Community Meeting 12/1/21

Objectives

- Identify the purpose and goal of the Justice Peer Initiative
- Describe updates since the last community meeting
- Recall the main elements of the curriculum for justice peer training
- Discuss readiness tools and technical assistance for employers
Welcome & Tech Tips
Jeanette Toledo and Rita Cronise

Introduce yourself!
We will begin at 12:05

Introduce yourself
-- Your name
-- Your role (what you do)
-- Your organization
-- What you hope to learn

Who can see your messages?

To: Everyone

Type message here...

Select To: Everyone then type your introduction in the Chat Box
Gallery View vs. Speaker View

Click View (icon) in the top-right corner and select:

Zoom Tips

Please leave your audio muted and video off (as shown with red slash marks)

Use the Chat Box if you have questions or comments during the presentation

Click More (three dots) if Chat is not visible on your screen
The session is being recorded and will be available for CE (continuing education) credit. [https://aps-community.org](https://aps-community.org)

EXECUTIVE COMMITTEE

ANN-MARIE Louison
CURTIS Dann-Messier
RITA Cronise
SKIP (Helen Skipper)
FRANK Barretto
JEANETTE Toledo
LINDA Richards
KEVIN Cleare
JOE Holliday
LAVERNE Miller

*JPI = Justice Peer Initiative*
Background and Next Steps
Helen “Skip” Skipper

AGENDA:
- WELCOME/INTRODUCTIONS
- BACKGROUND INFO (WHO WE ARE)
- UPDATES & NEXT STEPS
- JUSTICE PEER TRAINING & CERTIFICATION
- PREPARING FOR EXPANSION
- TECHNICAL ASSISTANCE & LEARNING COLLABORATION
- COMMUNITY UPDATES
What is a Justice Peer?

- A person who uses their lived experience with the criminal legal system to support others who are ensnared within the system.
- Use the principles of shared understanding, respect, and mutual empowerment.
- The power of storytelling - we lead by example, instilling hope and determination.
- This is critical for successfully navigating complex systems that often exclude individuals with conviction histories and/or Behavioral Health diagnoses.
- Peer support workers are firmly integrated into mental health and behavioral health systems in NYC.

But peer support is underutilized in the justice system!

JPI: The Goal & Value Add!

1. Establish a strong justice peer workforce in NYC - building off of the successes and lessons learned from the broader peer worker movement.
2. This is a critical component to a successful criminal justice reform.
3. In order for NYC to reimagine the justice system and refocus on rehabilitation/recovery - a new workforce is vitally needed.
DECEMBER UPDATES!!

Helen “Skip” Skipper

WE HAVE RECEIVED FUNDING FROM THE NYC WORKFORCE FUNDERS!!
What Does This Mean?

• WE NOW HAVE FUNDING TO HIRE AN JPI EXECUTIVE DIRECTOR FULL TIME!
• REPORTING TO THE JPI EXECUTIVE COMMITTEE, THE EXECUTIVE DIRECTOR WILL OVERSEE THE STRATEGIC AND OPERATIONAL DIRECTION OF JPI PRIORITIES
• CONVENE AND LEAD THE JUSTICE PEER COMMUNITY AS A TRANSPARENT LEADER!
• BE CHARGED WITH INCREASING OUR VISIBILITY!
• LEVERAGE OUR FUNDING TO CREATE MORE FUNDING STREAMS!

WE ARE HIRING!!!!!

KNOW ANYONE?
TELL EVERYBODY!!

CONTACT INFO ON LAST SLIDE!!!
The Curriculum

<table>
<thead>
<tr>
<th>Trauma-Informed</th>
<th>Motivational Interviewing</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wellness Planning</td>
<td>Storytelling (Sharing lived experience)</td>
</tr>
</tbody>
</table>
The Curriculum

Session Outline

Section 1 – Defining A Justice Peer (Part 1)
Section 2 – Engaging With Justice-Impacted Individuals
Section 3 – Defining A Justice Peer (Part 2)
Section 4 – Career Success and Workplace Readiness
Section 5 – Putting It All Together
Section 6 – Celebrate Yourself And Your Classmates

Curriculum Development and Implementation – Next Steps

• Continued Feedback
• Recruitment of potential participants of program
• Identify agencies who can potentially employ graduates of the program
APS CE Credits

APS CE credits will be available on the Academy of Peer Services (APS) website by taking the quiz and completing the course evaluation for this and all sessions in the Justice Peer Initiative series.

