



TECHNICAL ASSISTANCE UPDATE FROM
THE DEPARTMENT OF CORRECTIONS,
OFFICE OF SUBSTANCE ABUSE PROGRAMS
AND
THE UNIVERSITY OF CALIFORNIA, SAN
DIEGO, CENTER FOR CRIMINALITY &
ADDICTION RESEARCH TRAINING &
APPLICATION

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NAVIGATING HUMAN CHANGE

Center for Criminality & Addiction Research,
Training & Application

UPCOMING TRAINING DATES

August 16-18: WFD Group
Counseling Skills, Pomona, CA
September 13-15: WFD Learning
Facilitation Skills, Pomona, CA
September 26-27: FOTEP, North CA TBD
October 10-11: FOTEP, South CA TBD
October 17-21: WFD Advanced Topics
Training for FACT, Pomona, CA
November 3: FOTEP, North CA TBD
November 7-11: Criminal Justice Institute,
Sacramento, CA
November 14-17: WFD SA 101-104,
Sacramento, CA
January 10-12: 2006, Group
Counseling Skills, Sacramento
February 14-16: WFD Learning
Facilitation Skills, Sacramento
March 6-10: WFD Advanced Topics,
Sacramento, CA

The Work Force Development series
moves to Visalia in April 2006
see www.ccarta.ucsd.edu
for future trainings

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Pathways to Partnership

SECRETARY

Roderick Q.
Hickman



More Than Just A New Name: CDC to CDCR

The California Department of Corrections and Rehabilitation (CDCR), is the new moniker for corrections in our State. On August 3, 2005, YACA Secretary Roderick Hickman, shared his vision passion and commitment to making the change more than a new name, at the UCSD Summer Clinical Institute. He spoke of a complete realignment of the CDCR and other YACA divisions – to a focus on “rehab and repair versus continued recycling.” “We can no longer be hard to help,” he said, as he clarified his commitment to partner with many agencies and organizations to bring the change about, and announced a new Community Partnerships department which will report to him directly. A 23-page Community Resource Directory can be printed from the CDCR website and the first strategic plan in California corrections history can be read there as well, www.cdcr.ca.gov. Secretary Hickman assured us that the plan will be subject to performance measures beginning in January 2006 and that ongoing expansion of substance abuse programs should follow the new name and emphasis.

Tobacco Free California Prisons

In response to the CDCR July 1st no-smoking policy, many programs have adopted a proactive response. David Conn, Director Criminal Justice Programs for Mental Health Systems, wrote us these thoughts-worth-sharing: “Traditionally, substance abuse treatment in general, and therapeutic communities in particular, have known that the ultimate goal is habilitation, allowing old negative practices to be replaced with new positive ones. As a field, however, we have often gotten lost in “fixing what was broken” [and] the creation of new, positive behaviors became an afterthought. How do we correct this? Continuing to do what has failed in the past is not an option. However, there are new techniques that make focusing on the positive much easier—Motivational Interviewing, strength-based treatment planning, client-inclusive treatment planning, and a focus on healthy choices and habits. None is a silver bullet, but together they allow positive outcomes and goals to be a part of every conversation.

The new policy is, in this framework, an opportunity for community-based agencies to practice the “positive focus.” MHS has (along with most other OSAP contractors) used this as an opportunity to help staff stop smoking, to get staff not governed by the new regulations [e.g., those not working in prisons] to start demonstrating positive (smoke-free) behavior to participants. Finally, MHS community based programs, such as Providence Place, that serve parolees primarily, are adopting client-generated smoking cessation programs. In part, this is a show of solidarity with those still incarcerated; [also] for the purpose of becoming better role models for participants’ children [and] out of a desire to be healthier. The primary point is that the many new techniques allow this to be a client-owned process, rather than an imposed regulation.”

Cross Training Partnership

After the busy cross training season,
some words from custody partners...

To Whom it May Concern:

I was recently fortunate enough to attend the Civigenics Substance Abuse Program (SAP) Cross Training in Mojave, California. I have shared, with supervisors and subordinates alike, the value of the training and the program as a whole, and I will be taking some of my supervisory staff to the SAP trailer for a tour.

I have worked for the California Correctional Institution for 25 years and I am looking forward to retirement in approximately three and a half years, with a total of 34 years of state service. I never would have considered committing myself to anything full time after retirement. However, I am considering applying for a counselor position to be part of this wonderful program.

We learned to let our "walls of protection" down and if inmates can put this same process into action they can be receptive to all this program has to offer.

Our instructors were direct, articulate, and humorous, open to our opinions and feelings, and knew the curriculum well.

