LOVE CURRICULUM FOR PROVIDERS

FACILITATOR'S GUIDE

A Resource For Supporting Formerly Incarcerated Women, Girls, and Gender-Expansive People
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The LOVE Curriculum for Providers was created and authored by representatives from National Crittenton, the National Black Women’s Justice Institute, and Young Women’s Freedom Center, along with a powerful group of Subject Matter Experts.


We would also like to offer a note of gratitude to partners at The National Council for Incarcerated and Formerly Incarcerated Women and Girls, the National Clearinghouse for the Defense of Battered Women, and others whose advice and guidance were critical to the development of this curriculum. Thank you.

The LOVE Curriculum for Providers Facilitators Guide and Handbook was designed by Sade Smith-Edwards.

For questions about this curriculum or the LOVE Project, please contact inbox@nationalcrittenton.org.
We research, elevate, and educate the public about innovative, community-led solutions to address the criminalization of Black women and girls. We aim to dismantle the racist and patriarchal U.S. criminal-legal system and build, in its place, pathways to opportunity and healing.

We envision a society that respects, values, and honors the humanity of Black women and girls, takes accountability for the harm it has inflicted, and recognizes that real justice is healing.

National Crittenton advocates for social, economic, and political justice with and for girls, young women, and gender-expansive young people. Our goals are to work with and alongside young people to achieve collective power to advance justice, establish affirming social narratives, and build ecosystems of support.

We envision a world in which all cis and trans girls, young women, and gender-expansive young people can achieve their potential and live unapologetic, liberated lives, without fear of violence or injustice.

Together, we build our personal and collective power, heal from trauma, advocate on behalf of ourselves and each other, and gain access to education and work to transform the conditions, systems, and policies that lead to intergenerational cycles of violence, incarceration, and poverty.

This project was supported by Grant No. 2018-TA-AX-K019 awarded by the Office on Violence Against Women, U.S. Department of Justice. The opinions, findings, conclusions, and recommendations expressed in this publication/program/exhibition are those of the author(s) and do not necessarily reflect the views of the U.S. Department of Justice.
National Crittenton - in partnership with National Black Women’s Justice Institute and Young Women’s Freedom Center received funding in 2018 from the Office on Violence Against Women to develop the Leadership of Voices of Experience (LOVE) Project. Core to this project is the development of the LOVE Curriculum for Providers to support advocates, victim service providers, and other stakeholders who work directly with current and/or formerly incarcerated women, girls and gender-expansive people.

At its heart, the LOVE Project critically centers diverse voices and expertise, including formerly incarcerated individuals and leaders in criminal justice reform, victims’ services, and gender-responsive services. The deep partnership with the LOVE Subject Matter Expert advisory group, and through learnings from conversations with systems-impacted survivors and providers, the LOVE Curriculum for Providers intentionally centers the needs and expertise of those directly impacted by gender-based violence and incarceration.

The LOVE Curriculum for Providers is organized into three sections. The first section provides necessary context to understanding the intersection of gender-based violence and incarceration. Section 2 is focused on developing the heart condition, which outlines the importance of service provision and provider advocacy in supporting criminalized survivors. Section 3 describes specific strategies for supporting survivors of incarceration and gender-based violence. While each activity and section builds on the last, activities are also developed to function independently.

The separate LOVE Curriculum for Providers - Handouts includes the materials that participants will use during the activities. Facilitators should ensure that participants receive the related handouts for each activity.
This curriculum will be most effective when facilitated by a formerly incarcerated service provider or a provider team that includes someone with direct service experience and experience as a criminalized survivor. This expertise allows for support and clarity in fully engaging with content described in the curriculum activities. Additionally, at least one of the facilitators should be comfortable providing healing and/or therapeutic intervention to ensure that participants can receive support, if any of the topics trigger significant emotional responses. Finally, facilitators should pay attention to their own triggers and responses to ensure they are comfortable speaking about their experience with incarceration and other topics described in the curriculum, and have resources available, if needed for their own well-being.
Defining gender-based violence

Gender-based violence (GBV) is physical, psychological, emotional violence and/or coercion directed at a person because of their gender. Often, GBV is used to refer to sexual assault, rape, and domestic violence. However, it can also include:

- physical abuse
- emotional abuse
- sexual assault
- sexual violence
- child sexual abuse
- domestic violence
- intimate partner violence
- sexual harassment
- stalking
- inappropriate touching

Early on, GBV was a term used to characterize violence directed at women by men. However, as society’s conception of gender has evolved, the meaning of the term has expanded accordingly. Now, GBV includes violence directed at a

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person because of their gender identity or expression, in recognition that GBV occurs outside of the antiquated gender binary. At its core, GBV is violence used to demonstrate one’s power and dominance over another person because of their gender identity.¹²

Pathways to confinement

The criminal legal system exercises its dominance and control over people and communities using violence and an extensive repertoire of coercive control. Yet, the harm and violence the criminal legal system exacts is targeted with considerable precision. The data show that people of color, particularly Black Americans, are at significantly higher risk of law enforcement contact and incarceration.³ There is also evidence that the factors that increase women and girls’ risk of contact with law enforcement and the criminal legal system are different from the factors associated with men’s risk of contact and incarceration. These differences have led scholars to argue there are “gendered” pathways into the criminal legal system.⁴ In this section, we will highlight how race and gender intersect to create conditions that uniquely shape women and girls’ risk of contact and their interactions and experiences with the criminal legal system and its actors.

Race

The U.S. incarcerates more people per capita than any other country.⁵ Over one million people are incarcerated in state prisons across the country.⁶ In 2016, Black people represented over one-third of all people who were incarcerated, although they only accounted for only 12% of the general population. Meanwhile, white people were 32% of all incarcerated people in the US but represent 62% of the total U.S. population.⁷ While Black people and other groups of color (i.e., Latinx and Indigenous people) are overrepresented in prisons nationwide, by comparison white people are significantly underrepresented.

