

**Criminal Justice Coordinating Council**  
**Tuesday, February 22, 2022 – 2 p.m.**  
**Microsoft TEAMS Meeting**

Click here to join the meeting by computer audio/video - [Click here to join the meeting](#)

1. **Welcome / Introductions** (Chair)
  
2. **Approval of November 30, 2021 Meeting Minutes** (Chair)
  
3. **Action Items**
  - A. 2022 - 23 Officer Elections (Chair)
  - B. 2022 Sunshine Act Memorandum (Dr. Alexis Harper)
  
4. **Committee Reports** (2:20p.m. – 3:00p.m.)
  - A. Strategic Planning Committee (Rosalie Roy)
  - B. Financial Resources Committee (Christine Burns)
  - C. Legislative Affairs Committee (Janet Huffor)
  - D. Pretrial Services Community Advisory Board (Chief Judge Bain)
  - E. Transition to Workforce Committee (Christine Richard)
  - F. Behavioral Health Steering Committee (Dr. Alexis Harper)
  
5. **General Reports** (3:00p.m. – 3:10p.m.)
  - A. Quarterly Criminal Justice Metrics Report (Dr. Alexis Harper)
  
6. **Discussion Items**
  - A. CJCC 2019-2021 Action Plan Summary Review (Dr. Alexis Harper) – (3:10p.m. – 3:30p.m.)
  - B. Trauma Informed Training for Employers and Staff Presentation (Juaquin Mobley) – (3:30p.m. – 3:50p.m.)
  - C. Other Discussion Items – (3:50p.m. – 4:00p.m.)
  
7. **Next Meeting**

Tuesday, May 24, 2022 @ 2:00PM – Microsoft Teams

## Criminal Justice Coordinating Council

### Meeting Minutes

Date: Tuesday, November 30, 2021

Location: Microsoft TEAMS Meeting

1. Vice Chair William Bain welcomed Council members.
2. The following Council members or their representatives were in attendance:

William Bain	4th Judicial District
Mark Allison	Division of Adult Parole
Michael Allen	District Attorney
Mary Ellen Benson	Diversus Health
Jack Briggs	Springs Rescue Mission
Pete Carey	El Paso County Justice Services
Bill Elder	El Paso County Sheriff
Chris Garvin	El Paso County Department of Human Services
Chris Heberer	City of Fountain Police Department
Robin Johnson	El Paso County Public Health
HayDen Kane	Colorado Springs Municipal Court
Denise Krug	Discover Goodwill
Ryan Mills	Probation, 4th Judicial District
Rosalie Roy	Public Defender's Office
Kirsten Swenson	Community Corrections Board
3. Michael Allen moved to approve the August 24, 2021 meeting minutes. Chris Heberer seconded. The motion carried unanimously.
4. The following committee chairs or representatives provided updates on committee activities:

Pretrial Services – William Bain
Strategic Planning – Rosalie Roy
Behavioral Health – Dr. Robin Johnson
Financial Resources – Christine Burns
Transition to Workforce – Christine Richard
Legislative Affairs – Alexis Harper
5. During the CJCC 2019-2021 Action Plan Progress Tracking Sheet review, Dr. Harper asked for feedback on the format of the tracking sheet and Judge Bain noted that the formatting was useful, clear, and should be utilized in tracking the new, 2022-2024 Action Plan objectives and tasks.
6. While reviewing the CJCC Metrics Sheet, Judge Bain asked about successful vs. unsuccessful completions for Community Corrections residential programs. Dr. Harper explained that successful completions are listed rather than unsuccessful, because the definition for unsuccessful does not necessarily mean “failure” of the program, where

many times clients are transferred to other programs that might better suit their needs. Mark Wester discussed a few of the various programs that Comcor offers to provide examples of client participation outside of residential treatment options. Angel Medina helped clarify that often people are transferred out of district during their programming, and some of the other reasons they may not complete a local program that is due to client status changes rather than program violations, and that new reports were being developed to provide better defined metrics for community corrections programs and outcomes. Dr. Harper added that these new metrics could be added to the Metrics Dashboard the CJCC will work to create in 2022 as an initial new Action Plan objective.

7. Dr. Harper introduced the official final draft of the new CJCC 2022-2024 Action Plan and gave thanks for all the assistance in drafting the document, noting that the CJCC of the Pikes Peak Region was asked by the National Network of CJCCs to use the 2019-2021 Action Plan as an example and model, so the hard work to create these quality documents is recognized. Comments on the 2022-2024 Action Plan were positive, and it was noted a few hard copies should be printed and made available for the public when visiting county offices. Sheriff Elder moved to approve the new Action Plan under item #5-A. Jack Briggs seconded. The motion carried unanimously.
8. Review of Offender Treatment Board funding opportunities was well received, with thanks to Magistrate Jami Vigil and local Problem-Solving Court Coordinator Latisha Quintana. The funding opportunity will be added to the CJCC Financial Resources Committee's Funding Resources sheet.
9. Pete Carey requested CJCC meetings be held virtually for quarters 1 and 2 of 2022, to continue to promote public safety around new COVID variant concerns, with the consideration for moving back to in-person meetings later in the year. Judge Bain concurred. Pete Carey motioned to approve the 2022 CJCC meeting dates listed in item #5-C. Kirsten Swenson seconded. The motion carried unanimously.
10. The meeting adjourned at 3:42PM.

**Criminal Justice Coordinating Council**

**Agenda Item Summary**

**Agenda Item Title:** 2022 – 23 Officer Elections  
**Agenda Date:** February 22, 2022  
**Agenda Item Number:** #3 - A  
**Presenter:** Commissioner Holly Williams, CJCC Chair  
**Information:** **Endorsement:** X

Article IV of the Criminal Justice Coordinating Council (CJCC) Bylaws includes the election of officers at the first meeting of each year. Please find below the excerpt from the bylaws addressing the election process.

*ARTICLE IV - OFFICERS*

*Section 1 Election*

*The Officers shall consist of Chairperson, Vice-Chairperson and Second Vice-Chair Person. The Chairperson and Vice Chairpersons shall be elected by a vote of the Council members at the first meeting of each year of the Council.*

*Section 2 Duties*

*The Chairperson shall conduct the meetings in accordance with the normal duties of a Chairperson and shall exercise the normal functions of a Chairperson. The Vice Chairperson shall conduct meetings in the absence of the Chairperson and shall exercise the normal functions of the Chairperson. In the absence of the Chairperson and the Vice Chairperson, the second Vice-Chairperson shall perform the above functions.*

The current officers include:

Chair -	Commissioner Holly Williams
Vice-Chairperson -	Chief Judge William Bain
Second Vice-Chairperson -	Mark Allison

**Recommended Motion:**

Move the following officers for the 2022 - 2023 year:

Chairperson \_\_\_\_\_

Vice-Chairperson \_\_\_\_\_

Second Vice-Chairperson \_\_\_\_\_

**Criminal Justice Coordinating Council**

**Agenda Item Summary**

**Agenda Item Title:** 2022 Sunshine Act Memorandum  
**Agenda Date:** February 22, 2022  
**Agenda Item Number:** #3 - B  
**Presenter:** Alexis Harper, Ph.D., Criminal Justice Planner,  
Justice Services Department  
**Information:** **Endorsement: X**

Pursuant to guidelines established by the El Paso County Board of County Commissioners for compliance with the Colorado Open Public Meeting Sunshine Act, the Criminal Justice Coordinating Council annually endorses a memorandum at the first meeting of the year that addresses the posting place for public meeting notices and the location of meetings, the official custodian of board minutes, and the location of where the minutes will be on file.

Please find enclosed the draft memorandum for consideration and / or endorsement.

**Recommended Motion:**  
Move to endorse the 2022 Sunshine Act Memorandum.

**SUNSHINE LAW 2022 MEMORANDUM**

**TO:** Kristy Smart, Clerk to the Board Manager

**FROM:** Alexis Harper, Ph.D., Criminal Justice Planner, Justice Services Department

**RE:** 2022 Sunshine Act Memorandum  
Criminal Justice Coordinating Council

**DATE:** February 22, 2022

Pursuant to guidelines established by the Board of County Commissioners for compliance with the Colorado Open Public Meeting Sunshine Act (Sunshine Act), the following information addresses whereby each county Board or Commission shall notify the Clerk to the Board Manager of the posting place for public meeting notices and the location of meetings, the official custodian of board minutes, and the location of where the minutes will be on file.

The Director of Justice Services, or his designee, shall be responsible for ensuring that appropriate notice of Criminal Justice Coordinating Council (CJCC) meetings. The respective agendas will be posted on the County's website. Notice will be given in the form of an agenda which will state the date, time, and place of the respective meetings as required by the Sunshine Act.

The Director of Justice Services, or his designee, shall serve as the official custodian of the CJCC meeting minutes. The record of all meeting minutes will be on file at the Criminal Justice Planning office, 19 N. Spruce St., Colorado Springs, Colorado, 80905, and are available at this location for public review and will be posted on the website.

This procedure for compliance with the Sunshine Act for the 2022 calendar year was endorsed by the Criminal Justice Coordinating Council of the Pikes Peak Region at their meeting on February 22, 2022.

Please contact Criminal Justice Planner, Dr. Alexis Harper, at 428-8871 if you have questions or need additional information.

