

Ohio Department of Rehabilitation and Correction



Ohio Institute on Correctional Best Practices

Best Practices Tool-Kit: Gender-Responsive Strategies



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BEST PRACTICES TOOL KIT

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Gender Responsive Strategies

This Best Practices Tool-Kit aims to systematically identify empirical evidence regarding gender-responsive research, strategies, programs and practices. It will highlight 2-4 practices/programs that are proven, promising or exemplary best practices and then provide references for more extensive reading, if desired. The objective of the tool kit is to provide a sound evidence base that will better inform policy makers, practitioners and researchers on gender-responsive issues for women offenders. For definition purposes, best practices fall on a continuum ranging from those practices that are well established and have clearly demonstrated their effectiveness to those that show promise or may be exemplary, but have yet to be fully evaluated and their results documented (Wilkinson 2003).¹

Bloom and Covington (2000:11)² define gender-responsiveness as "creating an environment through site selection, staff selection, program development, content, and materials that reflects an understanding of the realities of women's lives and addresses the issues of the participants. Gender responsive approaches are multidimensional.....and address social (e.g., poverty, race, class, and gender inequality) and cultural factors, as well as therapeutic interventions."

Although women are a small percentage of the overall prison population, their incarceration rate has dramatically increased. Between calendar years 2003 and 2004 the Ohio Department of Rehabilitation and Correction (ODRC) experienced a 16.7% increase in the number of females received during intake, receiving 2,662 in 2003 and 3,106 in 2004 (Van Dine 2006).³ As a result of the unusually high number of females received during intake, the female population during calendar year 2005 increased 8.6% over the previous year. The number of males received during intake for the same time period increased only 5.3% (Van Dine 2006). On average, ODRC's female population is expected to rise by 4.3% by July 2008 (Martin 2006).⁴

The same principles of effective correctional research proven for men, including human service, risk, need, general responsiveness, program integrity, and core correctional practice, also apply to female offenders (Andrews and Dowden 1999).⁵ Research has shown that the successful reentry of female offenders must be based on recognizing their gender-responsive needs (Chesney-Lind 1997; Baird 2003).⁶ Treatment approaches for males and females exhibiting the same problems must be cognizant of relevant physical differences as well as differences in the pathways to crime and the challenges faced by women offenders. For example, women offenders are more likely to be the victims of domestic and sexual violence, suffer from psychological trauma, be substance abusers, or be unmarried mothers of

¹ Wilkinson, R. 2003. "Best Practices: What Does It Mean In Times of Perpetual Transition?" International Corrections and Prison Association 2003 Meetings. Viewed July 25, 2006 at <http://www.drc.state.oh.us/web/articles/article91.htm>.

² Bloom, B. and S. Covington. 2000. "Gendered Justice: Programming for Women in Correctional Settings." Paper presented at the November meeting of the American Society of Criminology, San Francisco, CA. p. 11.

³ Van Dine, S. 2006. "Yearly Intake and Population on January 1, by Sex, with Percentage Change from Previous Year, 1972-2006." Ohio Department of Rehabilitation and Correction: Bureau of Research. Viewed September 26, 2006 at [http://www.drc.state.oh.us/web/Reports/intake/Yearly%20Intake%20and%20Population%20on%20Jan.%201%20\(1972%20-%202005\).pdf](http://www.drc.state.oh.us/web/Reports/intake/Yearly%20Intake%20and%20Population%20on%20Jan.%201%20(1972%20-%202005).pdf)

⁴ Martin, B. 2006. *Ohio Prison Population Projections and Intake Estimates: FY 2006-FY 2015*. Ohio Department of Rehabilitation and Correction: Office of Policy and Offender Reentry, Bureau of Research. Viewed October 11, 2006 at http://www.drc.state.oh.us/web/Reports/proj_feb2006.pdf.

⁵ Andrews, D. and C. Dowden. 1999. "A Meta-Analytic Investigation into Effective Correctional Intervention for Female Offenders." *Forum on Correctional Research*. 11(3):18-21. Viewed October 17, 2006 at <http://www.csc.scc.qc.ca/text/pbct/forum/e113/v11n3a5e.pdf>. See also, Andrews, D., Bonta, J., Wormith. 2006. "The Recent Past and Near Future of Risk and/or Need Assessment." *Crime & Delinquency*. 52(1):7-26.