Distressing racial disparities are evident throughout the criminal legal and juvenile legal systems, including at the front-end, starting with law enforcement contact. Cities across the country, most notably New York City, implemented race-based policing practices in Black neighborhoods that were widely known as “stop and frisk.” This practice stopped only after the courts determined stop and frisk was unconstitutional, citing that police officers were stopping and frisking Black and Latinx people without probable cause merely because of their race and ethnicity.\textsuperscript{8} Despite the unconstitutionality of stop and frisk, Black people remain more likely than other groups to be the subjects of street and vehicle stops. Black people are more likely to experience vehicle stops by police, even though there is no evidence that they are any more likely than other racial and ethnic groups to commit moving violations while driving.\textsuperscript{9}

For Black people in particular, the disproportionate risk of contact with law enforcement also significantly increases their exposure to police violence and brutality, as well as their risk of being killed by police. While data show that Black men and boys have the greatest lifetime risk of being killed by police (it is estimated that 1 in 1000 Black men and boys will be killed by police in their lifetime), the risk of being killed by police is also greatest for Black and Indigenous women (2.4-5.5 per 100,000 and 4.2 per 100,000 respectively).\textsuperscript{10} Unfortunately, the brutality and harm that Black women and other women of color experience at the hands of police is often overlooked because it is perceived to be a less severe problem.

**Gender**

Despite efforts to reduce the number of people in U.S. prisons, the growth of the women’s prison population has outpaced the growth of the men’s prison population. In fact, in eight states, the number of incarcerated women increased while the number of incarcerated men declined.\textsuperscript{11} The rise of women’s incarceration is due in part to policies that criminalize women’s survival strategies; mandatory arrest policies that criminalize women for fighting back


against domestic violence, and the arrest and punishment of women and gender-expansive people who engage in sex work to financially support themselves. Women of color have always experienced heightened risk of incarceration compared to white women, and that risk has only increased as the size of the women’s prison population has grown and the net of correctional control has widened.

The criminal legal system also disproportionately incarcerates women who are survivors of gender-based violence. One study found that 86% of women in jails reported they were survivors of sexual violence, 77% reported they were survivors of intimate partner violence, and 60% reported they experienced caregiver violence as children. Another study found that nearly 70% incarcerated women reported sexual victimization during their lifetime, and 17% reported experiencing sexual victimization in prison. These are distressing statistics. The prevalence of gender-based violence among incarcerated women is much higher than among women in the general population, which was 44% for women in 2015.

Experiencing sexual violence is one of the strongest predictors of women and girls’ criminal legal system involvement. Although empirical research has not yet established a direct, causal link between gender-based violence and women and girls’ incarceration, studies suggest that experiencing gender-based violence sets off a series of aftershocks that increase women and girls’ risk of coming into contact with the criminal legal system. Many youth who run away

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from home are survivors of child sexual abuse; running away is also the most common “offense” for which girls are placed in youth detention. Running away was the second most common reason Black girls came in contact with the juvenile legal system. Nineteen percent of Black girls had cases involving running away, compared to 8% of white girls. Meanwhile, a study of incarcerated adult women found that trauma exposure, particularly from sexual violence, increased their risk of severe mental illness, triggering substance abuse, drug sales, and property crime as coping and survival mechanisms. In effect, the criminal legal system criminalizes women, especially women of color, for their survival.

Incarceration is traumatic. Prisons and jails inflict violence and harm that has long-lasting effects. While incarcerated, people are subjected to punitive practices that strip them of their identities, isolate them, and force disconnection, and deny them control and management over their own bodies. For survivors of gender-based violence, incarceration resembles their experiences of sexual abuse, intimate partner violence, and exploitation. For example, strip searches and the lack of privacy in prisons and jails can be triggering for incarcerated survivors, reminding them of past abuse. People who are incarcerated are also particularly vulnerable to sexual assault by prison staff and others while inside. For survivors of gender-based violence, incarceration compounds past trauma and engenders new traumas.

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The US criminal legal system subscribes to the conventional gender binary, which asserts there are only two genders: “male” or “female”. More than that, the system generally categorizes people based on the gender they were assigned at birth, not the gender with which they self-identify. Even though the Prison Rape Elimination Act (PREA) prohibits federal, state, and local prisons and jails from assigning people to places of confinement based on their external genitalia, administrators are only required to consider a person’s self-identified gender when deciding where a person should be incarcerated. As a result, people throughout the country are incarcerated in prisons and jails that do not align with their gender identity. Not only does this practice negatively affect the emotional well-being and mental health of transgender, gender nonconforming, and nonbinary people who are incarcerated, it poses a serious risk to their physical safety. A study of California state prisons for men found that transgender people are most likely to experience sexual assault and rape while incarcerated. More research is needed to understand how gender identity affects the safety and well-being of transgender women placed in women’s prisons.

Immigration detention

Risk and fear of immigration detention are especially high among undocumented immigrants. Although there are provisions in the Violence Against Women Act that mitigate detention and deportation risk, domestic violence survivors' fear may override immigrant women’s willingness to report experiences of violence and victimization. Although the Department of Homeland Security defines immigration detention as the temporary placement of people in physical custody while a determination is made about deportation, the experiences and conditions inside mimic prisons and jails. In 2017, a report from the Inspector General noted serious concerns about the care and treatment of people placed in detention. Just as in prisons and jails, people in immigration detention are subject to strip

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searches, delayed and inadequate healthcare, misuse of segregation, and physical and sexual abuse. Four women at an immigration detention center in Georgia reported that they were sexually assaulted by a male nurse, from whom they sought medical care. The differences between prisons, jails, and immigration detention centers are superficial. Immigration detention is not outside the U.S. carceral system at all. Immigrants’ experiences of coercive control, punishment, and unsafe living conditions inside detention centers are akin to the experiences of people incarcerated in prisons and jails.