## STRATEGIC PLANNING COMMITTEE

### February 22, 2022 Report

#### Committee Members

Rosalie Roy, 4th Judicial District Public Defender's Office (Chair)  
Terry Anderson, Springs Rescue Mission  
Russ Bogardus, Citizen  
Pete Carey, El Paso County Justice Services  
Bridget Collins, 4th Judicial District Courts  
Teri Frank, El Paso County Sheriff's Office  
Chris Garvin, El Paso County Department of Human Services  
Alexis Harper, Ph.D., El Paso County Justice Services  
Trudy Hodges, Springs Recovery Connection  
LeeAnn Ortega, 4th Judicial District Probation  
Reginald Short, 4th Judicial District Attorney's Office  
Susan Wheelan, El Paso County Public Health  
Brandon Wilson, El Paso County Public Information Office

#### Committee Highlights

1. The Committee met virtually on February 3.
2. The CJCC 2022-2024 Action Plan is available online as a flipbook which can be accessed through the CJCC webpage or directly through the below link; Printed copies are available if interested.  
[https://issuu.com/elpasocounty/docs/cjcc\\_action\\_plan\\_2022\\_-\\_2024?mode=window](https://issuu.com/elpasocounty/docs/cjcc_action_plan_2022_-_2024?mode=window)
3. 2022-2024 Action Plan objectives were reviewed and discussion was had over priorities for this year. The Committee discussed hosting a State of the CJCC event in summer of 2023 to meet objective B1. A lengthy discussion was also had over Action Plan objective A1 regarding the redevelopment of CJCC Bylaws. The Committee will work to draft information to be approved by the Council around CJCC and Committee membership consideration, recruitment, and expectations.
4. Members were provided the 2019-2021 CJCC Action Plan Summary draft and asked to review the document and provide Dr. Harper with any feedback in advance of distribution to the CJCC.
5. The next committee meeting will be held April 21, 2022.

## FINANCIAL RESOURCES COMMITTEE

### February 22, 2022 Report

#### Committee Members

Christine Burns, El Paso County Justice Services (Chair)  
Russ Bogardus, Citizen  
Jane Fromme, El Paso County Sheriff's Office  
Trudy Hodges, Springs Recovery Connection  
Keith Schumacher, Springs Rescue Mission  
Scott Sosebee, 4th Judicial District Courts

#### Committee Highlights

1. The committee met on January 11.
2. Financial Resources Committee objectives and tasks from the 2022-2024 CJCC Action Plan were discussed. The committee will reach out to UCCS to develop student and intern assistance with developing grants packages based on need.
3. Members discussed that a best practice in grant funding is to create programs based on need, craft grant language, and then seek funding. All agreed that chasing grant funds is not a sensible grant practice.
4. The Community Services Block Grant (CSBG) was discussed as a potential grant source for criminal justice programs/needs. The CSBG is currently in a three-year cycle. Though CSBG supports a specific population, there might be some creative opportunities for interested service providers.
5. The 2021 Grant Tracking Spreadsheet is available on the CJCC Microsoft Team. Please update the spreadsheet as your agency applies for and is awarded or declined grants. New members can request to be added to the CJCC Microsoft Team by emailing Dr. Alexis Harper at [alexisharper@elpasoco.com](mailto:alexisharper@elpasoco.com).

The 2022 Grant Tracking Spreadsheet, as currently updated, is attached.

6. Committee members selected Christine Burns to continue serving as the Committee Chair for 2022.
7. The committee meetings for 2022 were set for March 8, May 10, July 12, September 13, and November 8, held from 3:30 pm to 4:15 pm. Currently, meetings are scheduled to be held virtually. The next committee meeting will be on March 8, 2022, at 3:30 pm.





## LEGISLATIVE AFFAIRS COMMITTEE

### February 22, 2022 Report

#### Committee Members

Janet Huffor, El Paso County Sheriff's Office (Co-Chair)  
Brandon Wilson, El Paso County Public Information Office (Co-Chair)  
Jack Briggs, Springs Rescue Mission  
Alexis Harper, Ph.D., El Paso County Justice Services  
Carly Hoff, City of Colorado Springs  
George Reed, Ph.D., University of Colorado Colorado Springs School of Public Affairs

#### Committee Highlights

1. The Committee met January 20 and February 17.
2. Weekly bill reports are being sent out each Monday, tracking bills of interest to the CJCC based on Action Plan objectives and topics. These bill reports can be reviewed on the CJCC Microsoft Team. Please reach out to Dr. Alexis Harper if you would like to opt into receiving the weekly bill report via email or if you need access to the Microsoft Team: [alexisharper@elpasoco.com](mailto:alexisharper@elpasoco.com)
3. A few bills of interest include:
  - a. [HB22-1063](#) - Jail Standards Commission: Concerning creation of a jail standards commission to standardize the operation of Colorado jails.
    - i. The bill creates the Colorado jail standards commission (commission) in the department of public safety. The commission creates standards for the operation of Colorado's county jails (jails) and updates the standards as necessary.
    - ii. The commission shall establish standards regarding oversight of the standards; compliance with the standards, including a requirement for a biennial compliance inspection of each jail; a complaint process and investigation process; and possible sanctions for noncompliance with or violations of the standards.
  - b. [SB22-010](#) - Pretrial Diversion For Person With Behavioral Health: Concerning pretrial diversion programs that are intended to identify eligible individuals who have behavioral health disorders in order to divert them from the criminal justice system into community treatment programs.
    - i. This bill expands the scope of the pretrial adult diversion program to identify individuals with behavioral health disorders who committed a low-level offense to divert them from the criminal justice system and into community treatment programs. District attorney offices that use state money for diversion programs must consider whether a defendant has a mental health or other behavioral health disorder that may make them eligible for the program, and diversion agreements may include participation in treatment programs. This program expansion replaces the existing Mental Health Diversion Pilot Program that is currently set to repeal on July 1, 2022.

- c. [SB22-021](#) - Treatment Behavioral Health Disorders Justice System: Concerning the treatment of persons with behavioral health disorders in the justice system.
  - i. Under current law, the Legislative Oversight Committee Concerning the Treatment of Persons with Mental Health Disorders in the Criminal and Juvenile Justice Systems and its associated task force repeal July 1, 2023.
  - ii. This bill renames the oversight committee as the Legislative Oversight Committee Concerning the Treatment of Persons with Behavioral Health Disorders in the Criminal and Juvenile Justice Systems; extends the committee and task force until July 1, 2027; changes the scope of the committee and task force to address the treatment of persons with behavioral health disorders in the criminal and juvenile justice systems; and reduces the size of the task force from 32 to 29.
- d. [SB22-041](#) - Pretrial Release for Repeat and Violent Offenders
  - i. Current law prohibits a court from releasing a person on an unsecured personal recognizance bond without consent of the district attorney or unless the court imposes certain additional individualized conditions of release if the person is presently free on another bond of any kind in another criminal action involving a felony or a class 1 misdemeanor, has a record of conviction of a class 1 misdemeanor within 2 years or a felony within 5 years, has willfully failed to appear on bond in any case involving a felony or a class 1 misdemeanor charge in the preceding 5 years (collectively, persons accused of repeat or violent offenses).
  - ii. The bill removes the provisions regarding district attorney consent and additional conditions of release and prohibits a court from releasing a person accused of repeat or violent offenses on any unsecured personal recognizance bond.
  - iii. The bill adds to persons accused of repeat or violent offenses a person who is accused of committing a crime of violence and the court finds probable cause to believe that the person has committed the offense.
  - iv. Existing law requires any monetary condition of pre-trial release to be reasonable. The bill clarifies that for a person accused of repeat or violent offenses, a reasonable monetary condition is at least \$7,500.
- e. [SB22-049](#) - Victim Rights Act
  - i. Allowing a victim or the victim's designees to appear in court proceedings in person, by phone, or virtually via video or audio technology, or similar technology;
  - ii. Requiring defendants to attend sentencing hearings to hear the victim's impact statement, unless the court excludes the defendant;
  - iii. Clarifying that a victim or the victim's designees have a right to consult with the prosecution after any crime against the victim has been charged, and the prosecutor shall explain the sentencing terms;
  - iv. Requiring the court to provide the victim or the victim's designees with translation or interpretation services as needed during all critical stages of the hearing;
  - v. Clarifying that a victim or the victim's designees have a right to attend all parole board hearings;
  - vi. Requiring a court to order a bond hearing in any case that falls under the act; and
  - vii. Clarifying that more than one person can represent the interests of a victim who is deceased or incapacitated.

## **PRETRIAL SERVICES COMMUNITY ADVISORY BOARD**

### **February 22, 2022 Report**

#### **Committee Members**

William Bain, 4th Judicial District Courts (Chair)  
Stephanie Blackburn, 4<sup>th</sup> Judicial District Court Operations  
Pete Carey, El Paso County Justice Services  
Jonathan Caudill, Ph.D., Citizen  
Shannon Gerhart, 4th Judicial District Courts  
Patrick Kelly, Citizen  
Katherine Livornese, 4th Judicial District Courts  
Diana May, El Paso County Attorney's Office  
Dawn Montoya, El Paso County Pretrial Services  
Deborah Pearson; 4<sup>th</sup> Judicial District Courts  
Bud Perry, El Paso County Sheriff's Office  
Rosalie Roy, 4th Judicial District Public Defender's Office  
Andy Vaughn, 4th Judicial District Attorney's Office  
Jennifer Viehman, 4th Judicial District Attorney's Office  
Holly Williams, Board of El Paso County Commissioners

#### **Committee Highlights**

1. Pretrial Services Community Advisory Board and program staff plan to work on Action Plan objectives, beginning with developing a process guide and personal responsibility checklist for defendants.
2. Dawn Montoya, Pretrial Services Program Manager, presented information to the bench on the use of the Colorado Pretrial Assessment Tool – Revised (CPAT-R). The Committee approved the CPAT-R in November 2021, and program staff began using the revised assessment tool in December 2021. This revised assessment provides improved predictive performance.
3. Additional resources have been provided for Pretrial Services staffing, with several successful internal promotions and new hires in training. The Pretrial Services Assessment Unit will support the weekend advisement docket process with a PR Bond Commissioner and a Pretrial Specialist.
4. 3220 Supervised PR Bonds were issued in 2021. Additionally, 6577 unsupervised PR Bonds were granted per warrant.
5. The next Community Advisory Board meeting is scheduled for noon on May 4, 2022.