⁶ Chesney-Lind, M. 1997. *The Female Offender: Girls, Women and Crime*. Thousand Oaks, California: Sage Publications.; Baird, S. (2003). "Treating female offenders." In B.K. Schwartz (ed.) *Correctional Psychology: Practice, Programming, and Administration* Civic Research Institute; Kingston, NJ. pp. 9-1 to 9-22.

children under the age of 18 or a combination thereof (Bloom, Owen and Covington 2003).⁷ Consequently, being responsive to women offenders requires acknowledging the realities of women's lives, including their pathways to criminal offending and the relationships that shape their lives. In order for them to navigate the criminal justice system and remain free from criminal activity, a continuity of services that meet their specific needs must be made available.

Bloom, Owen and Covington (2004)⁸ assert that there are six guiding principles related to the management, supervision and treatment of women offenders in the criminal justice system:

1. Acknowledge that gender makes a difference;
2. Create an environment based on safety, respect, and dignity;
3. Develop policies, practices, and programs that are relational and promote healthy connections to children, family, significant others and the community;
4. Address substance abuse, trauma, and mental health issues through comprehensive, integrated, and culturally relevant services and appropriate supervision;
5. Provide women with opportunities to improve their socioeconomic conditions;
6. Establish a system of community supervision and reentry with comprehensive, collaborative services.

In order to implement the above principles, Bloom et al (2003) offer the following general strategies:

- Adopt each principle as policy on a system-wide and programmatic level;
- Provide full administrative support for the adoption and implementation of gender-responsive principles;
- Evaluate financial and human resources to ensure that implementation and allocation adjustments are adequate to accommodate any new policies and practices;
- Provide ongoing training as an essential element in implementing gender-responsive strategies;
- Include oversight of the new policies and practices in management plan development;
- Conduct routine procedural review to ensure that procedures are adapted, deleted, or written for new policies;
- Conduct ongoing assessment and review of the culture/environment to monitor the attitudes, skills, knowledge, and behavior of administrative, management and line staff;
- Develop an evaluation process to assess management, supervision, and services.

Gender-responsive system scenarios utilizing the above principles and general implementation strategies may look like the following (Bloom et al 2004):

- The correctional environment or setting is modified to enhance supervision and treatment;
- Classification and assessment instruments are validated on samples of women offenders;
- Policies, practices, and programs take into consideration the significance of women's relationships with their children, families, and significant others;
- Policies, practices, and programs promote services and supervision that address substance abuse, trauma, and mental health and provide culturally relevant treatment to women;
- The socioeconomic status of women offenders is addressed by services that focus on their economic and social needs; and
- Partnerships are promoted among a range of organizations located within the community.

Following an electronic search of programs and evaluations of gender responsive programming for women offenders, the below programs showed promising practices:

Women Offender Case Management Model (WOCMM)

The Orbis Partners, Inc. developed a case management model to serve as a guide in the delivery of gender-responsive case management services for women who are incarcerated or under probation/parole

⁷ Bloom, B., Owen, B., Covington, S. 2003. "Gender-Responsive Strategies: Research, Practice, and Guiding Principles for Women Offenders." U.S. Department of Justice, National Institute of Corrections. NIC Accession Number 018017. Viewed September 19, 2006 at www.nicic.org/Library/018017.

⁸ Bloom, B.; Owen, B.; Covington, S. 2004 "Women Offenders and the Gendered Effects of Public Policy." *Review of Policy Research*. 21(1):31-48.

supervision. The goals of the model are to reduce repeat offending among women involved in the criminal justice system and improve the health and well-being of the women and their families. In creating the WOCMM, the six guiding principles identified by Bloom, Owen and Covington (2003) were applied. The Orbis Partners, Inc. (2006:2-4)⁹ identified nine core practices in implementing the WOCMM:

1. Provide a comprehensive case management model that addresses the complex and multiple needs of women in conflict with the law;
2. Recognize that all women have strengths that can be mobilized;
3. Ensure the collaborative involvement of women to establish desired outcomes;
4. Promote services that are "limitless";
5. Match services in accordance with risk level and need;
6. Build links within the community;
7. Facilitate WOCMM through the establishment of a multi-disciplinary "Case Management Team;"
8. Monitor progress and evaluate outcomes;
9. Implement procedures to ensure program integrity.