**Sex work**

The criminalization of sex work disproportionately impacts women and transgender people of color. In 2017, 61% of people arrested for sex work were women, according to the Federal Bureau of Investigation (FBI) Uniform Crime Report. Many consider sex work a “crime” of survival that people turn to when other employment opportunities are limited or difficult to access. For formerly incarcerated women, sex work may be the only available source of income, given the difficulty they have securing employment after incarceration, especially formerly incarcerated Black women who have the highest unemployment rate at 47%. There are legislative efforts within Congress and in state houses to decriminalize sex work because of the harm and risk that policing poses to sex workers. Police abuse of sex workers is well-documented. In addition to verbal and physical threats and violence, police may extort or coerce sexual acts from sex workers who fear arrest. The violence and abuse against sex workers by police, and others, is undoubtedly under-reported due to fears that people would not believe them or think they could be victims of sexual violence because of their work. A fear of retaliation and being targeted by police also discourages reporting to law enforcement and others, making sex workers susceptible to ongoing police violence. Although there have been calls to decriminalize sex work, arguing doing so would increase workers’ safety, others contend that full decriminalization would jeopardize the safety of people engaged in sex work, particularly people forced to engage in sex work. Nevertheless, all agree that people who engage

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in sex work should not be policed and criminalized, as arrests for sex work can have serious consequences, including impeding access to housing, healthcare, employment, and other services—all of which are vital resources for mitigating the risk of contact with the criminal legal system and preventing rearrest and reincarceration for women returning home.26

Getting started

This curriculum introduces important topics to help victim service providers support formerly incarcerated survivors heal from the trauma they have endured. At the end of this training, participants will understand how incarceration further traumatizes survivors, what kind of support formerly incarcerated survivors need after release, and best practices for working with formerly incarcerated survivors.

Activity 1

Provide participants with the What You Need To Know About Working with Formerly Incarcerated Survivors of Gender-Based Violence Handout. Ask participants to read this document prior to this activity.

During this activity, you will lead a discussion with participants about formerly incarcerated survivors’ pathways to incarceration.

Estimated time

20 Minutes

Materials

What You Need To Know About Working with Formerly Incarcerated Survivors of Gender-Based Violence Handout (page 4)

Group discussion/facilitator prompts

- What are your reactions to what you read?
- Did anything surprise you? Did you learn anything new?
- Was there anything in particular that stayed with you, that resonated with you?
- How does what you read make you think about your work as victim service providers?
- Why do you think incarceration may be triggering for survivors?
- Have concerns about immigration detention come up in your work?
- What are some of the issues you face working with survivors who engage in sex work?
- How does a person’s incarceration experience complicate supporting them through healing from gender-based violence?
**Takeaways**

- Incarceration is traumatic and may be triggering for survivors of gender-based violence.
- Women of color, Black women in particular, are disproportionately represented in the criminal legal system.
- Transgender people in prisons and jails are at risk of gender-based violence in prisons, especially because there are no protections guaranteeing placement in facilities based on person’s self-identified gender.
- Immigration detention is part of the carceral system, functions similar to prisons, and is plagued by many of the same problems.
- The criminalization of sex work disproportionately impacts women and transgender people of color. For formerly incarcerated women who engage in sex work, arrests can limit access to important resources and increase their risk of rearrest and reincarceration.
How the Criminal Legal System Inflicts Harm on Survivors

Learning objective
Providers understand that the criminal legal system inflicts harm on directly impacted people through coercive control, loss of sense of self, and other dehumanizing practices, and how providers can support formerly incarcerated survivors as they navigate life after release.

Power and control in the lives of survivors: before, during, and after incarceration

Activity 2
In small groups (3-4 people), providers will identify ways that survivors may experience similar types of violence to those outlined in the power and control wheel before, during, and post incarceration, through interactions with police, the court system, and other policing- and incarceration-related interactions. Have each group fill in one of the three handouts (Prior, During, and Post-incarceration), ensuring that all three are represented. Assign one person to fill in the power and control wheel and one person to report back what their group included in the different segments of the power and control wheel.

Estimated time
30 Minutes

Materials
- Power and control wheel (pages 12-13)
- Blank power and control handouts (pages 14-27)
Group discussion/facilitator prompts

- Are folks familiar with the power and control tool? How have you used it in the past?
- Was it helpful for thinking about how the criminal legal system exerts power and control in the lives of survivors, before and after incarceration?
- Did this activity resonate with you? If so, in what ways?
- What are some similarities you see between the power and control wheel and how the criminal legal system, especially prisons and jails, operates?
- How did it make you think about your role as providers?
- Can you reflect on past experiences interacting with police, prosecutors, with clients who had been arrested? Were there times your actions as a provider might have perpetuated systems of power and control?
- Did this activity make you think differently about any of your actions or any of the policies and practices that govern how your organization works with survivors?
- Is being complicit with the criminal legal system an unavoidable problem?
- What strategies can providers use to avoid being complicit in the mechanisms of coercive control of the criminal legal system and its various actors/institutions?
- How can you show up differently for your clients based on what you’ve learned from this activity?

Takeaways

- Survivors of gender-based violence are often subjected to the power and control of the criminal legal system even before they are incarcerated.
- Many of the sources of harm survivors experienced in interpersonal relationships are mimicked by the mechanisms of control used by the criminal legal system (e.g., isolation, loss of control over one’s body, their body being physically violated in a sexual manner, being made to feel inferior/less than, etc.)
Activity 3
In the same small groups (3-4 people), have one person select one card within one category (i.e., housing, employment, relationships, probation/parole, programs, and children). These cards represent key issues incarcerated survivors face after release from prison and jail. Ask them to imagine they have just returned home to their community after a period of incarceration. Explain that the description on the back of the card reflects their current circumstance. For example, the employment card states that they are unemployed despite applying to several jobs. In each group, discuss how these circumstances affect you. The next person should select from a new category, until at least one card is selected from each category. For each card, groups should answer the following questions:

1. How does this impact your safety?
2. How does this impact your health and wellness?
3. How does this impact your sense of self and dignity?
4. What opportunities or obstacles does this create for you?
5. What options do you think are available to you?
6. What kind of services or interventions would support you in your current circumstances?

After all six cards are selected, representing all six categories, participants will review and discuss the full experience.