Allow 3-5 weeks for the recording to be converted.

https://www.academyofpeerservices.org/

Feedback on the curriculum from the JPI Community.

• Share your comments in the chat
• Raise your hand if you would like to speak (we might not get to everyone)
• Link to the curriculum outline is in the chat
The Plan for Hiring
Ann Marie Louison and Joe Holliday
Highly skilled leader with lived experience and extensive knowledge and experience of peer support (direct service, supervision, management, and leadership)

Oversee the strategic and operational direction of JPI priorities

Proven experience establishing innovative solutions that center peer support within the criminal legal system

Ability and drive to work with the Justice Peer community, employers, government agencies, and public and private funders to advance and transform the role and influence of the Justice Peer workforce

Knowledge to coordinate the development of Justice Peer Support Circles, professional networks, training standards and New York State certification for Justice Peers

Skill to build Justice Peer career ladders with employers and proven experience leading peer-run initiatives

Salary: $100,000

Executive Director Selection Process

- JPI Executive Committee and volunteer JPI community members
- 4-5 volunteers to join interviews
- Commitment of 4-5 interviews of 90-minutes each
Executive Director Selection Process

- JPI Executive Committee and volunteer JPI community members
- 4-5 volunteers to join interviews
- Commitment of 4-5 interviews of 90-minutes each

Feedback from the JPI Community
- Share your thoughts in the chat
- Nominate yourself or others to join the hiring committee
- Raise your hand if you would like to speak (we might not get to everyone)

Employer Technical Assistance and Support
 Kevin Cleare
# Program-Specific Technical Assistance

- Support in developing clear and concise job descriptions.
- Support in developing scope of practice and tasks consistent with Medicaid billing.
- Assessment of agency readiness, providing in service training and education to staff on value of peer services & full integration of Justice Peer Staff.
- Technical assistance on policy and procedures related to staff with lived experience; managing past criminal justice history for new hires.

<table>
<thead>
<tr>
<th>Program Area</th>
<th>Activity Description</th>
<th>Who</th>
<th>Time Frame</th>
</tr>
</thead>
<tbody>
<tr>
<td>Organizational Commitment</td>
<td>• Gain approval of peer support program from all stakeholders</td>
<td>Current team (program director/administrator, clinical supervisor, nurse, case manager, social worker, etc.)</td>
<td>1 month</td>
</tr>
<tr>
<td>Peer Job Description</td>
<td>• Determine peer role within care team</td>
<td>Current team</td>
<td>2 weeks</td>
</tr>
<tr>
<td></td>
<td>• Identify qualifications, and job performance expectations to include in written job description</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Supervision</td>
<td>• Determine which team member will lead all aspects of supervision.</td>
<td>Current team</td>
<td>2 weeks</td>
</tr>
<tr>
<td></td>
<td>• Decide how peers will be integrated into care team</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Recruitment and Hiring</td>
<td>• Outline hiring process</td>
<td>Current team</td>
<td>3 months</td>
</tr>
<tr>
<td></td>
<td>• Establish recruitment method based upon organizational protocol and additional steps to reach qualified peers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Orientation</td>
<td>• Design training plan</td>
<td>Supervisor</td>
<td>2 weeks</td>
</tr>
<tr>
<td></td>
<td>• Review policies, and procedures with peers</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Discuss supervision model with peer</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>• Arrange work schedule</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ongoing Peer Development</td>
<td>• Discuss expectations and goals with peer</td>
<td>Supervisor</td>
<td>Ongoing</td>
</tr>
<tr>
<td></td>
<td>• Provide mentoring as needed</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Performance and goal management</td>
<td>• Assess job performance</td>
<td>Supervisor</td>
<td>Ongoing</td>
</tr>
<tr>
<td></td>
<td>• Assess goal progress</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### My organization's mission and vision support the hiring of peers.