## **TRANSITION TO WORKFORCE COMMITTEE**

### **February 22, 2022 Report**

#### **Committee Members**

Christine Richard, Colorado Department of Corrections, Division of Adult Parole (Co-Chair)  
Maurice Motley, Center for Employment Opportunities (CEO) – Colorado Springs (Co-Chair)  
Charity Bellerdine, CHMIP In-Reach  
Matthew Blanski, Colorado Department of Corrections, Division of Adult Parole  
Becky Boerjan, El Paso County Sheriff's Office  
Julia Brownfield, Springs Recovery Connection  
Kristina Carroll, Center for Employment Opportunities (CEO) – Colorado Springs  
Aaron Clark, Justice Reskill  
Damon DiFabio, Colorado Homebuilding Academy  
Cliff Hunter, Project Diakonia  
Lee Jones, Springs Rescue Mission  
Denise Krug, Goodwill of Colorado  
Don Mainard, Mt. Carmel Veterans Service Center  
Juaquin Mobley, CommunityWorks  
Kassidy Norvill, Pikes Peak Workforce Center  
Eric Rhone, Colorado Springs Municipal Probation  
Ivett Ruiz, Division of Youth Services  
Kurt Runge, 4th Judicial District Probation  
Gene Shvedov, ParadigmONE

#### **Committee Highlights**

1. The Committee met on January 24.
2. A Microsoft Team has been created for committee members to better share metrics and data on serving justice involved clients. Number reflecting calendar year 2021 for many of the committee's partner agencies include:
  - a. Center for Employment Opportunities (CEO):
    - i. Enrolled 95 justice involved individuals
    - ii. Placed 67 in full-time jobs
    - iii. The average wage at placement was \$13.45
    - iv. Job retention at 180 days was 53%; Job retention at 365 days was 45%
  - b. Colorado Springs Municipal Court:
    - i. Total New Probation Caseload: 1,435
    - ii. In the planning phase of implementing a more responsive Outreach Court process. This would include having service providers present for a designated docket(s) so that individuals can be connected directly with services while resolving cases simultaneously. The goal is reduce the barriers to services and assist in connecting individuals with resources. Discussion about developing more population-specific programming – i.e., for homeless and female populations.
  - c. Colorado Springs Parole:
    - i. 1,786 on Parole with 70% employed

- d. Construction Academy: Served two justice involved individuals and hope for more referrals in 2022.
  - e. El Paso County Sheriff's Office:
    - i. Jail Based Behavioral Health Services (JBBS): Served 2,595; 350 still engaged in programming
    - ii. Gateway offered work experience and referrals to 130 inmates
    - iii. EPSO is offering more opportunities for the incarcerated population to participate in educational and group therapy (we are a certified treatment provider with the State of Colorado) throughout the CJC facility. Department of Revenue has partnered with EPSO to provide IDs to any Colorado eligible inmates during their incarceration. MAT services and referrals, to include providing Narcan and Vivitrol injections prior to release. Homeless bundles (hat, gloves, socks, coat, backpack, hygiene items) for releasing inmate. Cell phones with 60-minute phone card for mental health involved clients, when applicable. Connections for continuity of care for mental health, substance use concerns and pregnant person's needs.
  - f. Goodwill:
    - i. Served 67 justice involved individuals
    - ii. Services for the majority of these individuals included career exploration, job readiness, occupational skill training and job placement.
  - g. Pathway Grant: Have 75 enrolled, most are still incarcerated due to the nature of the grant; six are paroled.
3. Membership expansion is being considered to bring additional members involved who work directly with juveniles and justice involved youth to promote new Action Plan objectives in these areas of interest.
  4. Additional efforts are being made to raise awareness around employing individuals with behavioral health concerns. Item #6-B aligns with this effort to provide Council members with information on "Trauma informed training for employers and staff" from our partners at Community Works, a local organization working to empower people through meaningful employment opportunities.
  5. The Committee typically meets to the 4<sup>th</sup> Monday of each month, with the next meeting scheduled for February 28<sup>th</sup>.

## **BEHAVIORAL HEALTH STEERING COMMITTEE**

### **February 22, 2022 Report**

#### **Committee Members**

Michael J. Allen, 4th Judicial District Attorney's Office  
William Bain, Recovery Court 4th Judicial District  
Mary Ellen Benson, Diversus Health  
Katie Blickenderfer, Diversus Health  
Jack Briggs, Springs Rescue Mission  
Eric Stein Bronsky, M.D., Colorado Springs Fire Department; Centura Health  
Pete Carey, El Paso County Justice Services  
Cari Davis, Colorado Springs Health Foundation  
Bill Elder, El Paso County Sheriff's Office  
Todd Evans, City of Fountain  
Lari Hanenberg, El Paso County Sheriff's Office  
Trudy Hodges, Springs Recovery Connection  
Andrea Kedley, Colorado Community Health Alliance  
Deb Mahan, Gazette Charities, Anschutz Foundation  
Mark Mayes, UC Health; Memorial North Hospital  
Jayme McConnelloge, Colorado Springs Fire Department Regional EMS  
Chad Miller, 4th Judicial Criminal Courts  
Doug Muir, Centura Health, Penrose Hospital  
Rob Nartker, Peak Vista Community Health Centers  
Vincent Niski, Colorado Springs Police Department  
Steve Posey, City of Colorado Springs Community Outreach  
Amber Ptak, Colorado Health Partnership  
Joe Roybal, El Paso County Sheriff's Office  
Heather Steinmann, Pikes Peak United Way  
Adrian Vasquez, Colorado Springs Police Department  
Mark Wester, Comcor  
Susan Wheelan, El Paso County Public Health  
Amy Yutzy, Colorado Community Health Alliance

#### **Behavioral Health Workgroup Chairs and Supporting Partners**

Christine Burns, El Paso County Justice Services (Diversion - Chair)  
Carey Boelter, El Paso County Sheriff's Office (Diversion)  
Teri Frank, El Paso County Sheriff's Office (Diversion)  
PJ Higgins, Community Health Partnership/  
Coalition for Prevention Education, Addiction and Recovery (Treatment)  
Beth Roalstad, Homeward Pikes Peak/  
Coalition for Prevention Education, Addiction and Recovery (Treatment)  
Laura Ridenour, El Paso County Sheriff's Office (Reentry - Chair)  
Steven Johnson, Colorado Springs Fire Department (Navigation - Chair)  
Heather Graves, El Paso County Public Health (Prevention)  
Fadi Youkhana, El Paso County Public Health (Data)  
Stephanie Gangemi, University of Colorado Colorado Springs  
Alexis Harper, Ph.D., El Paso County Justice Services  
Meghan Haynes, El Paso County Public Health

## **Committee Highlights**

1. The Behavioral Health Steering Committee met February 16.
2. Updates from the El Paso County Sheriff's Office Behavioral Health Connect (BHCON) team include:
  - a. The 2021 Annual Review sheet for BHCON is attached. Nearly 1900 contacts were made for behavioral health related care, but very few arrests, only 12, were made in the effort to provide services. With more than 99% of calls being diverted from jail, and 85% of calls being diverted from the ER, BHCON units have been extremely beneficial in helping citizens with behavioral health concerns receive appropriate treatment and referrals for treatment in the community.
  - b. EPSO is working with UC Health to hire a second clinician for the BHCON 4 unit in Fountain. Fountain PD has identified a law enforcement officer for the team. Once the new unit is up and running, there will be four total units operating with support from the case manager within the EPSO.
3. Following the departure of Dr. Robin Johnson as Medical Director with El Paso County Public Health, and the completion of Health Management Associates (HMA) contract as a consultant with EPCPH and EPSO, the Steering Committee reviewed new opportunities for meeting Action Plan objectives. While a Crisis Stabilization Center model is a very high-level and evidence-based practice for meeting behavioral health needs, local leadership has expressed concerns surrounding costs for the development of a new facility and believe resources would be better allocated to the growth and improvement of existing services while working toward greater community-wide goals.
4. Dr. Harper provided members a review of the purpose of the committee, discussing the Criminal Justice and Behavioral Health Summit in March of 2019, and the Gaps and Needs Analysis conducted by HMA in 2020, as efforts that promoted the restructuring of the Behavioral Health Committee into the Behavioral Health "Steering" Committee, focused around major priority areas (Diversion, Treatment, Reentry, Community Navigation, Prevention, and Data Analysis). Summary information from the 2019 Summit, 2020 Gaps and Needs Analysis, 2019-2021 Action Plan, and other CJCC documents can be viewed in the "Committee Action" tab on the CJCC webpage: <https://justiceservices.elpasoco.com/justice-services/criminal-justice-coordinating-council-2/>
5. Dr. Harper also reviewed the 2022-2024 CJCC Action Plan, highlighting this committee's objectives and asking for feedback from partners on what they are doing within their existing efforts to help meet these goals. Partners provided a lot of feedback that Dr. Harper will work to align with the objectives listed on pgs. 16-17 of the Action Plan: [https://issuu.com/elpasocounty/docs/cjcc\\_action\\_plan\\_2022\\_-\\_2024?mode=window](https://issuu.com/elpasocounty/docs/cjcc_action_plan_2022_-_2024?mode=window)
6. Several committee members offered updates on their agency or organizations' efforts to provide a greater awareness of crisis and behavioral health response locally:
  - a. Trudy Hodges provided information on services that will be available through the Springs Recovery Connection Recovery Center.
  - b. Laura Ridenour discussed EPSO release planning at the jail and connecting people to a community-based education service. Partnership with CARES team




to connect with people as they're releasing from jail. Steve Johnson with CARES followed-up regarding collaboration on referrals out of jails; sanding up teams to help with navigation for those with SUD, homelessness, mental illness as they come out of jail, and working closely with homeless outreach.