Estimated time
45 Minutes

Materials
Scenarios handout (page 28)

Group discussion/facilitator prompts

- Assign each group to report on ONE of the life circumstances they selected (have each group discuss a different category).
  - What was on your card?
  - What were the barriers or opportunities it presented?
  - What ideas did you have about how to respond to/manage/address the circumstance?
• After each group shares, open up the discussion for reactions from others.
• Putting yourself in the mind of a formerly incarcerated survivor, what do you think is going on in their head? How do these circumstances affect the choices they make once they have returned home?
• How does this activity help you think about the varied and complex issues impacting the lives of formerly incarcerated survivors?
• Were these issues you were already aware of? Did you hear or learn anything new or anything that surprised you?
• With this activity in mind, how does it make you think about your work providing services to survivors of have also experienced incarceration?
• Have any of you worked with formerly incarcerated survivors in any of these circumstances? How did that affect your ability to support them?
• Are there ways you/your organization can support survivors in any of these situations?
• How do you imagine these circumstances affect formerly incarcerated survivors’ willingness/comfort/real and perceived access to supportive services?

**Takeaways**

• The coercive control of the criminal legal system continues even after release from incarceration.
• There are not many resources available to support formerly incarcerated survivors when they return home, finding support is often quite challenging.
The issues, needs, and wants of GBV survivors returning home from incarceration

Activity 4
In this activity, the group will read a letter from a formerly incarcerated woman about what she needs during the first 30 days after her release. Ask for a volunteer to read the letter, while the rest of the group follows along. Give the group 5-10 minutes after reading the letter to think about the following questions and jot down their thoughts. These questions should be projected on a screen as they think about and write down their responses.

Questions to Consider
- What are your initial thoughts after reading this letter?
- How would you respond to these questions from a survivor?
  - Do you understand and have the patience to assist and help me navigate my reintegration into society (with the understanding that I have nothing but possibly the clothes on my back)?
  - What do you think is the best approach in meeting me at my beginning stages of navigating my first 30 days?
  - Are you aware of the insecurities (housing, food, etc) that people are experiencing upon their release? Are you able to identify what could trigger a person to relapse or go back to prison?
  - Understanding that I might need help with making the right decisions and choices independent of systems, how would you help me navigate that?
- Is there anything about service provision that you are thinking about differently after reading this letter and responding to these questions, especially as you consider service provision for formerly incarcerated survivors?

Estimated time
20 Minutes

Materials
Print out “First 30 days: Letter to Providers” (page 32)
The first 30 days are a critical time for formerly incarcerated survivors. Providers must help formerly incarcerated survivors meet their basic needs. Formerly incarcerated survivors are not always returning to communities they are familiar with and may need assistance navigating their surroundings and finding a peer group. Formerly incarcerated survivors are looking to you and others to help them regain a sense of control over their lives. They need to be affirmed throughout this journey.

**Group discussion/facilitator prompts**

- How well could you respond to her needs today? Would you be able to support her in the ways she’s outlined in the letter?
- Do you have experiences connecting clients (formerly incarcerated or not) with any of the resources she explains she needs when she returns home? Can you share any experiences you’ve had?
- Are there practices you want to start doing or stop doing as a result of what she shared in the letter?
- Are there any barriers to addressing any of the needs she has?
- What for you are the key takeaways from what she shared in her letter to providers?

**Takeaways**

- The first 30 days are a critical time for formerly incarcerated survivors.
- Providers must help formerly incarcerated survivors meet their basic needs.
- Formerly incarcerated survivors are not always returning to communities they are familiar with and may need assistance navigating their surroundings and finding a peer group.
- Formerly incarcerated survivors are looking to you and others to help them regain a sense of control over their lives. They need to be affirmed throughout this journey.
Learning objective
Participants are able to recognize and dismantle the power dynamics that exist between them and formerly incarcerated survivors; they identify personal biases that may impact their treatment and responses to formerly incarcerated survivors; and they understand change is a process and what that means for how they approach their work with formerly incarcerated survivors.

Exploring the relationship between providers and law enforcement

Activity 1
Participants will read 1 of 2 case studies demonstrating how existing ties between service providers, law enforcement, and the court system may make formerly incarcerated survivors reluctant to seek out victim services during times of need and/or crisis. Randomly assign a case study to each person by asking participants to count off (1, 2) around the room. All of the “1s” will read Case Study #1: Natalia; all of the “2s” will read Case Study #2: Janet. Before people start reading, ask them to keep the following questions in mind (project on a screen so they are visible).
How can direct service providers properly support impacted communities who sit at the intersection of gender-based violence, criminalization, current incarceration, post incarceration and community control?

How can providers support communities without law enforcement intervention?

What internal work do service providers need to do to understand the potential for harm that comes with working alongside carceral systems?

What are the potential impacts to the most vulnerable, unprotected, over-surveilled people in our communities?

Give people 5 minutes to read their assigned case study. After 5 minutes, create break out groups of 3-4 people for people who were assigned the same case study to discuss the questions they were asked to keep in mind while they read. Allow 10 minutes of discussion in small groups. After 10 minutes, bring everyone back together for a full group discussion.

**Estimated time**

20 Minutes

**Materials**

Exploring the Relationship between Providers and Law Enforcement handout (page 35)

**Group discussion/facilitator prompts**

- What are some of the issues you see in these scenarios?
- What are some examples of power and control exerted by police and providers in these scenarios?
- How did police presence create barriers to accessing support and services?
- What could have been done differently by the social service providers in these scenarios to better assist Natalia and Janet?
- What resources exist in your communities to support survivors of violence who have incarceration history accessing services?
- What needs haven’t been addressed?
How bias affects how we interact with formerly incarcerated survivors

Activity 2

During this activity, you will lead a discussion about implicit bias and how it may show up in their work with formerly incarcerated survivors. Before beginning the discussion, explain the following:

According to the National Institutes of Health (NIH), “bias consists of attitudes, behaviors, and actions that are prejudiced in favor of or against one person or group compared to another.” Implicit bias is bias that people are not conscious or aware of. Though it is unintentional and happens automatically, it still affects our perceptions, judgements, decisions, and actions. Unchecked implicit bias may cause you to treat formerly incarcerated survivors differently or unfairly, which may have negative consequences.

Group discussion/facilitator prompts

- What is implicit bias? What are some examples of implicit bias?
- Why is it important for us to talk about implicit bias and how it impacts our work, especially work with formerly incarcerated survivors?
- How does implicit bias show up in your work?
- Have you observed situations when survivors were denied access to opportunities and/or services because of implicit biases held by service providers?
- What are some of the stereotypes about formerly incarcerated women that might lead providers to treat them differently than survivors who have not been directly impacted by the criminal legal system? How might these stereotypes negatively affect formerly incarcerated survivors’ healing and reentry experiences?
- How can you start to shift your perceptions, as well as help others change their perceptions and reduce bias?
- Recognizing the generational trauma many formerly incarcerated survivors carry with them, and how anti-black racism (i.e., the gratuitous institutional violence Black people experience due to society’s inability/refusal to recognize the humanity of Black people), how do you as providers need to show up and create space for healing?


