

EQUITY AND INCLUSION

2022 WATCP State Conference Resilience: Weathering the Storm Together

May 4, 2022

Wisconsin Association of Treatment Court
Professionals

Dr. Bridgett E. Ortega, M.A., J.D., D.M.











WHAT WE WILL COVER TODAY....

The How and Why of Equity
and Inclusion

Barriers to Diversity, Equity and
Inclusion

Fish out of Water

Tools you can Use

**WHAT WON'T
HAPPEN
TODAY**

No quick fixes

No checklists

No one size fits all
solutions

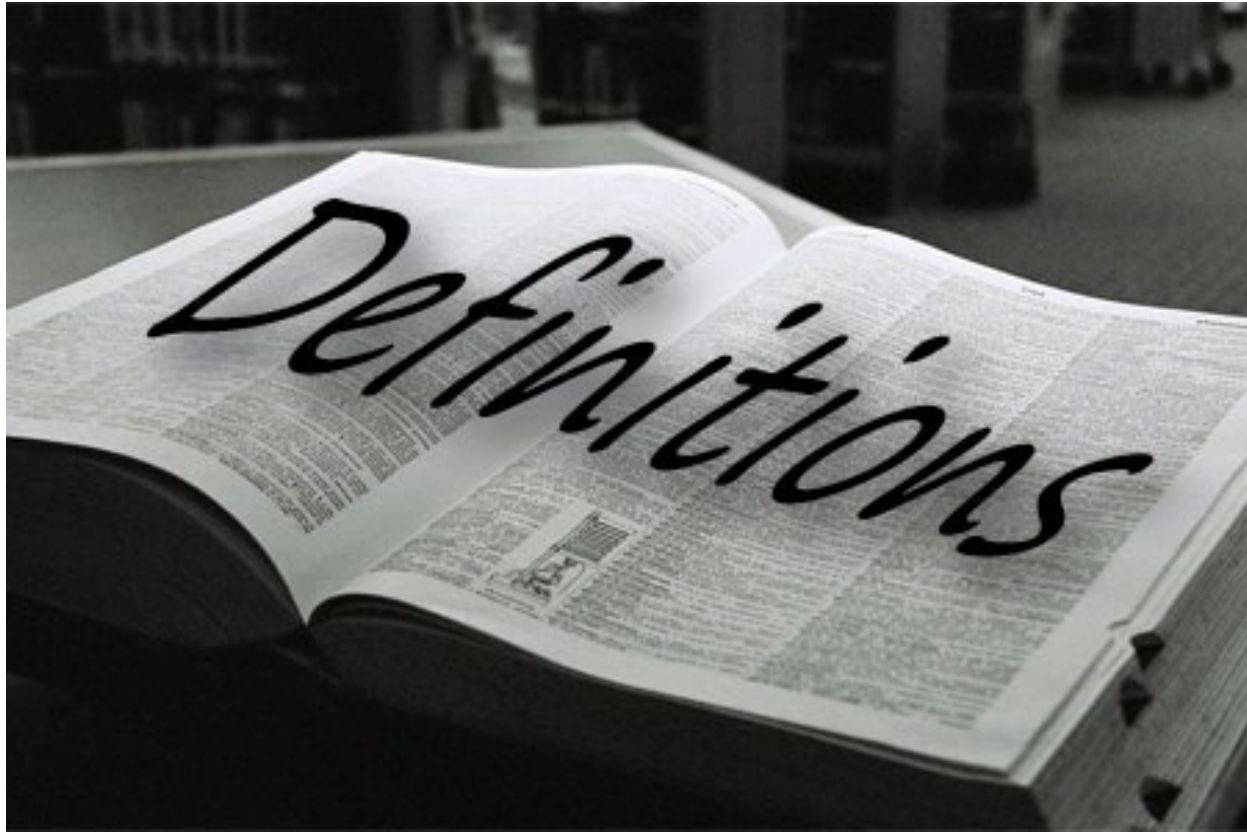
WHY EQUITY AND INCLUSION?