In using the nine practices, the Partners identified 4 core stages of the WOCMM, which include practitioner expectations and participant outcomes:

Core Element	Case Management Team Responsibilities	Anticipated Outcomes
1. Engage and Assess	<ul style="list-style-type: none"> ▪ Create safe environment ▪ Build rapport and establish a respectful relationship ▪ Pre-Assessment Preparation ▪ Orientation ▪ Assessment ▪ Case Analysis 	<ul style="list-style-type: none"> ▪ Increased awareness of the personal, situational and contextual factors that contribute to criminal justice involvement and that impact on life satisfaction. ▪ Increased awareness of strengths that can be mobilized to mediate the impact of risk
2. Enhance Motivation	<ul style="list-style-type: none"> ▪ Use a gender-responsive ▪ Provide feedback ▪ Explore priority targets ▪ Woman asked to identify personal goals ▪ Review incentives and disincentives 	<ul style="list-style-type: none"> ▪ Priority targets are identified and defined ▪ Woman expresses the commitment to focus on one or more priority targets
3. Implement Case Plan	<ul style="list-style-type: none"> ▪ Work collaboratively to develop the case plan ▪ Develop SMART goals action steps ▪ Identify personal and social resources that will augment the case plan ▪ Provide opportunity to explore service and treatment options in 4 dimensions: Personal, Vocational, Life Needs and Family Community ▪ Promote healthy informal relationships that will support change efforts 	<ul style="list-style-type: none"> ▪ Action steps are formalized ▪ Woman can identify personal and social supports necessary to achieve personal goals
4. Review Progress	<ul style="list-style-type: none"> ▪ Review and update progress ▪ Reinforce successes ▪ Introduce problem-solving strategies when obstacles arise ▪ Begin to develop maintenance strategies 	<ul style="list-style-type: none"> ▪ Women are able to self-reinforce when successful and to problem-solve when faced with challenges ▪ Women have developed maintenance strategies to ensure a proactive response to high-risk situations

⁹ Orbis Partners, Inc. 2006. *Women Offender Case Management Model*. Orbis Partners, Inc: Ottawa, Canada. Viewed October 11, 2006 at <http://www.nicic.org/Library/021814>.

The model developed by the Orbis Partners, Inc., has yet to be evaluated. However, the goal was to create a comprehensive gender-specific case management model which utilizes a “best practices” treatment design. At this time, the National Institute of Corrections is seeking applications from jurisdictions to implement and evaluate the WOCMM.

Readings on the Women Offender Case Management Model:

- Orbis Partners, Inc. 2006. *Women Offender Case Management Model*. Orbis Partners, Inc: Ottawa, Canada. Viewed October 11, 2006 at <http://www.nicic.org/Library/021814>.
- *A Demonstration Project to Implement and Evaluate a Case Management Model for Women Offenders*. National Institute of Corrections: Corrections Community. Viewed October 16, 2006 at <http://community.nicic.org/files/folders/announcements/entry895.aspx>.

It has been argued that the increase in the female incarceration rate is partly attributable to the “war on drugs” (Zaitow 2006; Covington 2001; Mauer, Potler and Wolf 1999; Chesney-Lind 1998).¹⁰ As a result, this tool-kit includes information on substance abuse programming for women offenders.

The Center for Substance Abuse Treatment (CSAT) identifies 17 program areas that reflect a comprehensive treatment model for women offenders (Kassebaum 1999:40):¹¹

1. The etiology of addiction, especially gender-specific issues related to addiction (including social, physiological, and psychological consequences of addiction, as well as factors related to the onset of addiction);
2. Low self-esteem;
3. Race, ethnicity, and cultural issues;
4. Gender discrimination and harassment;
5. Disability related issues;
6. Relationships with family and significant others;
7. Attachments to unhealthy interpersonal relationships;
8. Interpersonal violence, including incest, rape, battering and other abuse;
9. Eating disorders;
10. Sexuality, including sexual functioning and sexual orientation;
11. Parenting;
12. Grief related to loss: to the loss of the substance that was being abused, and the emotional losses related to the woman’s children, family members, or partner;
13. Work;
14. Appearance and overall health and hygiene;
15. Isolation related to a lack of support systems (which may or may not include family members and/or partners) and other resources;
16. Life plan development; and
17. Child care and child custody.