Cultivating The "Heart Condition" For Supporting Formerly...
• How can you provide support and services that formerly incarcerated survivors are culturally- and gender-affirming?
• How do you cultivate an environment that is not oppressive, but rather is liberating and healing for formerly incarcerated survivors of color?

**Takeaways**

• Implicit bias inevitably shows up in our work, and we must build our awareness, so it does not affect our treatment of survivors, especially formerly incarcerated survivors.
• Creating space for formerly incarcerated survivors to engage in self-definition can help undo stereotypes and bias.
• Being empathetic and taking the perspective of formerly incarcerated survivors is a strategy you can use to interrupt implicit bias which may affect your work.
• Many formerly incarcerated survivors carry with them generations of trauma, especially Black women who are subject to anti-black racism. Therefore, providers must offer culturally-affirming support that accounts for that pain, how it shows up in the healing process.
Language matters

Activity 3

Language matters. Often the language used to reference people who have been directly impacted by the criminal legal system is disparaging, harmful, and dehumanizing. Within the criminal legal system, these (e.g., “felon,” “criminal,” and “inmate”) terms are tools of coercive control. They are also widely used by the public to label and ascribe a lower social position to system-impacted people. As providers, it is important to center the humanity of every person we work with. And using “people first” language is an important way to do that. As a group, we will read “An Open Letter to Our Friends on the Question of Language” by Eddie Ellis, which explains what “people first” language is and recommends terms to use and what to stop saying if we seek to uplift the humanity of all people, especially people who have been incarcerated. Ask if there are any volunteers to read. If several people offer to read, switch readers after 1-2 paragraphs.

Estimated time

15 minutes

Materials

“An Open Letter to Our Friends on the Question of Language” by Eddie Ellis (page 41)

Group discussion/facilitator prompts

- How are you thinking about language differently after reading this letter?
- Think about a time where a label was applied to you that you disagreed with. How did that make you feel?
- Language can often be applied because it is used in advocacy or as part of movements that may be harmful to those who do not see themselves reflected in an identity, label, or space. Can you think of any examples where that might be true (e.g., victim vs. survivor, sex worker, applying LGBTQ identities to others/ignoring self identification, etc)
- Are there labels that might affect the services people can receive or access?
- Has language been a barrier for you in how you communicate with people? How can language become a tool for supporting criminalized survivors?
Do you believe that you are intentional about the language/labels that you use?

What other language could be replaced using People First language?

**Takeaways (as described in Eddie Ellis’ letter):**

- Be conscious of the language you use. Remember that each time you speak you convey powerful work picture images.
- Stop using terms like offender, felon, prisoner, inmate, convict, and criminal.
- Substitute the word “people” for the negative words we just named.
- Encourage your friends, family, and colleagues to use positive language in their speech, writing, publications, and electronic communications.
Advocating for formerly incarcerated survivors

Activity 4

During this activity, you will guide participants in thinking through political and legislative advocacy they/their organizations can lead to expand formerly incarcerated survivors’ access to victim services. First, break participants into small groups of 3-4 people. Tell each group to create an initial plan for an advocacy campaign to expand access and opportunity for formerly incarcerated survivors. Show participants the graphic below prior to sending the small groups to work on their policy ideas. Explain that the following graphic presents a matrix of different policy changes (awareness, will, action) we can work towards and different audiences (public, influencers, decision-makers) they may consider targeting. Within each cell in the matrix are examples of possible outcomes. If you aim to address awareness and your audience is the public, then possible outcomes you might work toward include changes in attitudes and beliefs and/or increased knowledge about an issue. If you’re focused on action and you plan to target decision-makers, then policy change is the outcome you’re aiming to achieve.

After explaining the matrix, ask each group to identify a policy goal and answer the questions posed in the “Nine Questions”: A Strategy Planning Tool for Advocacy Campaigns (Page 45). Allot 20 minutes for the small groups. Ask each group to summarize the goals and strategies of the advocacy campaign they created.

Estimated time

45 minutes
**Materials**

Advocating for Formerly Incarcerated Survivors handout (page 43)

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**Relevant Interim Outcomes**

<table>
<thead>
<tr>
<th>ACTION</th>
<th>INFLUENCER</th>
<th>DECISION MAKERS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Successful Mobilization of Public Voices</td>
<td>Collaborative Action Among Partners</td>
<td>Policy Change</td>
</tr>
<tr>
<td>Increased Public Will or Support</td>
<td>Stronger Coalitions</td>
<td>New Political Champions</td>
</tr>
<tr>
<td>Increased Advocacy Capacity</td>
<td>Increased or Improved Media Coverage</td>
<td>Increased Political Will or Support</td>
</tr>
<tr>
<td>Changed Attitudes or Beliefs</td>
<td>Changed Attitudes or Beliefs</td>
<td>Increased Knowledge</td>
</tr>
<tr>
<td>Increased Knowledge</td>
<td>Increased Knowledge</td>
<td>Increased Knowledge</td>
</tr>
<tr>
<td>PUBLIC</td>
<td>INFLUENCER</td>
<td>DECISION MAKERS</td>
</tr>
</tbody>
</table>

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Cultivating The "Heart Condition" For Supporting Formerly... 30
**Takeaways**

- Victim services providers should be involved in and lead advocacy campaigns expanding resources and opportunities for formerly incarcerated survivors.
- Directly impacted people should always be our partners in the development, planning, and implementation of advocacy campaigns.
- When thinking of advocacy campaigns, think about what changes you’re hoping to see and who your target audiences are.
Change is not a linear process

Activity 5

During this activity, participants will watch a video created by April Grayson, member of the LOVE Project team. In it, she reminds providers that the healing journey is not linear and calls on them to be examples of kindness as they provide formerly incarcerated survivors with trauma-sensitive services and support.