- c. Mark Wester provided updates from Comcor including revitalized electronic monitoring systems with court partners, and tools available for client management, operating City Hope to house homeless individuals positive with COVID-19, and some long-term goals, such as submitting funding requests to redevelop housing units for affordable housing for those coming out of jail.
  - d. PJ Higgins provided notes from CPAR and the interests on improving community-wide infrastructure; organizing around funding on opioid settlement and the greater community perspective.
  - e. Katie Blickenderfer appreciates the look at different community resources and utilizing these and would like to share crisis continuum within Diversus Health at a future committee meeting. SAMSHA funding for peer/community efforts. Clubhouse has reopened to provide socialization opportunities for adults. Diversus is committed to learning about sticking points to connect to address challenges. Mobile response and telehealth evaluations have been great opportunities.
  - f. Doug Muir shares that he may also be looking at a broader approach to serving the general population, and feels we've gathered the appropriate people to manage the transitions needed. Encouraged the opportunity for developing options for individuals without a good history of treatment compliance, to stay engaged and benefit from case management and services. Assisted outpatient therapy models and legal opportunities such as proactive orders to maximize the individual's outcomes and public safety. Will really see a big movement on cost as these are high utilizers. Want to offer a full continuum, broader strategies.
  - g. Beth Roalstad provided info that Homeward Pikes Peak is currently creating the community's first integrated residential treatment center for Pregnant and Parenting Women called the Bloom House Residential Treatment Center (BHRTC). Bloom house will be family-focused, gender-responsive, with trauma-informed care, addressing co-occurring mental and physical health conditions. As an 8-bed residential therapeutic community providing treatment for adult women with chronic substance use disorders and co-occurring mental health disorders, BHRTC is a highly structured, evidence-based treatment model that encompasses progressive phases, ASAM levels 3.5 and 3.1. Women who successfully complete treatment at BHRTC can "step down" to sober, supportive, and safe housing through Project Detour. Finally, HPP offers a licensed outpatient treatment service that specialize in women. This continuum of care would provide the wrap-around support services for women as they progress in their recovery. These three phases of supportive recovery will lend stability and security to mothers and their children in this continuing care model in our community.
7. Future committee discussions include Diversus Health's crisis continuum, legal pathways to court-ordered treatment, and new committee leadership and chairpersons.
  8. The Steering Committee's next meeting is scheduled for March 15.

BHCON (Behavioral Health Connect) is a crisis response team comprised of a Crisis Intervention Team (CIT) trained Law Enforcement Officer and a UHealth Behavioral Health Clinician.

◀◀◀ The Sheriff's Office received **4224** total Mental Health 911 Calls ▶▶▶

 **1154**  
9-1-1 CALLS  
FOR SERVICE

BHCON contacted the client **81%** of the time when responding to 9-1-1 calls and **53%** of the time at initial referral. Referrals can come from internal or external agencies.

 **1113**  
FOLLOW-UP  
ATTEMPTS

The team successfully reached out to clients **68%** of the time after initial contact to provide continual support.

 **389**  
REFERRALS

 **481**  
ADMINISTRATIVE  
SERVICES

BHCON makes referrals to and follows up with providers as well as participates in care coordination meetings to ensure clients are receiving the care they need.

**99%**

CALLS  
DIVERTED  
FROM JAIL

**85%**

CALLS  
DIVERTED  
FROM ER

**794**

COVER  
CARS  
RELEASED

### Call Types

**66%** Check the Welfare & Suicide Related Calls

*Additionally, BHCON responded to calls such as Disturbance, Criminal Trespass, Domestic Violence, and Suspicious Incident.*

### Call & Referral Dispositions

**54%** Treated in Place

*Treating in Place eliminates the need to remove individuals from their home/school by providing immediate intervention/resources when appropriate.*

**14%** Mental Health Hold/Emergency Commitment

*When an individual is in immediate danger to self or others or is gravely disabled, a licensed clinician or a law enforcement officer may place the person on a 72-hour mental health hold or an emergency commitment if under the influence of alcohol/substances.*

### Annual Highlights

- Expanded into a regional team with Fountain PD deploying the BCN3 unit
- Nearly 1900 contacts
- 12 arrests
- 14 min average time to calls
- 51 min average time on scene
- 945 total cover, medical and fire emergency units released back to service



## **Criminal Justice Coordinating Council**

### **Agenda Item Summary**

**Agenda Item:** Criminal Justice Metrics Report  
**Agenda Date:** February 22, 2022  
**Agenda Item Number:** #5 – A  
**Presenter:** Dr. Alexis Harper, El Paso County Justice Services  
**Information:** X      **Approval:**

In the interest of providing CJCC members an overview of the status of the criminal justice system, regional criminal justice statistics and metrics are reported by quarter in the attached spreadsheet. These metrics include performance measures to gauge changes and progress in various areas of the CJCC and the committees' Action Plan items.

These metrics are updated quarterly to reflect the most current year of data available.

## Criminal Justice Metrics Report – February 22, 2022

CJCC Metrics	2021 Q1	2021 Q2	2021 Q3	2021 Q4
<b>Jail</b>				
<b>Total Population</b>	4771	5016	5379	4888
<b>Average Daily Population at the CJC / % Pretrial</b>	1325/79%	1281/78%	1357/79%	1321/81%
Felony Pretrial Detainees Released Average Length of Stay (Days)	45	47	36	42
Misdemeanor Pretrial Detainees Released Average Length of Stay (Days)	5	6	6	6
Felony Sentenced Inmates Released Average Length of Stay (Days)	104	83	97	85
Misdemeanor Sentenced Inmates Released Average Length of Stay (Days)	30	32	42	43
<b>Behavioral Health Connect (BHCON)*</b>				
911 Calls/Referrals	207/73	228/106	357/90	364/120
Follow-Up Attempts/Successful Follow-Up Rate	220/51%	255/71%	331/75%	307/70%
% Calls Related to Check The Welfare & Suicide	68%	60%	69%	66%
% Treat in Place/Arrest (includes 911 Calls & Referrals)	46%/2%	51%/1%	55%/1%	60%/<1%
Average Time to Arrive on Scene	18 min	12 min	14 min	17 min
Patrol Cars Released Back to Service	174	176	237	207
<b>CSFD-CRT*</b>				
Total Incidents/Total Patients Treated	605/324	648/270	755/258	827/234
% Calls Related to Check The Welfare & Suicide	60%	74%	83%	85%
% Treat in Place	64%	58%	71%	72%
CSPD/CSFD Units Released Back to Service	349	290	420	480
<b>Pretrial Services</b>				
<b>PR Bonds Granted (at advisement and through other court action)</b>	2294	2631	3179	2957
Bonds Recommended (from advisement docket)	304	145	147	205
<b>Average Daily Supervised PR Bond Population</b>	1417	1281	1191	1307
<b>Non-Compliance Rate Public Safety/Appearance (Supervised)</b>	8%	7%	8%	8%
FTA Rate (Supervised)	7%	6%	7%	7%
New Charges Rate (Supervised)	1%	1%	1%	1%
<b>Cases Interviewed Involving Domestic Violence</b>	40%	79%	87%	64%
<b>Community Corrections</b>				
<b>Successful Completions/Rate (Residential)</b>	76/38%	52/30%	45/43%	61/52%
<b>Board Screened Referrals/Acceptance Rate into Programs</b>	238/73%	252/56%	282/46%	253/49%
Average Length of Time Clients Serve in Residential Programs (Days)	149	138	164	184
<b>Full-Time Employment Rate upon Release</b>	49%	43%	46%	43%
Entered Community Corrections with Full-Time Employment	0.07%	0.08%	0.07%	0.07%
Increase in Full-Time Employment Since Intake	48.93%	42.92%	45.93%	42.93%

\*BHCON added a third unit which substantially shifts metrics beginning in 2021 Q2 data due to increased support. This unit primarily operates in Fountain, but is reported in overall regional BHCON unit metrics.

## **Criminal Justice Coordinating Council**

### **Agenda Item Summary**

**Agenda Item:** CJCC 2019-2022 Action Plan Summary Review

**Agenda Date:** February 22, 2022

**Agenda Item Number:** #6 – A (20 minutes)

**Presenters:** Dr. Alexis Harper, El Paso County Justice Services

**Information:** X                      **Endorsement:**

The 2019-2021 CJCC Action Plan Summary is attached, featuring a brief review for each of the CJCC's Committees' objectives and tasks and how these efforts have been achieved over the past three years. The progress that has been made is incredible, and a great appreciation is had for all CJCC members and partners who have been and continue to be involved in making local criminal justice systems and related services more effective and equitable.