Respectfully submitted,

Mickey Crank

Procurement and Services Officer II California Correctional Institution, Tehachapi
California Correctional Institution, Tehachapi.

Hello-Goodbye, Sapien!

As a grand finale to his year with CCARTA, Chuck Sapien beat the trainer's cross-training record this past Spring. He returns to CDCR as CCIII at RJD for another run before retirement. We miss him day to day, but are glad that he remains a part of the OSAP team. Good Luck, Chuck!

Officer Jose Martinez, a 17 1/2 year officer came to the Walden House SATF SAP program in November of 2004. "A lot of inmates talk to me—I see good in it because they tell me it's helping them, for those that want to better themselves... The cross training helped me understand more of what the providers do in their programs. I never see what goes on inside the program building, so this was a first hand experience about group sessions and a better understanding of what each of the therapeutic counselors do on a daily basis...I went into the training with an open mind...The morning meeting was a lot of fun and interesting also – I can see that by getting them involved... it makes them more aware of their environment, their world, and more responsible, which they need for when they get out. I consider myself a learner... we've got to keep learning and I'd like to see an advanced SAP training added to the program in the future, for officers. This basic training was good and something deemed more advanced would add a lot."

Sgt. Tom Bear, a 25-year CDC veteran who joined the SATF Corcoran SAPs in January, 2005, attended his first cross training in late March: "It was a fun training, a lot of getting to know the other person's job. It was good—counselors got to air some of their issues and then we could go out and implement some [of the ideas]. We tore down the wall a bit [between custody and provider staff], and opened up some communication [so we can] help each other out.. and stop a lot of criminal fighting before it gets big by just talking to each other.

In the role reversal scenario it was much easier for the officers to do the counselor's job, than for the counselors to do officer's jobs. The counseling practitioners want to arrest the guy and get physical right away...because they don't know how to use communication tools... but the officers know how to talk and use all the tools...they're always three moves ahead, and have learned how to work through a lot of the problems.

One thing I'd like to say, for custody, is you've got to go to that training with an open mind. Go. Learn what the system's like, then you understand the process."

OSAP COMMUNITY NEWS AND EVENTS



On the proactive no-smoking front, Walden House at SATF invited the San Francisco based LYFT program (Liberate Yourself From Tobacco) to bring staff together for those who want to use the new CDCR policy to help them quit the habit. Education, nicotine patches and an in-house support group are included.

An Anniversary Open House at Amistad de Los Angeles was attended by colleagues from several provider agencies, Sen. Gil Cedillo, leaders from CDCR-OSAP and the local faith community. Paula Rice-Sherman, Director, FOTEP El Monte, said, "What they did with the space was truly wonderful...it is definitely a place that the men coming out of prison can call home."

Who's choosing SASCA? Westcare study upcoming

WestCare of California, the Substance Abuse Services Coordination Agency (SASCA) for Region I, has completed an analysis of the number of referrals for OSAP continuing care services during the past two and one-half years. The analysis looks at referrals by program type, gender, modality, range of stay and average length of stay.

In the next *Pathways* publication, Fall 2005, we will highlight the analysis and present actual data prepared by Glenn Johnson, Director of Criminal Justice Services for WestCare. The full report will present comparisons between the program types and length of stay in residential treatment.

3rd Annual GIFT OF SIGHT and Clean, White Smiles



On April 20, 2005 Walden House and Life Corps partner LENSRAFTERS, accompanied by the USC School of Den-

LIFE CORPS is a coalition of resource providers who offer free services, such as vision, dental care, housing and training, to parolees transitioning back into the community. LENSRAFTERS will provide

istry, joined forces to provide free vision and dental examinations to 240 parolees from SASCA contracted programs in Los Angeles county, including: Walden House, Hill St., and El Monte; Sharper Future, Pasadena; Recovery Health Care Services; Clare Foundation; US Veterans from Patriotic Hall; Phoenix House in Venice, Monrovia, and Santa Fe Springs; Amistad de Lo Angeles; Long Beach Civigenics and Sharper Future and Bridgeback, Tarzana.



free glasses and USC will provide free/sliding scale dental services to all participants who were determined to need more services. Prosper Manager Sal Wilson, and his staff, from SASCA, GHLA, SATCU, Prosper, Brighter Futures and Outpatient Services collaborated to make the event a success.