Several prison programs have been implemented which utilize the CSAT model, including Choice Therapeutic Community (Arkansas); Baylor Women’s Correctional Institution Village (Delaware); Forever Free (California); and Recovery in Focus (Oregon) (see Kassebaum 1999 for a description of each). However, a description and outcome research the Forever Free program is included in this tool-kit as its evaluation research has been documented in several sources.

¹⁰ Zaitow, B. 2006. “Empowerment Not Entrapment: Providing Opportunities for Incarcerated Women to Move Beyond “Doing Time.”” *Justice Policy Journal* 3(1):1-24. Viewed September 19, 2006 at <http://www.nicic.org/Library/021703>; Covington, S. 2001. “Creating Gender-Responsive Programs: The Next Step for Women’s Services.” *Corrections Today*. 63:85-87; Mauer, M., Potler, C., Wolf, R. 1999. “Gender and Justice: Women, Drugs, and Sentencing Policy.” The Sentencing Project. Viewed September 19, 2006 at <http://www.sentencingproject.org/pdfs/9042.pdf>; Chesney-Lind, M. 1998. “The Forgotten Offender.” *Corrections Today*. 60(7):66-73.

¹¹ Kassebaum, P. 1999. Substance Abuse Treatment for Women Offenders: Guide to Promising Practices, Technical Assistance Publication Series. US Department of Health and Human Services, Substance Abuse and Mental Health Services Administration, Center for Substance Abuse Treatment. DHHS Publication No. (SMA) 99-3303. Viewed October 11, 2006 at <http://ncadistore.samhsa.gov/catalog/productDetails.aspx?ProductID=15498>.

Forever Free Substance Abuse Program (California Institution for Women, Frontera, CA).

The Forever Free program of the California Institution for Women is overseen by the California Department of Corrections and Rehabilitation. The program began in 1991 as a demonstration project sponsored by the Center for Substance Abuse Treatment. Participants spend 20 hours per week in programming and 20 hours per week in the prison work program over the course of 4-6 months. The goal of the program is to reduce the number of in-prison disciplinary actions, substance abuse use and re-incarceration following release from prison. Program services include assessment, treatment planning, individual and group substance abuse counseling, relapse prevention, problem solving, parole planning, 12-step groups, urine testing and case management. The curriculum emphasizes relapse prevention and cognitive-behavioral skill building and is designed to assist women in identifying the symptoms of withdrawal and relapse and teach the skills and strategies needed to deal with them. The program is designed as a comprehensive program and includes specific women's issues:

- Self-esteem and addiction
- Anger management
- Assertiveness training
- Healthy versus disordered relationships
- Physical and sexual abuse
- Post-traumatic stress disorder
- Co-dependency
- Parenting
- Sex
- Health

Although evaluation studies varied in their outcome measure and use of comparison groups, all found that program participants had better outcome results than their comparison samples (Jarman 1993; Prendergast, Wellisch, and Wong 1996; Prendergast, Hall and Wellisch 2002; Hall, Prendergast, Wellisch, Patten and Cao 2004). Using disciplinary actions and parole revocation as outcome measures, Jarman (1993) compared a program treatment group to program dropouts and participants with no treatment. At 6-14 months following release, 90% of program graduates were successful (discharged from parole or still on parole with no return to custody) compared to 38% of the comparison group. Using one year post-prison release as the following up period, Prendergast et al (1996) compared 3 groups: Forever Free graduates who entered a community based residential program following release from prison; Forever Free graduates who did not enter a community based residential program, and; women who applied to Forever Free, but did not enter the program. Outcome measures included drug use, parole outcome, treatment experiences, needs and services received. Findings showed that women who participated in the community based residential program had lower self-reported drug use and higher levels of successful parole discharge than women in the comparison groups. In a subsequent study, Prendergast et al (2002) compared a sample of Forever Free participants with participants in a substance abuse education program conducted at the same prison. They were interested in comparing outcomes in parole performance, drug use, employment and psychological functioning. They found that one year after release from prison, participants in the Forever Free program had a lower recidivism rate, a lower level of drug use and a higher level of employment.