Estimated time

20 minutes

Materials

Change is not a linear process video and handout (page 47)

Group discussion/facilitator prompts

- What would a holistic healing journey for formerly incarcerated survivors look like?
- What are some things providers get wrong when trying to support formerly incarcerated survivors?
- What are you doing/what does it look like for you to show up as your best self, especially when others are experiencing tough times?
- How can we be examples of kindness for the formerly incarcerated survivors we work with? How would we actualize being an example of kindness?
- How can self-care help you provide trauma-sensitive services and support to the survivors you work with?

Takeaways

- Healing journeys are not linear.
- It’s important for providers to be examples of kindness and offer grace and compassion to the survivors they work with.
- Showing up as your best self requires self-care.
Values and actions that nurture a heart condition for this work

Activity 6

For this activity, you will facilitate group activity in which the participants will draft a statement of the values and actions that will help them and others providers cultivate the heart condition for this work. Recap the main issues covered in the training so far:

- Similarities and overlap of GBV and incarceration
- Power and control
- What survivors need after release
- Impact of systemic and personal biases
- Importance of language
- Providers’ role/participation in advocacy efforts
- Trauma-sensitivity and the healing process

Take notes on a white board to capture everyone’s ideas. At the end of the discussion, make a list of the values and actions. As a group, think about how to consolidate the values. Try to identify 3-4 core values. Once you have the values, match the actions to each value. Finally, create statements operationalizing each value. See example below:

To be _____________ means I will_____________________ and __________________.
   (insert value)               (insert action)                  (insert action)

Estimated time

45 minutes

Discussion/facilitator prompts

- What are some core values that support the heart condition for working with criminalized survivors?
- What values can be uplifted to better support criminalized survivors?
- Is there anything from any of the activities so far that feels especially critical to consider as you think about shifting culture to better support criminalized survivors?
- What actions will you/should providers take to support formerly incarcerated survivors
Learning objective
Participants develop the skills to create and hold space and participants develop skills to aid formerly incarcerated survivors heal from the trauma and harm.

Values in practice

Activity 1
During this activity, participants will reflect on what they have learned so far and how it will influence how they work with formerly incarcerated survivors in the future. Ask participants to list actions they will KEEP doing, START doing, and STOP doing to ensure they provide the kind of services and support that formerly incarcerated survivors need and deserve. They should record this on the Keep Doing/Start Doing/Stop Doing Worksheet. Give participants 10 minutes to fill in the worksheet. Then, ask each person to name one action they listed in each category (i.e., keep doing, start doing, and stop doing).

Estimated time
20 minutes

Materials
Keep Doing/Start Doing/Stop Doing Worksheet (page 50)
**Group discussion/facilitator prompts**

- Is there anything someone shared from their list that resonated with you?
- What kind of support will you need to implement the items on your worksheet? Are these things you can do on your own? Will they require organizational commitment and change?
- What are the themes/connections you’re noticing as far as what people want to keep doing, start doing, and stop doing?
Benefits of peer-to-peer programming

Activity 2

In this activity, participants will read a letter from a LOVE Project subject matter expert about the importance of peer-to-peer programs for formerly incarcerated survivors. Ask participants to read the letter “Why Peer Programming Matters”, allot 3-4 minutes. Then, open it up for discussion.

Estimated time

20 minutes

Materials

Why Peer Programming Matters (page 52)

Group discussion/facilitator prompts

• Was there anything Kimmy shared that resonated with you?
• Do any of you/your organizations already offer peer-to-peer programming? How has it benefited the survivors you work with?
• Did Kimmy introduce any new ideas about how you might integrate peer-to-peer programming into your work, especially work with formerly incarcerated survivors?

Takeaways

• Peer-to-peer programming is beneficial, especially for formerly incarcerated survivors.
• Building relationships among the formerly incarcerated survivors you work with can help newer clients identify resources and supports and creates a network of support everyone can benefit from.
Engaging formerly incarcerated survivors in advocacy campaigns

Sharing your experience

Activity 3a

During this activity, participants will learn how to prepare formerly incarcerated survivors to share their personal stories, while mitigating retraumatizing them in the process. Tell participants that the act of sharing one's experience, especially when required multiple times to access services, can be traumatizing. When asked to engage in advocacy for social or organizational change, this sharing can be exploitative and harmful. First, let participants know the main part of this activity will happen independently, after you work through some tips together. Next, let participants know that you will have them brainstorm telling an experience they could use for advocacy, after discussing key items to consider. As a group, share the bullets and have participants volunteer to read. Once completed, instruct participants to privately identify an experience they could share to advocate for social or organizational change, then fill out the Sharing Your Experience handout.

Estimated time

30 minutes

When telling your own story, or helping someone figure out how they want to tell their story, be sure to do the following:

Get clear on the high-level key points you/they want to make
What do you want people to take away from your story/what you’re sharing?

Share only what you want to share
When sharing details of your life, only share what you are comfortable sharing with others, including people you don’t know. People don’t need to know all of your business. Share moments and details from your life that relate to the points you want to make.
Set Your Boundaries
Determine your do’s, don’ts, and deal-breakers. Don’t cross these lines for anyone. (Things to consider: What makes you uncomfortable? Are there spaces and settings you’re not comfortable in? What makes you feel safe when you’re sharing information about yourself.)

Know what you want to say ahead of time/create your storyline
Understand the topic you are speaking on and stick to key points. Prepare with bullet points which help keep the story on topic so people can follow what you are trying to convey. Having clear talking points will also help you stick to sharing life stories and experiences you’re comfortable sharing publicly.

Do not let anyone tell you what to say or how to tell your story

You can always say no
If ever you feel uncomfortable or do not agree with the arrangement you can always say no

Ask for support
Whenever you are struggling with finding key points or how to frame your story consult with the folks who asked you to tell your story, or another trusted friend/professional.

Person to check in with
Identify a person you trust to debrief with after talking to unload any stress associated with sharing your story

Emotional
Telling your story is emotional and triggering. Be mindful of what comes up for you while telling your story.

Be able to tell your story in 2 minutes
Bullet points to stick to point, rehearse and time yourself to ensure you are on topic and time.

