, Corporate Medical Director, Quality Correctional Health Care,
kern@massmed.org

Security & Technology

How Integrated Justice Technology Transformed Operations for the Biggest Jail in the Southeast

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.

LoRandy Akies, Chief Deputy, DeKalb County Sheriff's Office, loakies@dekalbcountyga.gov

Teri Bell, Information Systems Manager, DeKalb County Sheriff's Office,
tlbell@dekalbcountyga.gov

Anson Evans, Chief Deputy of Administration, DeKalb County Sheriff's Office,
abevans@dekalbcountyga.gov

Melody Maddox, Sheriff, DeKalb County Sheriff's Office, mmaddox@dekalbcountyga.gov

Legal Issues

The ADA and Our Jails: Delivering Service to All with Dignity and Respect

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.

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

Leadership

The New Generations: How to Recruit, Retain, and Motivate

They're here! The new generations are here and they are taking over leadership positions within our agencies. In a refreshing way, we explore the numerous positive characteristics they bring to

our organizations and how to utilize their unique skill sets. We study the way they were raised and how it has molded them into the employees they are today. Building on that information, we examine research-based studies to explore how to recruit, retain, motivate, and grow them into the leaders that we need for the future.

Brenda Dietzman, Retired Colonel, Wayfinder Consulting, LLC, brenda@brendadietzman.com

Thursday, April 15, 11:15am-12:15pm

Classification/Housing

Behavioral Management Unit: Policies, Procedures, and Pitfalls

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.

Tyrone Shaw, Jr., Lieutenant, Sheriff Al Cannon Detention Center,
tshaw@charlestoncounty.org

Staff Wellness

Comprehensive Officer Resilience: A Toolkit for First Responders

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.

Michael Puente, Sergeant, Maricopa County Sheriff's Office, m_puente@mcsso.maricopa.gov
Genevie Saucedo, Officer, Training Academy, Maricopa County Sheriff's Office,
G_Saucedo@MCSO.maricopa.gov

Legal Issues

Internal Investigations: Avoiding Costly Pitfalls

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 wrong

doing. 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.

Todd Gilchrist, Law Enforcement Coordinator, HealthWest (Community Mental Health of Muskegon County), ctac.training@gmail.com

Programs

Programs on Parade: Programs that Work!

The Maricopa County Jail system in Phoenix, Arizona consists of five jails with a total daily inmate average of more than 8,000 sentenced and unsentenced inmates. Learn how one of the largest jail systems has partnered with probation, community agencies, and volunteers in order to put together a number of innovative and award-winning programs and workshops for both the male and female inmates in our custody. These offerings can reduce recidivism, save money, and enhance family reunification. See how we implemented tablet programs during a pandemic and are enhancing tablet and classroom programs as we currently transition to direct supervision. Finally, hear about some of our success stories!

Sherry Johnston, Program Coordinator, Maricopa County Sheriff's Office,
s_johnston@mcsso.maricopa.gov

Natalie King, Program Detention Officer, Maricopa County Sheriff's Office,
n_king@mcsso.maricopa.gov

Antonia Martinez, Program Coordinator, Maricopa County Sheriff's Office,
a_martinez@mcsso.maricopa.gov

Direct Supervision/Strategic Inmate Management

Direct Supervision: A Supervisor's Guide to Success *Co-Sponsored by NIC*

True direct supervision requires a shift in the role of the supervisor from the typical role that occurs in a traditional--or containment-minded--jail. Making and maintaining this shift can often be difficult or ambiguous for supervisors endeavoring to be successful. The good news is it doesn't need 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 supervisors can employ to be successful; and provides an overview of the administration's role and the housing officer's role to assist supervisors in fulfilling their role.

Panda Adkins, Correctional Program Specialist, National Institute of Corrections,
padkins@bop.gov

John Johnson, Sr., PhD, CJM, CPM, Division Chief, Miami-Dade Corrections and Rehabilitation Department, John.Johnson@miamidade.gov

Ronaldo Myers, CJM, CCT, Director, Alvin S. Glenn Detention Center,
myers.ronaldo@richlandcountysc.gov

Samantha Walden, Sergeant, Miami-Dade Corrections and Rehabilitation Department,
samantha.walden@miamidade.gov

Thursday, April 15, 12:15pm-12:30pm

Join AJA for a fun conference closing and some sneak peeks at what AJA is offering for jail professionals over the next year. You don't want to miss it!