This document will be available on the CJCC webpage when quarter 1 updates are released: <https://justiceservices.elpasoco.com/justice-services/criminal-justice-coordinating-council-2/>

# Criminal Justice Coordinating Council of the Pikes Peak Region

## 2019 – 2021 Action Plan Summary

Developed as an initial strategic plan for the Criminal Justice Coordinating Council of the Pikes Peak Region, the 2019-2021 Action Plan has served as a valuable roadmap for partners to work and collaborate on many different topics and concerns. The Action Plan promoted positive changes that achieve and sustain a more effective and equitable criminal justice system.

**Read: [Criminal Justice Coordinating Council of the Pikes Peak Region 2019-2021 Action Plan](#)**

Please direct any questions to El Paso County Criminal Justice Planner, Dr. Alexis Harper, [alexisharper@elpasoco.com](mailto:alexisharper@elpasoco.com).

Council and Committee members, stakeholders, partners, and the public contributed to developing and accomplishing the three-year plan, expressing interest in highlighting goals to meet significant local gaps and needs within the criminal justice system and services. Evidence-based practices were reviewed and developed to provide the best opportunities for success as each Committee's objectives and tasks were undertaken and achieved. An executive summary across the first few pages of this document provides an overview of several specific and high-profile accomplishments. Outcomes for the tasks featured within this Action Plan are reviewed in more detail in the body of this summary.

### Pretrial Services Community Advisory Board

- Pretrial assessment processes for increasing the use of personal recognizance bonds and successful bond outcomes have been researched, improved, and reflect evidence-based evaluation and recommendation techniques.
- El Paso County (EPC) Pretrial Services has been reviewed by the Colorado Association of Pretrial Services (CAPS). This is a non-profit organization focused on supporting the establishment of responsible Pretrial agencies to diversion services. Several improvements have been made to as a result of the CAPS recommendations.

### Strategic Planning Committee

- Various metrics and data points have been collected and continuously reviewed to determine changes in the jail population, pretrial services, community corrections, and various behavioral health services. Data sharing agreements have grown between agencies and organizations as data analysis can improve service provision and resource utilization.
- An internship opportunity was developed in the spring of 2019 in collaboration with the University of Colorado Colorado Springs program in Criminal Justice. Through the end of 2021, the internship position has assisted ten students in completing their internship or capstone project requirements for graduation.

### Financial Resources Committee

- A list of potential grants has been developed and shared with partners to provide information on funding opportunities that could benefit criminal justice projects in the region.
- Partners' grant applications and awards have been regularly tracked to raise awareness of the growth of projects and similar project interests to increase collaboration opportunities.

### Behavioral Health Committee

- The Criminal Justice and Behavioral Health Summit of the Pikes Peak Region in 2019 provided a forum for nearly 100 representatives from more than 45 agencies and organizations who serve justice-involved individuals to identify gaps in services and promote solutions to problems that intersect behavioral health and criminal justice concerns.
- An analysis of criminal justice and behavioral health gaps and needs was conducted throughout 2020 through a \$100,000 local grant and partner contributions. Outcomes and recommendations from the study resulted in the redevelopment of the Behavioral Health Committee, into the "Steering" Committee which has organized multiple workgroups focused on specific areas of need to reduce the risk of justice involvement among individuals with behavioral health concerns.

### Transition to Workforce Committee

- An Employers Association of businesses willing to hire ex-offenders has been established. It acts as a network for providing information on tax benefits for second chance hiring, and educating employers about best hiring practices and statistics on how those with criminal convictions often have higher job retention rates and other successful employment outcomes.
- Partnerships have been cultivated with local work readiness service providers and trade associations to help train and place formerly justice-involved individuals in legitimate, gainful employment opportunities.

### Legislative Affairs Committee

- A criminal justice bill tracking spreadsheet is utilized and shared during legislative sessions to help monitor the progression of priority bills that could have significant impact locally if signed into law.
- Regular updates and forums are held in advance of and during legislative sessions for partners to discuss and weigh concerns around legislation, gain diverse insight, and raise awareness of differential impacts.

## Pretrial Services Community Advisory Board

The **Pretrial Services Community Advisory Board** serves to help reduce the use of County Jail resources for defendants where less restrictive alternatives are appropriate, and to seek efficiencies in operating a cost-effective pretrial system that is safe, fair, and effective, which maximizes public safety, court appearance, and the appropriate use of release, supervision, and detention.

**Action:** Reduce the Jail Population Through Pretrial Services

**Objective:** Identify diversion options for qualified individuals from the Criminal Justice Center to help alleviate the average daily jail population while also addressing public safety concerns and court appearance rates.

**Tasks:**

- Evaluate the jail population to inform Personal Recognizance (PR) Bond recommendations and use of PR Bonds.
  - **Completed:** Various analyses have been conducted utilizing the interview and Colorado Pretrial Assessment data available from 2018 and 2019. Results have helped increase the efficiency of pretrial defendant interviews at the jail by assessing what questions are most important in predicting pretrial release success, defined as court appearance and public safety. Findings suggest that the CPAT is a valid tool for predicting pretrial release outcomes on PR Bond and being a primary caregiver of children is a significant insulating factor that reduces risk of failure. Many of these projects have been published or are forthcoming in peer-reviewed journals.
- Explore the use of a pretrial work release program with the El Paso County Sheriff's Office.
  - **Closed:** This task was unable to be addressed as the EPC Work Release program at the Criminal Justice Center was discontinued. It has been determined that work release must be utilized to a much higher degree to be a cost-effective program.
- Explore the implementation of administrative release authority.
  - **Completed:** A review of the feasibility and level of need for administrative release authority in EPC was completed in quarter three of 2019. Data reviewed from the fiscal year 2018-2019 show that more than half of all cases would be ineligible for Pretrial Administrative Release based on exclusionary charges and conditions, including domestic violence and assault in the third degree, which make up about 45% of cases alone. Other disqualifying conditions include high risk assessment scores, currently being on supervised release, or having active warrants. It was determined that as very few counties within the State of Colorado exercise delegated release, an alternative mechanism for helping reduce the pretrial jail population would be for law enforcement to issue felony summons when appropriate.

**Action:** Align Pretrial Services operations with state standards

**Objective:** Update Pretrial Services Operational Procedures based on the Professional Standards suggested by the Colorado Association of Pretrial Services (CAPS) and complete the CAPS Professional Standards Review Process.

**Tasks:** Utilize the CAPS Professional Standards guidelines, complete the self-review, and submit for an onsite review by CAPS.

- **Completed:** EPC Pretrial Services submitted a CAPS self-review in quarter 1 of 2019, which included a review of the purposes of the program, and screening, interview, release, supervision, and reporting protocols, as well as various metrics around organization and management of the program. The standards review allowed EPC Pretrial Services to receive



recommendations from CAPS for improving services locally, including best practices for interviewing and reporting to improve program outcomes.

**Action:** Consider national standards for Pretrial Services

**Objective:** Utilize the National Institute of Corrections “Measuring What Matters” for Pretrial Services.

**Tasks:** The National Institute of Corrections has outlined recommended outcome and performance measures and critical data needs for pretrial services programs to help enable agencies to more accurately gauge program effectiveness in meeting goals. By utilizing these recommendations, the Pikes Peak Region will have a better understanding of indicators of success in pretrial services and how to improve and increase successful outcomes.

- **Completed:** A statistics sheet reflecting NIC recommended metrics was developed in 2020 to begin an annual review of data points. This sheet was designed to illustrate outcome and performance measures so trends in improvements can be assessed, and areas that may need additional resources can be recognized. Data points include supervised vs. unsupervised PR Bond cases, court appearance and public safety rates as measures of program success, failure to appear and new charge rates as measures for program improvement needs, and various interview and recommendation related metrics.

**Action:** Improve pretrial supervision and case management

**Objective:** Examine the supervision and monitoring practices to determine effective case management of Pretrial Service defendants.

**Tasks:**

- Adapt additional practices to align with evidence-based pretrial practices.
  - **Ongoing:** Along with aligning with CAPS and NIC national standards, EPC Pretrial Services has increased staff by 83% over the Action Plan period to meet assessment and supervision demands. Staff developed treatment opportunities for defendants assigned conditions of sobriety monitoring to provide resources for managing substance use concerns.
- Measure the level of agreement between the Pretrial Services recommendation matrix and compliance with supervised conditions.
  - **Postponed:** In response to challenges presented by COVID-19 concerns, Pretrial Services suspended many in-person services and has redeveloped protocol with best-practices around health and safety considerations. Additionally, new risk assessment procedures have been developed, and therefore this task was postponed, to be reviewed in the 2022-2024 Action Plan.
- Track the length of time a defendant is on pretrial supervision. Monitoring the length of stay of pretrial defendants will help track costs and identify system-level issues such as court continuances that directly impact the length of stay.
  - **Completed:** Reports within the pretrial database illustrate time spent on a PR Bond during data years 2019-2021. The average number of days under supervision while released on a PR Bond was 108 days. While this average has increased over the Action Plan period due to COVID-19 related challenges in the court system and bonding process and outlier cases that inflate averages, the “mode”, or most frequently observed number of days under supervision is seven.
- Develop a means to survey pretrial defendants and stakeholders to help determine the value of pretrial supervision.
  - **Completed:** Quality assurance and valuation surveys were developed for stakeholder and defendant input on Pretrial Services during the first half of 2021. Survey questions were developed through the review of evidence-based evaluations of participant understanding of the program’s services, mission, resources, and value. The Justice Services graduate student intern made significant contributions to this project.