Materials
Share Your Experience handout (page 55)
**Group discussion/facilitator prompts**

- Have any of you helped a survivor tell their story? What was that experience like?
- What can happen if a survivor isn’t prepared to tell their story? Does anyone have any example of when this went wrong?
- What are things you can do to prepare survivors to tell their story?
- Are there specific issues/concerns for formerly incarcerated survivors?

**Takeaways**

- Telling your story is emotional. It’s important that survivors only share what they are comfortable sharing.
- Survivors must tell their own stories. It is important that they have control over what is shared, how it’s shared, and where it’s shared.
- Make sure survivors think about their boundaries ahead of time and get clear on what would help them feel safe sharing their story with the particular audience.
Healing power of advocacy

Activity 3b
Ask the group to look at the Healing Power of Advocacy handout and study the pictures.

Estimated time
20 minutes

Materials
Healing Power of Advocacy handout (page 59)

Group discussion/facilitator prompts
- What is one word you would use to describe the feeling/emotion in the pictures?
- What do you see in the pictures? What are people doing? Who is with/alongside them?
- What are the emotions you see on the faces of the people in the pictures?
- What do the pictures make you feel?
- Why do you think engaging in advocacy is healing for formerly incarcerated survivors?
Activity 4

During this exercise, we will discuss how service providers can hold and create safe spaces for formerly incarcerated survivors. Key considerations are presented below followed by discussion questions. Ask participants to follow along in the Tips and Strategies for Holding Space handout. After each category for consideration is mentioned, ask participants if there are other questions they might add or if they have additional suggestions.

Estimated time

20 minutes

Materials

Tips and Strategies for Holding Space handout (page 63)

Questions to ask after each category

- What additional questions should we add?
- What other suggestions do you have?

After all categories reviewed, ask

- What additional categories could we add?
## Group size and physical space

<table>
<thead>
<tr>
<th>Questions</th>
<th>Suggestions</th>
</tr>
</thead>
<tbody>
<tr>
<td>• What is the goal of the space? Is it for one-on-one counseling? therapeutic supports? Intake?</td>
<td>• Ensure that physical and virtual spaces are accessible to disabled participants. Ask participants in advance if there are accessibility needs to ensure these are addressed in advance.</td>
</tr>
<tr>
<td>• What is the most conducive environment for sharing?</td>
<td>• Consider creating space for different types of conversations (i.e. one-on-one, small group, large group).</td>
</tr>
<tr>
<td>• Will children be present?</td>
<td>• In small and large groups, try to arrange seating in a circle to ensure people don’t have to shift in their seats or move to engage with speakers and other participants.</td>
</tr>
<tr>
<td>• Will participants be asked to share personal information, with staff or with other program participants?</td>
<td>• Create access spaces where people can disconnect. Create quiet spaces, areas where people can play music or take a phone call.</td>
</tr>
<tr>
<td>• Are there barriers to participation and engagement in the space?</td>
<td>• Consider if childcare is needed in order for participants to fully participate.</td>
</tr>
<tr>
<td>Barriers can be physical (e.g. the location is too far or inaccessible to those with physical disabilities), emotional (e.g. there is an expectation of sharing trauma details)</td>
<td></td>
</tr>
</tbody>
</table>
## Agreements and conversational norms

<table>
<thead>
<tr>
<th>Questions</th>
<th>Suggestions</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Are there specific needs of your community that should be addressed in community agreements?</td>
<td>- Create or adapt shared communication norms and agreements. Co-develop these with your community to ensure they reflect how you and your community hope to engage with each other.</td>
</tr>
<tr>
<td>- Will these need to be adapted based on conversations? Is it possible for you to have agreements that work across areas of work and situations?</td>
<td>- The Accords used in this project, developed by Young Women’s Freedom Center, are available in Appendix # and can serve as guidance for creating tools for your conversations.</td>
</tr>
<tr>
<td>- Consider the language used in agreements you have seen previously. Do they typically reflect the language of your clients, or of service provision?</td>
<td></td>
</tr>
</tbody>
</table>
**Holding space in conversations**

<table>
<thead>
<tr>
<th>Questions</th>
<th>Suggestions</th>
</tr>
</thead>
<tbody>
<tr>
<td>• What are the power dynamics that might impact this conversation?</td>
<td>• Remember that healing is a process and, as described in another activity,</td>
</tr>
<tr>
<td>How can these be addressed at the beginning, and throughout interactions?</td>
<td>remember to respond to humanity, not behavior.</td>
</tr>
<tr>
<td></td>
<td>• Check ins are one way to gauge where people are at a given moment.</td>
</tr>
<tr>
<td></td>
<td>incorporate them throughout conversations as needed.</td>
</tr>
<tr>
<td></td>
<td>• Listen actively. Pay attention to what people are saying they need.</td>
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<tr>
<td></td>
<td>Be conscious of energy and emotion in a given space.</td>
</tr>
<tr>
<td></td>
<td>• Pause and adjust as needed. Sometimes the act of conversing and being</td>
</tr>
<tr>
<td></td>
<td>together is as important as accomplishing tasks and goals. Recognize</td>
</tr>
<tr>
<td></td>
<td>when a pause is needed to strategize, reconsider, and revise.</td>
</tr>
</tbody>
</table>
Closing activity: sample breathing exercise

Let participants know this can be used as opening and/or closing exercise

Estimated time

5 minutes

Materials

Breathing Exercise Handout (page 67)

- Go ahead and close your eyes.
- If you’re able, sit comfortably in your chair. Put your feet flat on the floor, and your hands loosely on your lap.
- If you’re able, and it’s comfortable to you, straighten your back, stretch your spine.
- Pay attention to your breathing. Is it fast? Shallow?
- Now take a breath at your own pace... then take another.

- PAUSE

- Keep breathing. We are going to do some box breathing together where you will breathe in for four counts, hold for four counts, exhale for four counts and hold for four counts. We’ll do three rounds of these starting on your next breath.
Feel free to take a few breaths at your own pace. Pay attention to your breathing... To how you are feeling. Slowly open your eyes and come back into the group.

Thank you.
These Accords, developed by Young Women’s Freedom Center, were used throughout the project to help us set intentions for our shared space.