Resolution:

- 1) All drug courts have an affirmative obligation to examine, in an ongoing manner, whether there are potential racial or ethnic disparities in their programs.**
- 2) All drug courts have an affirmative obligation to take reasonable actions to prevent or correct any racial or ethnic disparities that may be found to exist.**

WHY EQUITY AND INCLUSION?

- Disproportionality – who is arrested vs. who gets into and completes treatment court.
 - Access
 - Retention
 - Treatment
 - Incentives and Sanctions
 - Dispositions
 - Graduation



BASIC DEFINITIONS



DIVERSITY

Refers to all the similarities and differences that define us as human beings

DIMENSIONS OF DIVERSITY

Age

Belief system

Class/caste

Culture

Disability

Education

Ethnicity

Gender

Gender identity

Generation

Geography

Job role and function

Language

Marital status

Mental health

Nationality

Native or indigenous
origins

Parental status

Personality type

Race

Religion

Sexual orientation

Thinking style

Work experience

Work style



INCLUSION

**The climate we create
to help people benefit
from diversity of
ideas, knowledge and
experience**

INCLUSION IS.....

A sense of belonging.



Feeling respected, valued and seen for who we are as individuals.



There is a level of supportive energy and commitment from the team, colleagues and our participants, so that all of us —individually and collectively—can do our best work.



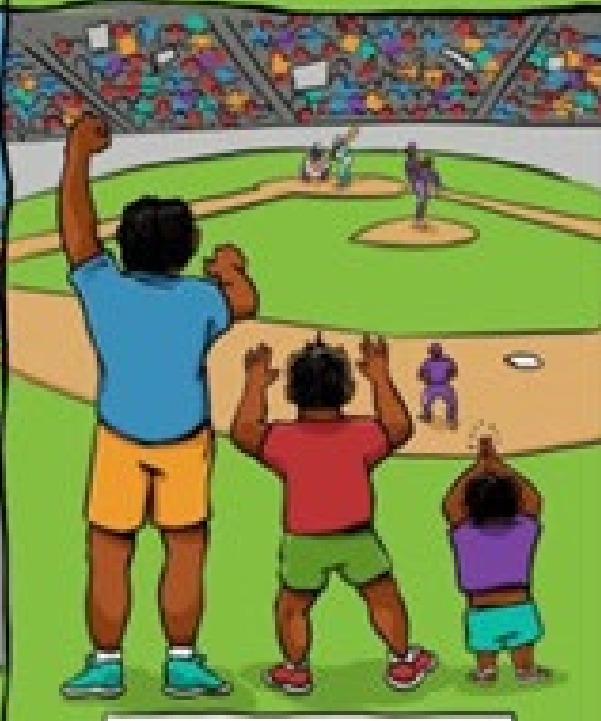
EQUALITY



EQUITY



Reality



LIBERATION

EQUITY

The quality of being fair and impartial.

**WORKING
TOWARDS
EQUITY
MEANS.....**

Eliminating the predictability of success and failure that currently correlates with any social or cultural factor

Interrupting inequitable practices, challenging biases, and creating an inclusive treatment court environment for all



WHY THE FOCUS ON RACE?

“EQUITY IS NOT ONLY ABOUT RACE”

WHY THE FOCUS ON RACIAL AND ETHNIC MINORITIES?

Race has been and still is a principal force in building, sustaining and shifting social and political structures.

It plays a significant role—explicitly or implicitly—in many of the decisions that we make in our **personal, professional and social lives: where we live, who our children's friends are, who our friends are, etc.**

Our understanding of race has been incomplete and distorted.