## Strategic Planning Committee

The **Strategic Planning Committee** collects and analyzes past and current criminal justice system data, identifies gaps and deficiencies in the criminal justice system, and makes recommendations to address service gaps. The Committee also researches, analyzes, evaluates, and develops innovative planning and strategy recommendations regarding criminal justice matters.

**Action:** Monitor CJCC Action Plan Progress

**Objective:** Oversee the execution of the CJCC Action Plan

**Tasks:** Over the course of the three-year Action Plan, the Strategic Planning Committee will assist the Council and other committees by tracking the status of committee objectives, providing feedback and resource suggestions, and contribute to the completion of CJCC objectives.

- **Completed:** Meeting quarterly, the SPC maintained an awareness of projects across all CJCC committees and contributed to developing and reviewing major project reports and outcomes for public release. This committee provides oversight of Council operations and efficiency.

**Action:** Explore Innovative Criminal Justice Strategies

**Objective:** Explore innovative criminal justice strategies and best practices that may be applicable for implementation in the Pikes Peak region.

**Tasks:**

- Research evidence-based practices found to be effective in similar jurisdictions.
  - **Completed:** As a major part of the CJCC Internship opportunity, student interns would review innovative strategies utilized nationwide and produce newsletters on topics of interest to the CJCC. These newsletters were released monthly beginning in May 2019, shifting to quarterly releases during 2021, and can be accessed on the CJCC website or through this link: [Innovative Criminal Justice Strategies Newsletters](#).
- Actively participate in the National Network of Criminal Justice Coordinating Councils including attending the NNCJCC annual conference and working with Denver County, who holds a Network Membership, on developing initiatives.
  - **Completed:** Initial outreach to Denver County provided our local CJCC with information on how to structure committees and this Action Plan. The El Paso County Criminal Justice Planner, Dr. Alexis Harper, who coordinates the CJCC's operations, presented original research on the CJCC's Pretrial Community Advisory Board objectives at various national criminal justice and criminology conferences throughout the Action Plan period. Additionally, this Action Plan was selected as a national model for use by the NNCJCC, deemed the "favorite" as reviewed by the national office.
- Research innovative practices designed to divert people from the Criminal Justice Center (CJC) and / or reduce daily CJC population, such as self-surrender and safe-surrender programs.
  - **Ongoing:** In addition to the regular release of Innovative Criminal Justice Strategies Newsletters, many efforts continue to be made regarding reducing the average length of stay at the local jail or in promoting jail diversion efforts, including new strategies in pretrial and behavioral health assessments. EPC Community Services Department received the National Association of Counties (NACo) Innovation Award in 2020 for the local Self-Surrender Project. The project was created to help low-risk offenders sentenced to community corrections maintain their responsibilities in the community between sentencing and the start of their sentence in a local residential program rather than being remanded to custody.

**Action:** Establish an Internship Program

**Objective:** Establish a Criminal Justice Internship Program.

**Tasks:**

- Develop the duties and responsibilities for designated internships.
  - **Completed:** Internship duties primarily revolve around assisting in research literature reviews, project design and development, creating newsletters, tracking legislation and active bills during legislative sessions, and general copy editing and document formatting for public release.
- Inform local colleges and universities of the internship opportunities appropriate for students.
  - **Completed:** The University of Colorado Colorado Springs (UCCS) has been an extremely valuable partner. Justice Services staff provided UCCS Criminal Justice Program Internship Coordinators with materials highlighting internship goals and responsibilities and participated in several internship informational panels on opportunities for students to contribute to CJCC efforts.
- Complete the recruitment process for paid and / or non-paid interns.
  - **Completed:** From 2019 to 2021, eight undergraduate students, and one graduate student within the UCCS Criminal Justice Program completed their internship requirements for graduation with EPC Justice Services and the CJCC. The graduate student also completed their Capstone Project with Justice Services, contributing to accomplishing CJCC research goals in Pretrial Services.

**Action:** Explore Data Sharing Opportunities

**Objective:** Explore data collection and sharing opportunities between CJCC stakeholders.

**Tasks:**

- Determine the feasibility of developing an integrated data system, what agencies would be involved, and how information can more readily be shared without compromising security.
  - **Completed:** A data sharing Memorandum of Understanding between El Paso County and the State Court Judicial System was drafted during 2020 and approved by Judicial in quarter 4. The agreement allows for in-depth statistical analyses to determine patterns of justice involvement, charges, and offending in our community, and guide recommendations for improving systemwide outcomes. Additionally, many opportunities for data sharing grew throughout this Action Plan, including collaboration on addressing the needs of individuals who intersect criminal justice and behavioral health service areas. A data integration survey was distributed among CJCC partners in quarter 2 of 2021 to help assess information sharing, opportunities, and data collection and analysis abilities among partners. The results can be reviewed on the CJCC website or through this link: [CJCC Data Integration Survey and Analysis](#).
- Collaborate with the Financial Resources Committee to determine potential third-party funding sources to support the development of the integrated data system.
  - **Completed:** Various funding opportunities for database development and management have been identified and are available for review on the CJCC website on through this link: [Database Management Funding Opportunities](#)

**Action:** Family Justice Center Development

**Objective:** Support the continued exploration of a Family Justice Center.

**Tasks:** Complete a feasibility study to determine potential partners, facility needs, funding sources, and program opportunities.

- **Completed:** Contracts with local domestic violence victim's support organizations and a local market research firm made this feasibility study possible. Results indicated that resources would be better utilized when distributed to existing services, rather than through the creation of a new center. Study outcomes can be viewed on the CJCC website or through this link: [Family Justice Center Feasibility Study](#)

## Financial Resources Committee

The **Financial Resources Committee** serves to explore and/or pursue legislative, federal, state, local and third-party funding opportunities to support our criminal justice system.

**Action:** Research and Support CJCC Actions

**Objective:** Identify potential grant and funding opportunities for the CJCC Committees based on specific committee objective funding needs.

**Tasks:** Develop a list of potential funders and grants that would promote the achievement of the other CJCC committees' objectives.

- **Ongoing:** Various public and private grant and funding opportunities available to support partner efforts have been identified and are available for review on the CJCC website or through this link: [Funding Sources](#)
- Work with the committees to establish reasonable timelines for the research, application, and award of funds for their objectives.
  - **Ongoing:** Collaboration has always been encouraged between partners, and communication of developing projects allows partners to be aware of intersections in interests to reduce duplication of efforts. Partners continue to work together and are knowledgeable about lines of funding applied for and awarded through grant tracking spreadsheets that provide an overview of criminal justice related project investments. The grant tracking spreadsheets can be viewed on the CJCC website or through this link: [CJCC Grant Tracking](#)
- Utilize El Paso County's memberships in the National Network of Criminal Justice Coordinating Councils and the National Association of Counties as potential funding opportunities arise.
  - **Ongoing:** The NNCJCC and NACo are both listed in the funding sources document and updates about funding opportunities through these sources are shared with partners when new information is made available.
- Develop proposal templates.
  - **Completed:** Templates for the general information requested in grant applications for specific annual grants, such as those provided through the Justice Assistance Grant Program, have been developed to help partners prepare an application, what types of programs are usually awarded funding, and timelines for when application portals typically open annually.

**Action:** Research and Support Resources for Community Criminal Justice Projects

**Objective:** Explore criminal justice funding opportunities that can be utilized for a variety of projects, along with effective ways to share information with stakeholders in a timely manner.

**Tasks:**

- Develop a list of potential funders and grants that would benefit criminal justice-oriented projects in the region to be shared on the county's website.
  - **Ongoing:** This task merged with the first task in the first objective regarding the development of a list of potential funders and grants that would promote the achievement of CJCC objectives, where a list of potential funders and grants can be reviewed on the CJCC website or through this link: [Funding Sources](#)
- Create a distribution list of individuals interested in criminal justice grant opportunities.
  - **Completed:** As the CJCC membership has with interested and engaged partners and collaborators, these resources have been made available to share with the community.

- Pursue additional funding for residential community corrections and auxiliary services.
  - **Completed:** During the Action Plan period, fiscal year funds increased almost 50% from five years earlier, with additional supplemental funds received for local vendors to increase the number of beds available for residential services and increase administrative support for services.

**Action:** Integrated Data System

**Objective:** Help determine the potential funding sources for developing an integrated data system among criminal justice agencies in the Pikes Peak Region.

**Tasks:** Use the feasibility study designed by the Strategic Planning Committee to seek funding for implementing an integrated data system.

- **Completed:** Aligning with accomplishments from the SPC on exploring data sharing and integration opportunities, a list of funding opportunities for database development and management was created for partners seeking to grow their data collection and analysis efforts. This resource can be reviewed on the CJCC website through this link: [Database Management Funding Opportunities](#)

## Behavioral Health Committee and Steering Committee

The **Behavioral Health Committee** strives to bring together local service providers, agencies, and stakeholders to identify ongoing issues and gaps for people with mental health and/or co-occurring substance use concerns within the criminal justice system. The Committee is focused on prevention, diversion, and reducing recidivism.

**Action:** Hold a Behavioral Health/Criminal Justice Summit

**Objective:** Organize a Behavioral Health/Criminal Justice Summit within the Pikes Peak Region to bring together local service providers, agencies, and stakeholders to identify ongoing issues and gaps and propose solutions. It is important for various agencies to understand each other's services and responsibilities as a network is built to service community members with behavioral and mental health and substance use concerns.