Resource Corner:

Seven to ten million individuals in the US have at least one mental disorder as well as an alcohol or drug use disorder (US DHHS, 1999)

Tools for Co-Occurring Disorders

- ◆ *Addicted and Mentally Ill: Stories of Courage, Hope and Empowerment.* Carol Bucciarelli. New York Haworth Press, 2005.
- ◆ *TIP 42: Substance Abuse Treatment for Persons with Co-Occurring Disorders* (US DHHS, www.samhsa.gov)
- ◆ Hazelden co-occurring collections that focus on specific mental illnesses and their interaction with substance abuse can be found at www.hazelden.org. Examples include:
 - *Understanding Dissociative Disorders Collection*
 - *Understanding Post Traumatic Stress Disorders Collection*

In comparison to individuals with a primary mental or substance abuse disorder, individuals with co-occurring disorders tend to be more symptomatic, have multiple health and social problems, and require more costly care (SAMHSA,2000).

For information, contact LIFE CORPS, or Demetrius Andreas, Walden House Director of Criminal Justice Programs. Call 213-741-3731.

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Meet Your Colleague, Mike Meadors , PA II

Mike Meadors is a Bakersfield native with a passion for camping, hiking, fishing, biking, and running 'honey-do's.' He and his family—a wife, two sons (29 and 16), a daughter (25), and two grandsons (2 and 9 months), can often be found enjoying family get-togethers. This propensity toward relationships carries over to his work as a Parole Agent at CCI-Tehachapi where he promotes both public safety and the treatment initiative of the SAP program. Mike has worked with juvenile delinquents and dependents, in investigations for the courts, supervision in the community, finding placements, and with adult probationers.

“Working with kids, their families and defense attorneys prepares you to do almost anything! I joined the corrections field in the early 1970s and am eligible for retirement, but now I’m in the driver’s seat and its fun! Retirement will come soon enough. Besides, I’ve learned to relax and enjoy the daily tragedies. Humor, concern for others,

and being honest is essential. I try to be a calming influence. At CCI-Tehachapi I take care of the SAP by interacting with participants, contractor, and custody staff, [aiming] to keep the public and staff safe while providing treatment resources to SAP participants, DTF inmates, and parolees.

While success is difficult to see in our business, I see encouraging signs with the Sappers that complete aftercare, [but] we still struggle with the bureaucracy that undermines our efforts. I have seen politics, power grabbing, empire building, and money play a major role in the treatment initiative. I think if you treat people fairly and honestly, and you are real and personable with them, the best most always comes out.

Still, I have had some moments, such as: the inmate who saved me over 20 milk jugs of urine, the parolee’s father

who grabbed a loaded shotgun to help me look for his stepson, or the dually-diagnosed parolee who lived in a shack with chickens and answered the door in the nude.

Corrections definitely has life changing experiences—seeing co-workers die at young and middle ages, due to stress, poor health, accidents, assaults, and substance use. I’ve learned from them and from myself. But I try to stay above it. Life is good, but short. I enjoy relationships, communication, and working through things. I connect with people and try to find some humor and joy. I try to take this approach with staff, inmates, and parolees. At the end of the day, seeing the mountains, trees, the valley, listening to music, reflecting, and praying really help out.”





Cross Training at Wasco State Prison

Captain Jim Steed, WSP on the first Cross Training at a CDCR Reception Center

“As the cross training began, staff from such diverse backgrounds as CDCR Administration, Custody, OSAP, Mental Health, Substance Abuse Veterans and Newbies, and Community Providers were hugging walls like grade-schoolers at their first dance. The fast paced and engaging program presented by UCSD-CCARTA staffers brought everybody off the walls and engaged them in their first splash with Therapeutic Community. There were no ‘hangers-back’ at this program; the trainees were racing with the staffers in setting the pace on a never to be forgotten spirit into discovery. Humor, statistics, and hands-on activities drove the point home, again and again: we are all in the life changing business and the program will work if we work it.”



CenterPoint Program Director, Steve Jackson; Vice President, Richard Jimenez; Chuck Sapien and Chris Geiger, UCSD.

“ One of the most touching things, besides loyalty and friendships established at this conference, was the number of lives outside of the typical SAP community which had been deeply touched by substance abuse. We all found that as citizens, and human beings we had a vested interest in reducing recidivism and promoting safer communities through Therapeutic Communities. We learned that the prison walls were just the begin-

ning of a bridge to a better life; a bridge that stretched into community aftercare and a *Therapeutic Counter Culture*. It was now ‘cool’ to be whole and help others. I am proud to be a strategic manager with such an effective and ‘to the point’ program.”



“Thanks to Igor, Chuck, and Chris (of UCSD-CCARTA), Georgia from OSAP, all of the Center Point Staff and the proud Custody Staff.”