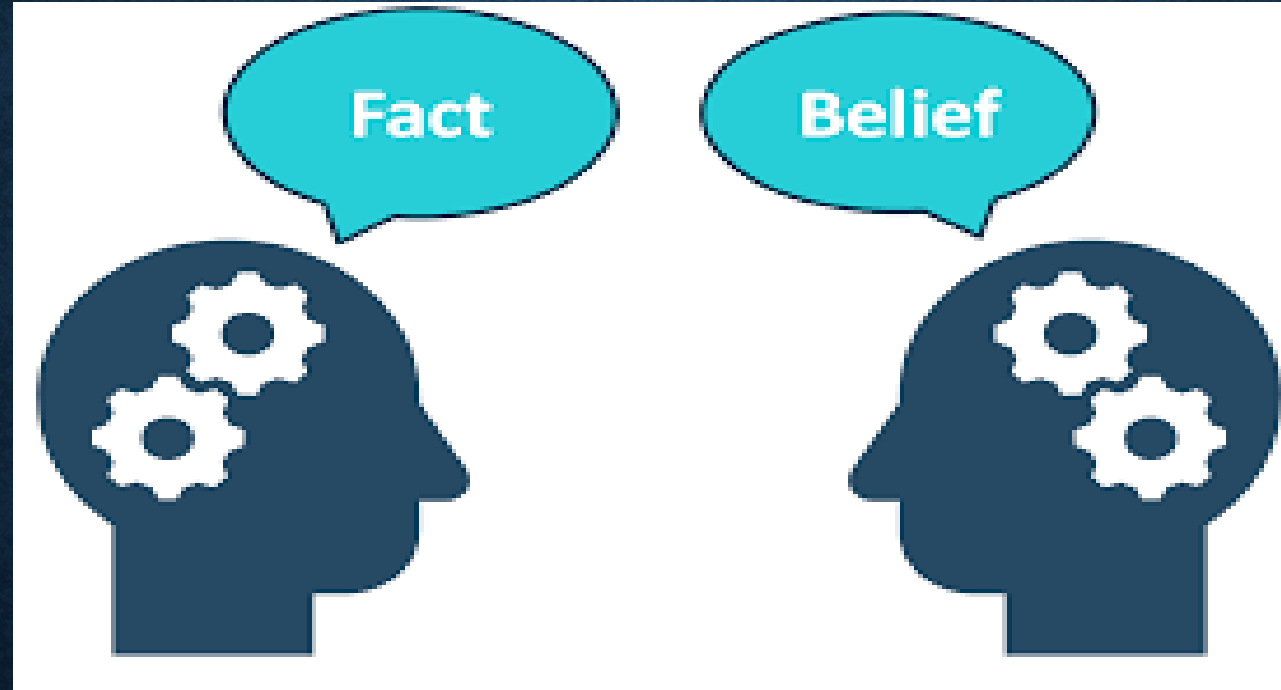
Facing the fact that the structural dynamics of social and economic disparities intersects with every aspect of our lives

When we start with race, we start from the bottom of social disparity – hence we are building equity for all when we work on racial equity.

BARRIERS TO EQUITY AND INCLUSION

- Implicit Bias
- Colorblindness
- Microaggressions
- Lack of empathy & compassion

IMPLICIT BIAS



COLORBLINDNESS

Color blindness is its own form of racism; it's a lack of recognition of someone's identity.

JELANI MEMORY
AUTHOR OF A KIDS BOOK ABOUT RACISM
TAGT LEADERSHIP & GIFTED+EQUITY
SPECIAL CONVERSATION





MICROAGGRESSIONS



LACK OF EMPATHY AND COMPASSION

They are people with a life pattern of not fitting in

They have not learned to discern and respond appropriately to cultural expectations e.g. the cultural codes of their environment

They are marginalized by the dominant group

They are perceived as people who need to be fixed

FISH OUT OF WATER



RELATING TO AND MENTORING FISH OUT OF WATER

- You must be very clear about what the rules are
- Apply those rules consistently
- Be clear about expectations
- Constantly check for understanding
- Create a healthy environment
- Remember even fish out of water have cultural capital
- Get close to the people you are trying to include



WHAT NOW?