**Tasks:**

- Host a summit within El Paso County, bringing together various criminal justice and behavioral health agencies/ stakeholders and generate a report outlining the results of the summit, knowledge gained, what the summit achieved, and next steps.
  - **Completed:** A Criminal Justice and Behavioral Health Summit was hosted by the CJCC in quarter 1 of 2019. Topics included discussing opportunities for diverting individuals with behavioral health concerns from jail, assisting those who have become justice-involved, and meeting basic needs. The Post-Summit Summary and a Summit Video can be viewed on the CJCC website or at the following links: [2019 Criminal Justice and Behavioral Health Summit Summary](#); [Summit Video](#)
- Extend invitations to agencies and stakeholders across the Pikes Peak Region.
  - **Completed:** The Summit brought together nearly 100 representatives from more than 45 criminal justice agencies and behavioral health services organizations and providers, and offered a forum to identify gaps in services and promote solutions to problems that intersect these topic areas.

**Action:** Expand Behavioral Health Services

**Objective:** Explore the need for additional behavioral health services and facilities in the Pikes Peak Region.

**Tasks:**

- Identify existing services and gaps in services, and a plan for how to fill these gaps by creating systems-wide case management through the coordination of services for offenders. These systems will be databases for informational sharing and personal advocates.
  - **Completed:** In 2019, the CJCC garnered \$100,000 through contributions from partners and a Colorado Springs Health Foundation grant, to hire Health Management Associates as a consulting firm to complete a Criminal Justice and Behavioral Health Gaps and Needs Analysis of the Pikes Peak Region. The study was completed in 2020, identifying several priority areas of focus, including expanding opportunities, efforts, and resources in diversion, treatment, reentry, community navigation, prevention, and data analytics. Recommendations resulted in the redevelopment of the Behavioral Health Committee into a Behavioral Health (BH) Steering Committee with workgroups designated to focus on the highest priority areas. The findings of the study can be reviewed on the CJCC website or through this link: [CJCC Behavioral Health Gaps and Needs Analysis of the Pikes Peak Region](#)

- Develop a guide of supportive services (housing, transportation, food, medical care, Veteran’s affairs, etc.) and information on how to enroll, access, and consume or utilize these services.
  - **Completed:** The Committee determined that the Helping Hands guide was comprehensive and regularly updated through the Pikes Peak Library District. Therefore, efforts were made to contribute to the list of services within the Helping Hands Community Resources Guide to help promote a single, go-to guide for services and resources within the region. The guide can be viewed at this link: [Helping Hands El Paso County Community Resources](#)
- Create an understanding of Medicaid benefits and other payer systems for incarcerated individuals.
  - **Completed:** Multiple partners contributed to drafting flow-charts to illustrate how individuals with different needs, including those reentering the community after incarceration, are connected to services. With a better understanding of process pitfalls, new efforts were developed in discharge planning, service referral, and Medicaid enrollment at the local jail in conjunction with the local Regional Accountability Entity (RAE) that oversees Medicaid.
- Evaluate and make recommendations regarding system challenges for individuals who cycle repeatedly through the criminal justice system.
  - **Completed:** This evaluation and related recommendations are available within the [CJCC Behavioral Health Gaps and Needs Analysis of the Pikes Peak Region](#).
- Seek a Colorado Springs Health Foundation Grant to support a study of existing and essential behavioral health resources within the Pikes Peak Region.
  - **Completed:** The CJCC is very thankful for the \$60,000 Capacity-Building and Technical Assistance Grant award in 2019 by the Colorado Springs Health Foundation to support the [CJCC Behavioral Health Gaps and Needs Analysis of the Pikes Peak Region](#).

**Action:** Utilize Jail Diversion Opportunities

**Objective:** Enhance the diversion of defendants with behavioral and mental health concerns from jail.

**Tasks:**

- Serve as the Steering Committee for the El Paso County Sheriff’s Office co-responder patrol unit, the Behavioral Health Connect Unit (BHCON). Pairing Sheriff’s Deputies with licensed behavioral health clinicians, the goal of the BHCON unit is to prevent unnecessary incarceration and/or hospitalization of individuals with mental health concerns by providing crisis intervention and linking clients to community programs that can support and sustain their mental health stability.
  - **Completed:** BHCON expanded into additional units in 2020 and 2021, managing to divert an overwhelming majority of mental health 911 calls from jail and emergency rooms, while increasing referral, follow-up, and administrative services. The Colorado Springs Behavioral Health Control Committee, which is made up of agencies engaged in crisis work in EPC and includes the majority of BHCON stakeholders, agreed to become the new steering committee for BHCON when this committee transitioned to the BH Steering Committee in 2021.
- Develop a resource guide for law enforcement to use when interacting with the community and offenders as a means for referring the public to various services.
  - **Completed:** In 2020, The EPC Sheriff’s Office and BHCON developed a pocket guide for law enforcement to utilize in behavioral health related calls to assist in referrals to local services.
- Actively participate in the Stepping Up Initiative, a national initiative to reduce the number of people with mental illness in jails. Work to complete the county self-assessment on implementation progress through [www.stepuptogether.org](http://www.stepuptogether.org).
  - **Completed:** The Stepping Up County Self-Assessment was completed in quarter 2 of 2020, reviewing leadership commitment to reducing the number of people in jail with mental illness, and mental-health related assessment, data, analysis, services, policies, practices, and abilities to track progress. The assessment is a living document to be updated with new efforts.

## Transition to Workforce Committee

The **Transition to Workforce Committee** strives to create workforce connections for Pikes Peak Region residents with criminal convictions who may have difficulty finding employment. A healthier and safer community can be built by increasing effective collaboration, planning, and information sharing, while promoting restorative justice and focusing on offender reconciliation with the community.

**Action:** Build an Employer Association

**Objective:** Further expansion of the Employer Association.

**Tasks:**

- Develop a network of employers willing to participate in information gathering events about barriers to employing ex-offenders, and develop means for addressing these concerns to increase the hiring and employment of individuals with a criminal record.
  - **Completed:** The Committee maintained a spreadsheet of almost 70 different businesses and services willing to hire individuals with a criminal history. Many of these contacts were established through local Probation and Parole offices helping their clients find employment opportunities.
- Release regular news updates to Employer Association members highlighting employers of interest and other important and educational information subscribers may find helpful.
  - **Ongoing:** At the beginning of 2019, the Committee established a LinkedIn page to release newsletters and blogs with information on the benefits of hiring ex-offenders, including tax credits and job retention metrics demonstrating that individuals with a criminal history often make better, long-term employees worth investment in hiring by employers. The LinkedIn page can be viewed through this link: [CJCC Transition to Workforce Committee LinkedIn](#)

**Action:** Hold Regular Employer Association Events

**Objective:** Organize at least two events per year to act as networking opportunities between CJCC stakeholders, employers, and ex-offenders to help determine barriers to hiring offenders.

**Tasks:**

- Host various events within the Pikes Peak Region, bringing together employers willing to hire ex-offenders and generate a report assessing the results of these events, knowledge gained, and next steps toward connecting employers with potential employees.
  - **Completed:** Multiple events were hosted in 2019 to learn about barriers to employment for justice-involved individuals from the employer perspective and to present employers with information on the benefits of hiring these individuals. In response to COVID-19 concerns and the inability to safely conduct in-person events, the strategy shifted away from the Employer Association in 2020, to working with service providers and trade associations on promoting skills training and job readiness to help grow employability.
- Enlist guest speakers that can provide information to employers on a variety of relevant topics regarding employing ex-offenders as well as a networking opportunity.
  - **Completed:** Employer Association Event presenters included Springs Rescue Mission, Pikes Peak Workforce Center, and Colorado Community Health Alliance, each providing information on how their organization helps promote employability among justice-involved populations.



**Action:** Reduce Employment Barriers for Individuals with a Criminal History

**Objective:** Explore ways to prevent employees with criminal records from missing work for Probation/Parole Officer (PO) meetings and urine analysis (UA) testing, including extending office hours for these services for before/after work hours.

**Tasks:** Explore the extension of office hours for PO meetings and UA testing, and the exploration for expanding options such as the implementation of a mobile UA unit.

- **Completed:** Employers expressed concerns around hiring justice-involved individuals who would have to regularly leave work, halting their productivity, to check-in as a condition of their incarceration release. In 2020, Parole Officers began a new client check-in protocol involving site visits, reducing the need for clients to leave work to report. Additionally, office hours were expanded to open at 7AM and close at 6PM to accommodate necessary check-ins around regular business and working hours.

**Action:** Utilize local Workforce Centers

**Objective:** Further develop Pikes Peak Region Workforce Centers programs to assist those with a criminal history.

**Tasks:**

- Develop a tracking mechanism for the citizens referred to and receiving services from the workforce centers for follow-up purposes to determine service effectiveness.
  - **Ongoing:** Grants within the Pikes Peak Workforce Center (PPWFC) specific to serving justice-involved populations include Road to Work and Pathway Home. Funds help cover the costs for a participant's training programs and supportive services, assisting these individuals in finding long term employment, often prior to release from a correctional facility, with continuing services after release for transition into reentry programs in the community. During the last full fiscal year of this Action Plan (FY20-21), the PPWFC reported serving over 1,400 ex-offenders.
- Utilize job and resource fairs and on the job training events by working with hosting agencies to bring offenders and employers together to explore opportunities.
  - **Ongoing:** Prior to COVID-19 restrictions on holding large events in person, many of our Employers Association members were encouraged to attend job recruitment fairs. These events included setting up tables for Probation and Parole to offer a specific resource for justice-involved job seekers and help direct them to employers willing to hire ex-offenders. With a shift to more remote resources, job seekers guides have become available through the PPWFC website. Ex-offenders are often referred to upskilling resources which assist in skill development and job placement services. Visit the PPWFC Upskills website for more details: [PPWFC Upskill Job Resources](#)
- Identify courses currently being offered at the workforce centers, and gaps in knowledge or resources that would help improve employability. Develop, promote and share curriculum and courses that fill these employability gaps, including soft skills training and information that focuses on improving socialization skills (resume building, proper work attire, hygiene, etiquette, etc.).
  - **Ongoing:** There are many resources, courses, trainings, and workshops available through the PPWFC, focusing on building a career, business, and basic workplace skills. Visit the primary PPWFC website and explore their services for more information: <https://ppwfc.org/> Many trade associations have developed agreements through grant programs to assist in paying for training for justice-involved individuals, highlighting the importance of giving a second chance.