<table>
<thead>
<tr>
<th>Strongly disagree</th>
<th>Somewhat disagree</th>
<th>Neutral</th>
<th>Somewhat agree</th>
</tr>
</thead>
</table>

### Staff at all levels of my organization would support the hiring of peers.

<table>
<thead>
<tr>
<th>Strongly disagree</th>
<th>Somewhat disagree</th>
<th>Neutral</th>
<th>Somewhat agree</th>
</tr>
</thead>
</table>

### Staff at all levels of my organization understand and value that peers have histories of substance use.

<table>
<thead>
<tr>
<th>Strongly disagree</th>
<th>Somewhat disagree</th>
<th>Neutral</th>
<th>Somewhat agree</th>
</tr>
</thead>
</table>

### Staff at all levels of my organization understand and accept that peers as well as other staff with histories of substance use may experience relapse during their employment.

<table>
<thead>
<tr>
<th>Strongly disagree</th>
<th>Somewhat disagree</th>
<th>Neutral</th>
<th>Somewhat agree</th>
</tr>
</thead>
</table>

### My organization has plans for how to use peers on a regular basis.

<table>
<thead>
<tr>
<th>Strongly disagree</th>
<th>Somewhat disagree</th>
<th>Neutral</th>
<th>Somewhat agree</th>
</tr>
</thead>
</table>

### My organization has the space to employ peers.

<table>
<thead>
<tr>
<th>Strongly disagree</th>
<th>Somewhat disagree</th>
<th>Neutral</th>
<th>Somewhat agree</th>
</tr>
</thead>
</table>

### My organization has the equipment (computer, phone, etc.) to support peers.

<table>
<thead>
<tr>
<th>Strongly disagree</th>
<th>Somewhat disagree</th>
<th>Neutral</th>
<th>Somewhat agree</th>
</tr>
</thead>
</table>

### My organization has the ability to offer additional onsite training to peers, such as computer literacy courses.

<table>
<thead>
<tr>
<th>Strongly disagree</th>
<th>Somewhat disagree</th>
<th>Neutral</th>
<th>Somewhat agree</th>
</tr>
</thead>
</table>

### My organization contracts to provide Medicaid Managed Care Behavioral Health Services.

<table>
<thead>
<tr>
<th>Strongly disagree</th>
<th>Somewhat disagree</th>
<th>Neutral</th>
<th>Somewhat agree</th>
</tr>
</thead>
</table>

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**Not a concern**

<table>
<thead>
<tr>
<th>Not a concern</th>
<th>Sometimes a concern</th>
<th>Very much a concern</th>
</tr>
</thead>
</table>

- I wonder whether people with lived experiences can be productive and accountable as providers.
- I am concerned that peers will not be able to keep client information confidential.
- I am concerned that peers will not be able to maintain appropriate boundaries with program participants.
- I worry that peers will replace me.
- I am concerned that peers with a history of substance use may relapse because of the demands of their job.
- I worry that working with someone with a history of substance use will cause program participants to relapse.
- I wonder whether peers are actually qualified to join my care team.
- I am concerned that peers will not be able to act in a professional manner.
- I am concerned that working with a peer will be just like working with a participant and require too much support.
- I worry that I do not understand the perspective of peers, especially their values and professional beliefs.
Feedback from the JPI Community

• Share your thoughts in the chat
• Raise your hand if you would like to speak (we might not get to everyone)
• Which employers are interested in receiving technical assistance from the Justice Peer Initiative?

https://mailchi.mp/2eec32ac3e99/justice-peers-in-nyc

Join Our Mailing List
Community Announcements!

• Do you have something you want to share with the community?
• Use the raise hand button in zoom.
• Share info in the chat
• Now’s the time to ask questions

THANK YOU FOR WATCHING

LET'S KEEP IN TOUCH!

The NYC Justice Peer Initiative
Executive Committee

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OUR PRESENTATION