Otto Felske, CCIII, WSP offers his perspective

“Having a substance abuse treatment program included in the reception center process expectedly creates a number of problems, trying to fit the many facets of treatment in with the already busy schedule of the processing of inmates. Custody and non-custody staff are the ones who make this process work. The cross training for Wasco State Prison’s (WSP) and Center Point staff, proved to be invaluable in implementing the new program. Participants included representatives from many different areas of the Reception Center prison staff, such as Correctional Officers, Supervisors, Managers, Medical and Mental Health Staff, Correctional Counseling Staff, and the staff of the contractor, Center Point. Custody staff were invited based on their assignment proximity



to the the program. For one week, participants met off-site, to create a neutral and cooperative atmosphere, in which everyone’s role in the SAP was openly examined, explained and clarified. Many areas of concern in the day-to-day operation of the program were explored, and many problems were successfully resolved.

Most importantly, staff saw each other more as friends and coworkers, with a common goal to have some input and part in straightening out the lives of the inmates that come through the prison system. All participants came away with a better understanding of substance abuse issues, the history and statistics, as well as the science of what type of treatments have been shown to be successful. An atmosphere of professional respect and courtesy prevailed, mixed with a little humor and fun. As a result of this cross training, the program at WSP-RC is moving forward, and is bound to be successful in achieving the goals set by the department.

The facilitators, Chuck Sapien and Chris Geiger for UCSD CCARTA were crucial to success. Their professionalism and knowledge made it all happen. We look forward to having the training again and to continuing in our quest to provide successful, meaningful treatment opportunities to inmates who come through the Reception Center at WSP.



Pathways to Partnership

CENTERPOINT SCC , JAMESTOWN HOSTS FAMILY SUPPORT DAY

Thank you to Richard Jimenez, Vice President, CenterPoint and Hector Lozano, CCIII, SCC for their contributions for this story.

This past May 27, 2005, Sierra Conservation Center and Center Point, Inc. collaborated successfully to produce the first “Family Support Day” to be held inside a Level III medium security facility. 33 inmates from the Victory SAP program and 55 family members joined new OSAP Chief, Mary Philip, and others from OSAP joined Center Point CEO, Dr. Sushma Taylor, Program Manager, Michael Davila, Vice President, Richard Jimenez, Chief Deputy Warden, S.W. Ornaski and CCIII Hector Lozano.

We asked Lozano about the origins and purpose of the event from his perspective: “When we activated the baseline camp in the late ‘90s, we wanted to include the family in this process but we couldn't figure out how to do it.



Reggie Kramer, our CC I recommended a family day and I said ‘go for it.’ So we did two over several years and then decided to expand to the Level 3 SAP, building on what worked and eliminating what didn't.

The event's sole purpose was to develop support by the families to help clients *complete* aftercare, complete being the important word here. Our problem at SCC is not getting clients to aftercare, but getting them to stay there and complete treatment. This

was designed specifically to address the drop-out, or failure rate, if you will, with our aftercare program [so we focused our effort there]. When you focus your attention on something that is acutely wrong with a process, and do something that is purposeful, then you get the desired results,” Lozano said.

Some inmates gave presentations that highlighted the misconceptions many of their peers hold regarding the need for immediate employment and family reunification upon release which results in many electing not to go [or complete] to aftercare.

“When former participants, parolees and family members got up and said, ‘completion, completion, completion,’ and talked about how the process was really tough, but that they learned it was crucial that their loved ones completed...and that the rewards were unimaginable...that is what was really effective.” Lozano added. “Inmates deeply appreciated hearing the ‘satisfied customer’ [former participants, parolees and families] rather than the ‘paid salespeople,’ [CDC staff and providers], as Lozano put it.

“Families just don't know anything, so they encourage ‘Johnnie’ to come home, or not attend *another* meeting that week. Including and educating them is what this was really about.”

Richard Jimenez, reiterated the

event's goal and also told us of two successful aftercare alumni who made powerful presentations to those awaiting parole, speaking of the rewards services



and struggles of the aftercare process and beyond. Parents also shared their stories of reunification and hope.

Parole Agent II, David Domico, dispelled some myths about parole and emphasized effective collaboration between families and parole agents for successful aftercare completion and parole supervision.

The Nirvana program in Stanislaus County gave an overview of the aftercare system and offered concrete suggestions for fostering future successes. Finally, the Center Point Victory band, *The Concepts*, entertained and dinner was served. As Jimenez put it, “The event allowed the families to begin to see beyond the fences and razor wire in order to build a relationship with those who are helping their loved ones find a meaningful life in recovery.”

Top CDCR management has endorsed this idea for system-wide reentry programs in all institutions. Regina Dotson, CCIII, tells us two are planned at CRC—on September 16 for men's programs and on September 30 for the women's program.

“The event's sole purpose was to develop support by the families to help clients complete aftercare.”