Readings and Evaluations of the Forever Free Substance Abuse Program for Women:

- Hall, E., Prendergast, M., Wellisch, J., Patten, M., Cao, Y. 2004. "Treating Drug-Abusing Women Prisoners: an Outcomes Evaluation of the Forever Free Program." *The Prison Journal*. 84:81-105. Viewed October 11, 2006 at <http://tpj.sagepub.com/cgi/content/abstract/84/1/81>.
- Jarman, E. 1993. "An Evaluation of Program Effectiveness for the Forever Free Substance Abuse Program, at the California Institution for Women, Frontera, California. Sacramento: California Department of Corrections and Rehabilitation, Office of Substance Abuse Programs.
- Prendergast, M., Hall, E., Wellisch, J. 2002. "Outcome Evaluation of the Forever Free Substance Abuse Treatment Program: One-Year Post Release Outcomes." US Department of Justice; National Institute of Justice. Originally published in 2001, revised in 2002. Viewed October 11, 2006 at <http://www.nicic.org/Library/020051>

- Prendergast, M., Wellisch, J., and Wong, M. 1996. "Residential Treatment for Women Parolees following Prison-Based Drug Treatment Experiences, Needs and Services Outcomes." *Prison Journal*. 76(3) 253-274.
- US Department of Justice. 2000. *Promising Strategies to Reduce Substance Abuse*. Rockville, MD: Office of Justice Programs. Pp 36-39. Viewed October 11, 2006 at <http://www.ojp.usdoj.gov/docs/psrsa.pdf>. See summary, "Reentry Programs for Women Offenders" in *National Institute of Justice Journal, Issue 252*. Viewed October 11, 2006 at <http://www.nicic.org/Library/020762>.

Additional Suggested Readings on Gender-Responsive Strategies, Research and Practices

Berman, J. 2006. "Responding to Women Offenders: The Department of Women's Justice Services in Cook County, Illinois." *Gender Responsive Strategies for Women Offenders*. August 2006. U.S. Department of Justice: National Institute of Corrections. NIC Accession Number 020873. Viewed September 19, 2006 at <http://nicic.org/Library/020873>.

Description: Overview of the services and programs offered by the Department of Women's Justice Services in Cook County, Illinois. The success of DWJS is attributed to several factors, including using decision mapping; commitment to gender responsiveness in programming; environment and training; internal and external collaboration efforts; and involving researchers and mental health professionals in the design and implementation of programs.

Berman, J. 2005. "Systematic Criminal Justice Planning: Improving Responses to Women Offenders in Hamilton, Ohio." *Gender Responsive Strategies for Women Offender*. December 2005. U.S. Department of Justice: National Institute of Corrections. NIC Accession Number 020872. Viewed September 19, 2006 at <http://nicic.org/Library/020872>.

Description: This bulletin reviews the use of systemic criminal justice planning by Hamilton County, Ohio to improve services and programming for women offenders. Topics include systemic planning processes, how decision mapping works, sample findings, results, and lessons learned.

Blanchette, K., Taylor, K. 2005. "Development and Field-Test of a Gender-Informed Security Reclassification Scale for Women Offenders." Correctional Service Canada: Research Branch: R-167. Viewed September 19, 2006 at <http://www.nicic.org/Library/021246>.

Description: Describes the development and field test of the Security Reclassification Scale for Women, a classification instrument developed to "provide a national, objective, gender-informed tool that would assist in the placement of women into the least restrictive measures of confinement."

Bloom, B.; Owen, B., Covington, S. 2005. "A Summary of Research, Practice, and Guiding Principles for Women Offenders. The Gender-Responsive Strategies Project: Approach and Findings." Washington, DC: National Institute of Corrections. Viewed September 19, 2006 at <http://nicic.org/Library/020418>.

Description: Summary of Bloom, Owen and Covington (2003) publication.

Complex Challenges, Collaborative Solutions: Programming for Adult and Juvenile Female Offenders. 1998. J. Morton (ed). American Correctional Association. United Book Press: MA.

Description: Contains twenty-one articles covering a broad range of issues in female offender treatment. Subject areas include general issues affecting programming and a description of specific adult and juvenile programs proven effective in assisting adult female offenders in community and institutional settings.

Covington, S., Bloom, B. 2006. "Gender Responsive Treatment and Services in Correctional Settings." In *Inside and Out: Women, Prison and Therapy*. E. Leeder (ed). Hawthorne Press, pp. 9-34.

Description: Discusses why gender-specific practices and programs are necessary and the elements that should be considered, including program environment/culture, staff competencies, theoretical foundation, treatment modalities, reentry issues, and collaboration.