## Legislative Affairs Committee

The **Legislative Affairs Committee** works to monitor and communicate with the CJCC regarding proposed legislative and regulatory issues, and to forecast the potential impacts legislative initiatives could have on the Pikes Peak Region criminal justice system. This committee annually develops CJCC Legislative Priorities for consideration and / or approval by the CJCC, works closely with CJCC member lobbyists to provide information regarding those priorities, and monitors proposed legislation to benefit the Pikes Peak Region.

**Action:** General Monitoring of Criminal Justice Legislation

**Objective:** Monitor and communicate regularly with CJCC members regarding proposed legislative and regulatory issues that could potentially impact the Pikes Peak Region Criminal Justice System.

**Tasks:**

- Identify potential criminal justice issues that may generate proposed bills during the next legislative session.
  - **Ongoing:** Bills that are lost or postponed indefinitely during a legislative session are often rewritten to address concerns and are subsequently reintroduced in a later legislative session. The Committee reviews and highlights bills that gained traction during the session but ultimately did not pass, as these are very likely to be reconsidered in the future.
- Track proposed legislation during the legislative session.
  - **Ongoing:** A CJCC Bill Report was generated at the start of the 2019 legislative session, and during the 2020 and 2021 sessions, this report was updated and released weekly to members. The bill tracking sheet provides information on relevant bills that align with CJCC Action Plan objectives. The reports include a link to the Colorado Capitol Watch website for each bill, a general topic area, the bill's title, sponsors, summary, and status. The tracking sheets feature separate tabs for listing bills that are postponed indefinitely or sent to the Governor to be signed into law, allowing members to track the progress of bills and the final decision on the bill throughout the legislative session.
- Provide the CJCC with information and updates regarding the status of bills throughout the legislative process.
  - **Ongoing:** In addition to receiving bill reports weekly, the Committee holds special legislative session update calls with members to discuss bills gaining major traction, which are anticipated to have a significant impact if passed. These calls are valuable for gaining different insights from partners who are expected to be differentially impacted by a bill. Some legislation may benefit some partners, while being a detriment to others, highlighting the importance of systemwide collaboration to continue to promote a holistic approach to justice services.
- Build relationships with El Paso County legislators who focus on criminal justice related issues.
  - **Ongoing:** Local legislators are regularly invited to attend legislative session update calls and CJCC meetings.

**Action:** Develop Annual CJCC Legislative Priorities

**Objective:** Identify and monitor legislation of specific interest to CJCC members and partners.

**Tasks:**

- Review CJCC Committee Action Items within the CJCC 2019-2021 Action Plan and highlight legislation which could impact specific CJCC objectives, including bills related to law enforcement, Pretrial Services, Community Corrections, workforce opportunities for justice-involved individuals, and behavioral health services.

- **Ongoing:** The Action Plan has always served as a guide for maintaining the CJCC Bill Report, with support from members on keeping the focus specific to the agreed upon topic areas outlined in the Action Plan. The Bill Report serves as an informational resource to provide factual updates to partners with the understanding that interests and impacts across partners may vary, and the information provided should avoid bias.
- Work with the CJCC to develop Legislative Priorities for each year’s legislative session that will enhance the Pikes Peak Region’s Criminal Justice System.
  - **Completed:** In quarter 3 of 2020, a Legislative Interests and Priorities survey was distributed to CJCC partners, allowing the Committee to gain insight from local health and service providers, government representatives, law enforcement, officials at the District Attorney’s Office, Parole, and local educators. Overall, respondents stated that collaboration on legislative topics is important but suggested the variety of topics be limited and specific. Topic areas ranked as being of the highest interest were law enforcement, followed by community corrections and behavioral health, and then judicial topics in pretrial and sentencing. This collaboration provides helpful insight into keeping the Criminal Justice Bill Report to legislation relevant to CJCC interests and outlined by the Action Plan.
- Forecast potential effects and impacts of bills highlighted as priority for the CJCC, and provide information relevant to improving positive impacts, and reducing negative impacts, especially regarding unfunded mandates, for all CJCC member interests.
  - **Ongoing:** Legislative update calls have been extremely beneficial in understanding how a bill may impact different partners in different ways. Partners indicate they appreciate the dialogue during these calls as they can hear and consider how a bill will impact a service provider vs. a government agency.
- Monitor implementation of newly passed legislation and/or newly adopted rules that impact CJCC interests.
  - **Ongoing:** As bills are signed into law and come into effect, the Committee reports on the plan for addressing new mandates from each partner affected. This communication allows all partners to be aware of protocol shifts and new operational procedures so collaboration can be maintained and services can continue without major disruption.

**Action:** Inform On Legislation and Decision-Making

**Objective:** Provide legislative information and open dialog between CJCC members, partners, and lobbyists regarding proposed legislation.

**Tasks:**

- Create a forum for communication between agencies differentially impacted by specific legislation.
  - **Ongoing:** Legislative update calls have been a very valuable forum for discussion.
- Provide the CJCC with timely information on bills so members can participate in informed decision-making.
  - **Ongoing:** The CJCC Bill Report is released weekly and uploaded to the CJCC Microsoft Team for easy access.
- Encourage discussion on appropriate responses for a system level approach to proposed legislation, in order to minimize conflicting lobbying efforts by members.
  - **Completed:** Reviewing legislative interests and priorities among CJCC partners during CJCC meetings and through legislative updates has been integral in helping promote awareness of legislative impacts. This review also maintains a collaborative partnership to ensure the community’s best interests are always held as the primary priorities.

## **Criminal Justice Coordinating Council**

### **Agenda Item Summary**

**Agenda Item:** Empowered Work Zone:  
Trauma Informed Training for Employers and Staff

**Agenda Date:** February 22, 2022

**Agenda Item Number:** #6 – B (20 minutes)

**Presenters:** Juaquin Mobley, CommunityWorks

**Information:** X                      **Endorsement:**

CommunityWorks was founded in 1995 with the mission of empowering people through meaningful employment opportunities. Job seekers walk through our doors and receive job readiness instruction, life skills training, professional clothing, connections to businesses, support services while they are at work, and huge doses of encouragement from our caring staff. More than 31,500 job seekers have been served through this program, including many justice-involved individuals. Learn more about CommunityWorks on their website:

<https://www.commwrks.org/>

The attached presentation features information on the importance of trauma training for employers so business leaders can better understand and help employees' mental health.

# Empowered Work Zone



Trauma informed training for employers and staff outline

1

## The importance of an Informed Trauma training



- Many business leaders assume an employee's mental health is none of their business. But the way employees think, feel, and behave impacts everything from productivity and communication to their ability to maintain safety in the workplace.
- Helping employees improve their mental health could be one of the most important steps an employer can take to improve an individual's well-being, as well as the health of the entire organization.

2

## Overview



- Being trauma-informed is a component of cultural competency; an approach to engage all people an organization serves, all staff and those encountered while conducting business. The result is a shift in how the organization thinks of and responds day-to-day in their interactions with others.

3

## The co\$t(if you do not Act)



- Mental illness and substance abuse issues cost employers between \$79 and \$105 billion each year, according to the Center for Prevention and Health.
- In a world where one in five Americans has a diagnosable mental illness, it's important for business leaders to take action.
- Absenteeism, reduced productivity, and increased health care costs are just a few of the ways mental health issues cost employers money.

4

## Trauma Defined



- Individual trauma results from an event, series of events, or set of circumstances that is experienced by an individual as physically or emotionally harmful or life threatening and that has lasting effects on the individual's functioning and mental, physical, social, emotional, or spiritual well-being.
- Adverse Childhood Experiences (ACEs) are stressful or traumatic events, including abuse, neglect, and household dysfunction, that occur during childhood.
- Toxic Stress is a stress response that occurs when a person experiences strong, frequent, and/or prolonged adversity without adequate support.



5

## What will you learn via workplace trauma informed training



- PTSD
- Symptoms of trauma
- adverse effects of trauma in the workplace
- Employee accommodations
- Environmental influences
- ACE
- adverse effects to company culture
- adverse effects to company turnover
- Creating a safe workplace for all parties(employees and employers)

6

## Develop Organizational Strategies



- CommunityWorks helps develop strategies for your organization such as but not limited to:
- A representative group or use an existing joint Health and Safety Committee
- Host information sessions
- Create a 'safe room' where employees can go
- Provide emotional intelligence training for all employees etc.(amongst several other techniques)
- Promote a work/life balance.
- self care
- Offer free screening tools
- Support employees' efforts to get help. Etc.



7

## What are the 5 principles of trauma informed care/training?



- Safety
- Choice
- Collaboration
- Trustworthiness
- empowerment



8



## Conclusion

- CommunityWorks has developed a course that will properly educate the staff on how to deal with trauma in the workplace.
- CommunityWorks will also offer wrap around services to staff/participants that qualify.
- In addition to educating organization CommunityWorks will help organizations implement new and improved strategies.



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## Thank you

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