Collect and Analyze Data

- Race, ethnicity, gender, physical or intellectual disabilities, sexual orientation, veteran status etc....
- NADCP Equity and Inclusion Assessment Tool for tracking

**HOW DO YOU
KNOW IF A
GROUP IS
UNDERSERVED
IN YOUR
TREATMENT
COURT?**



DO YOU KNOW HOW DECISIONS ARE MADE AT ALL POINTS IN THE ACCESS PROCESS?

The Access Process

- What event triggers an eligibility determination?
- Who is involved?
- Who has discretion to determine eligibility?
- Do your eligibility requirements restrict access for members of a group who have historically faced reduced opportunities for programming?
- Who is being referred and who is not? Why not?

A top-down view of a wooden workbench filled with various hand tools. The tools are arranged in several rows. In the top row, there's a red level, a yellow tool, a blue square, a yellow handle, a pair of pliers, a silver wrench, a red-handled screwdriver, a silver caliper, a red-handled screwdriver, and a green-handled screwdriver. The middle row features a large black and red plier, a red-handled screwdriver, a red-handled screwdriver, a red-handled screwdriver, a red-handled screwdriver, a red-handled screwdriver, a yellow measuring tape, and a pair of red-handled pliers. The bottom row includes a silver adjustable wrench, several silver sockets, a row of six silver screws, a yellow level, a red-handled screwdriver, a silver wrench, a black brush, a hammer, a black and yellow handle, a silver flashlight, a red and yellow handle, a red handle, and a black handle. The text "ARE YOUR SCREENING TOOLS UNBIASED?" is centered in the middle of the image in a bold, white, sans-serif font with a black outline.

**ARE YOUR SCREENING
TOOLS UNBIASED?**



BEWARE OF SUITABILITY REQUIREMENTS

- Social and geographic location
- Lack of public transportation
 - Lack of housing
 - Lack of employment
 - Lack of Childcare
 - Poverty
 - Drug use and trends
- Attitude and Motivation

**INCLUSIVE
STRATEGIES
TO INCREASE
RETENTION
AND
GRADUATION
RATES FOR
PEOPLE OF
COLOR**

Be Intentional & Authentic “I’m glad that you are here.”

Don’t just focus on treatment – there may be bigger issues at play.

Staff should have personal involvement in communities of color and develop linkages with resources in communities of color.

Refer to programs in their community if at all possible.

Faith and spiritual coping mechanisms are huge in African American communities

Culturally tailored interventions work – gender specific and programs for AA males and females.

Use CBT (Cognitive Behavioral Therapy)

Jobs – Jobs – Jobs and/or other Pro-social Services



INCLUSIVE STRATEGIES TO INCREASE RETENTION AND GRADUATION RATES FOR PEOPLE OF COLOR

Hire staff who look like the people you are trying to serve.

Hold treatment providers accountable for delivery of culturally responsive treatment.

Motivational Interviewing.

Engage the family in treatment.

Talk to your participants and community members of color.

Use their smart phones – text message reminders and apps for stress reduction.

COMPASSIONATE JURISPRUDENCE



A set of practices used by judges, court officers, justice professionals and their community partners that allows them to understand the feelings and perspectives of court involved people and to use that understanding to guide their actions and decision-making for the betterment of the individuals involved in court proceedings.

COMPASSIONATE BEHAVIORS

- Attention to detail
- Attentive Listening
- Honoring the Person
- Forbearance (forgiveness)
- Familiarity over time
- Patience
- Consideration
- Concern
- Explanatory Communication



TOOLS YOU CAN USE

- Equity and Inclusion Toolkit
- Equivalent Access Assessment Toolkit
- Equity and Inclusion Assessment Tool & User Guide
- Equity and Inclusion Training based on Standard II of the Adult Drug Court Best Practice Standards







**THANK YOU FOR
LISTENING AND FOR ALL
THAT YOU DO.**

Dr. Bridgett E. Ortega

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