Delveaux, K., Blanchette, K., Wickett, J. 2005. *Employment Needs, Interests, and Programming for Women Offenders*. Correctional Service Canada: Research Branch: R-166. Viewed September 19, 2006 at <http://www.nicic.org/Library/021572>.

Description: Provides a description of Canadian employment programs and services available to female offenders and examines aspects of women's employment history, needs and interests. Results indicate that women offenders had high employment needs, particularly in areas of skill development and education.

Flanagan, L. 1995. "Meeting the Special Needs of Females in Custody: Maryland's Unique Approach." *Federal Probation*. 59(2):49-53. Viewed October 11, 2006 at <http://www.ncjrs.gov/app/publications/Abstract.aspx?id=156487>.

Description: Description of programs designed and implemented by the State of Maryland for female offenders. Programs identified focus on parenting, child care and custody, family planning, pre- and post-natal care, sexually transmitted diseases and employment readiness. Workshops and support groups are also described.

Fortin, D. 2004. *Program Strategy for Women Offenders*. Correctional Services Canada: Programs for Women Offenders. Viewed October 11, 2006 at http://www.csc-scc.gc.ca/text/prgrm/fsw/fsw18/toce_e.shtml.

Description: Provides a framework for program development and implementation for women offenders in Canada. The report outlines the distinctions between correctional programs, mental health programs and other programs (such as education, employment and employability, and social programs). The report is designed to provide an overview of programming available to women, guidelines for the delivery and the rationale for the program.

Frost, N., Greene, J., Pranis, K. 2006. *The Punitiveness Report-HARD HIT: The Growth in the Imprisonment of Women, 1977-2004*. Women's Prison Association, Institute on Women and Criminal Justice: New York, NY. Viewed September 19, 2006 at <http://www.wpaonline.org/institute/hardhit/index.htm>.

Description: Analyzes the growth in the numbers of women in prison and provides state-by-state data covering nearly three decades.

Greenfeld, L. and T. Snell. 1999. *Women Offenders*. US Department of Justice: Office of Justice Programs. Bureau of Justice Statistics Special Report. NCJ 175688. Viewed September 19, 2006 at <http://www.ojp.usdoj.gov/bjs/abstract/wo.htm>.

Description: Utilizing the self-reports of victims of personal contact crimes gathered in the National Criminal Victimization Survey from 1993-97, the report analyzes offense patterns, rates of offending, and the contingencies and consequences of crimes committed by women.

Hardyman, P. and Van Voorhis, P. 2004. *Developing Gender-Specific Classification Systems for Women Offenders*. U.S. Department of Justice, National Institute of Corrections. NIC Accession Number 018931. Viewed September 19, 2006 at <http://nicic.org/Library/018931>.

Description: Highlights the results of two cooperative agreements from the National Institute of Corrections (NIC), which address the need for gender-specific objective classification systems. Areas covered include classification issues for women offenders; assessment of current practices in classifying women offenders; and the identification of effective strategies in female classification.

Harrison, P. and A. Beck. 2006. *Prison and Jail Inmates at Midyear 2005*. U.S. Department of Justice: Office of Justice Programs. Bureau of Justice Statistics Bulletin. NCJ 213133. Viewed September 19, 2006 at <http://www.ojp.usdoj.gov/bjs/abstract/pjim05.htm>.

Description: Presents data on prison and jail inmates, collected from National Prisoner Statistics counts and the Census of Jail Inmates 2005. It includes total numbers for prison and jail inmates by gender, race, and Hispanic origin as well as counts of jail inmates by conviction status and confinement status.

Kassebaum, P. 1999. *Substance Abuse Treatment for Women Offenders: Guide to Promising Practices, Technical Assistance Publication Series*. U.S. Department of Health and Human Services, Substance Abuse and Mental Health Services Administration, Center for Substance Abuse Treatment. DHHS Publication No. (SMA) 99-3303. Viewed October 11, 2006 at <http://ncadistore.samhsa.gov/catalog/productDetails.aspx?ProductID=15498>.

Description: Provides guidelines and recommendations in designing programs to treat addicted women in the criminal justice system. Sections include strategies and promising practices in implementation, program design, stages of treatment planning and summaries of prison and jail-based demonstration projects. Prison programs summarized include Choices Therapeutic Community (Arkansas); Deloris J. Baylor Village Therapeutic Community (Delaware); Forever Free (California); and Recovery in Focus (Oregon).

Kelley, M. 2003. "The State-of-the-Art in Substance Abuse Programs for Women in Prison." In *The Incarcerated Woman: Rehabilitative Programming in Women's Prisons*, Susan Sharpe (ed). Prentice Hall: New Jersey. Pp 119-148.

Description: Reviews existing substance abuse programming for women in prison and summarizes its effectiveness, evaluations conducted, if available, and provides suggestions for improvement. Programs mentioned include: Stay n Out (Bayview Correctional Facility, New York); BWCI Village (Baylor Women's Correctional Institution, Delaware); Forever Free (California Institution for Women, California); Tapestry (Ohio Reformatory for Women, Ohio); Turning Point (Columbia River Correctional Institution, Oregon); Dismas Charities (Owensboro, Kentucky); Discovery (Department of Corrections Women's Facilities, Rhode Island); Taconic Correctional Facility Nursery Program (New York); Options (Pennsylvania); Marilyn Baker Program (Niantic Correctional Institution, Connecticut).

Little Hoover Commission. 2004. *Breaking the Barriers for Women on Parole*. Little Hoover Commission: California. Report No. 177. Viewed October 11, 2006 at <http://www.lhc.ca.gov/lhcdir/report177.html>.

Description: Using data pertaining to women incarcerated and on parole in the state of California, the Commission reports several key issues in addressing female offenders and includes practical recommendations and solutions. Ideal for states just beginning to implement gender-responsive strategies.

Morash, M., Bynum, T., Koons, B. 1998. *Women Offenders: Programming Needs and Promising Approaches*. U.S. Department of Justice: National Institute of Justice, Research in Brief. Viewed October 11, 2006 at <http://www.ojp.usdoj.gov/nij/pubs-sum/171668.htm>.

Description: Reports the results of a survey conducted on correctional, prison, jail and program administrators to determine the special needs of incarcerated women in the areas of management, screening, assessment and programming. The authors conclude that the following are necessary for addressing the needs of women offenders: classification and screening for needs related to children, spouse abuse and childhood sexual abuse; managerial characteristics allowing the expression of emotions and open communication; use of alternatives to incarceration; more drug treatment and mental health services and others.

National Institute of Corrections Information Center. 1996. *Women Offender Issues: Annotated Bibliography*. U.S. Department of Justice: National Institute of Corrections: Information Center. Viewed October 11, 2006 at <http://www.nicic.org/library/013370>.

Description: Provides references and brief description of NIC publications pre-1997 on women offender issues.

Ritchie, P. 2006. *Annotated Bibliography on Women Offenders: Prisons, Jails, Community Corrections, and Juvenile Justice, Web Accessible items from 2001 through March 2006*. U.S. Department of Justice: National Institute of Corrections Information Center. Viewed September 28, 2006 at <http://nicic.org/Library/021385>.

Description: Provides a citation and brief description of 99 items accessible on the web on women offenders' in prison, jail, community corrections and girls in the juvenile justice system.

Sydney, L. 2005. "Supervision of Women Defendants and Offenders in the Community." *Gender Responsive Strategies for Women Offenders*. October 2005. U.S. Department of Justice: National Institute of Corrections. NIC Accession Number 020419. Viewed September 19, 2006 at <http://nicic.org/Library/020419>.

Description: Summarizes the literature on women offenders and their specific issues and discusses the application and implementation of the guiding principles developed by Bloom, Owen and Covington (2003) in community corrections.

Responding to Women Offenders in the Community. 2000. U.S. Department of Justice: National Institute of Corrections. NCJ 187335. Viewed September 19, 2006 at <http://www.nicic.org/Library/period180>.

Description: Collection of 10 articles by practitioners and researchers focusing on women offenders and community-based corrections, with an emphasis on effective responses to female offenders in the community and on innovative and promising efforts in policy and program development.

Zaitzow, B. 2006. "Empowerment not Entrapment: Providing Opportunities for Incarcerated Women to Move Beyond 'Doing Time'." *Justice Policy Journal*. 3(1):4-24. Viewed September 19, 2006 at <http://www.nicic.org/Library/021703>.

Description: Discusses the need for gender-responsive programming, including demographic and crime related characteristics of women offenders; women's prison experience; and recommendations for change.