Accords are a set of agreements that ground everyone in the space and allows for us to always strive for harmony with one another during all of our activities. The accords are a practice; If everyone is not practicing these agreements, it is difficult to understand why we are coming together.

Anyone who agrees to be part of this space is a leader and has the ability to hold the group accountable if the accords are not being practiced or are being ignored.

- **One Mic** - Honor the voice of whoever is speaking - only one person speaking at a time.
- **Mutual Respect (aka the Aretha Franklin accord)** - To give the respect we want to receive, to “see again”. Break word down (Re) repeat (Spect) to see. Continuously see me, re-see me every day.
- **Try it on** - Try to share, to participate, to be vulnerable, to learn something new, to be part of something even if it’s uncomfortable
- **Right to Pass** - the ability to not respond. This does not mean “not participating”. We ask you to stay present and engaged.
- **Confidentiality** - The root word of confidentiality is “confide” which means “with faith/loyalty”; with faith/loyalty we share information knowing it will not be shared with those outside of this space. (Con) with (fide) loyalty. Hold my words with loyalty.
- **No Capping** - No shade/No clownin’/ Bagging. To not discuss someone’s physical attributes, abilities or contributions in a negative way even in jest.
- **Amnesty** - Temporary forgiveness, we come from different backgrounds some different hoods and while we are in spaces together we choose to give amnesty/temporary forgiveness for person/people you might not get along with and to keep integrity of space.
- **Take only your own inventory** - Keep the focus on yourself, don’t worry about how others are processing information, focus only on how it applies to you.
- **Move up, Move to the side** - We all have something to contribute. Willingly contribute. Be aware if you are speaking too much and make room for others to offer up contributions too. If you are a shy, reserved person try to move up and share your thoughts and brilliance.
APPENDIX B: TIPS AND CONSIDERATIONS FOR SUPPORTING CRIMINALIZED SURVIVORS

Reflect on your organization and/or program policies and practice

- Consider how your program and/or organization can shift to better meet the needs of criminalized survivors. These changes can often improve services for all clients:
  - Are there relationships with police or other system stakeholders that can create barriers to service delivery?
  - Do you have relationships with court and other system stakeholders that you can leverage to engage in advocacy on behalf of criminalized survivors?
  - Are there policies that limit access to services for criminalized survivors? What would you need to change these policies?
- Ensure staff have access to learnings about bias and harm within the legal system, including about the experiences of women and gender-expansive people at the intersection of gender-based violence and incarceration. Address individual and systemic bias about incarceration through education, training, and the development of clear policies and practice.
- Use People First language.
- Consider if trauma-informed and healing practices are sensitive to the healing journeys of formerly incarcerated survivors. How can you adapt these to address harms experienced during and because of incarceration?
- Create values and policies that center the needs of survivors of incarceration and gender-based violence.
- Create protocols to support clients throughout their experience of incarceration, from arrest to parole.
- Consider how funding streams could impact your ability to provide services to currently and formerly incarcerated survivors, including those who are undocumented. Intentionally address possible barriers with additional fundraising efforts, community partnerships, and advocacy around service delivery.
Consider how intake forms could support or create limitations for criminalized survivors: are you able to ask about incarceration experience to create specific supports for these survivors? Does asking about incarceration history limit access to services?

Ensure practices and policies related to safety are not negatively affecting formerly incarcerated survivors.

Hire formerly incarcerated people and create opportunities for peer-to-peer programming.

Provider-and survivor-led advocacy

- See yourself as an advocate for criminalized survivors as much as for survivors who have not experienced criminalization. Engage in small- and large-scale practice and policy change efforts supporting formerly incarcerated survivors. Support survivor-led campaigns and movements toward social and systems change. Familiarize yourself with current and developing legislation that can support criminalized survivors (see appendix x).
- Research how gender-based violence survivors have experienced, and are experiencing, criminalization in your state.
- Connect with advocates in your community to develop a plan for legislative and political advocacy (see Advocating for Formerly Incarcerated Survivors activity on page ##).

Engage in court advocacy

- Connect with court stakeholders in your area. Support them in learning about criminalized survivorship to help keep survivors from contact with the criminal legal system.
- Engage in court advocacy on behalf of criminalized survivors.
- Show up for court. Support family and community members in also attending court to show community support.
- Advocate for release.
- Strategize how to support your client if children are involved, especially if there is a connected child welfare case.
- Write and gather letters of support for your client. Include your recommendations for their release, programming, and advocacy for child placement with a trusted family or community member.
- When release is not an option, advocate for your program as an alternative to incarceration.
Youth-specific court advocacy

- Provide public defenders and judges information on shelter options if youth are eligible for release but are unable to go home, so they are not incarcerated “for their own safety”.
- Engage in advocacy related to violations of probation that might lead them to be incarcerated, especially when related to status offenses which shouldn’t lead to incarceration.
- Advocate for alternative-to-detention programs in your community. Build relationships with these providers so these can be quick resources if you need to engage in advocacy on behalf of youth.

Supporting a client dealing with trauma & revictimization

- Remember that healing from trauma is not linear. Don’t react to behavior, respond to humanity. Recognize the harms a survivor may have experienced because of their incarceration. Ensure they have access to relevant physical and emotional treatment.
- Provide access to peer-to-peer supports and programs so formerly incarcerated survivors can communicate with someone who “speaks your language” and understands the challenges of reentry, parole, and/or a history of criminalization.
- Offer culturally-responsive counseling and therapeutic services, along with culturally-specific healing practices, to ensure survivors can access their most effective healing supports.
- Work with survivors to identify two to three people they trust who can serve as a support network. Encourage survivors to reach out to their support network in times of crisis. If necessary, ask permission to reach out if a survivor is in crisis and is struggling to ask for support.

Specific considerations for formerly incarcerated survivors

- As a provider, always prioritize your client’s well-being and freedom.
When supporting clients who are on parole, work quickly to identify gaps in supports (e.g. the court may choose not to deem someone eligible for release without secure housing, so finding housing for this survivor should be a top priority).

Work with your client to find out what services they can access through referral from their parole officer, engage in advocacy for your client to access related services.

Offer up your agency as a meeting place if needed for custody or visitation with children.

Develop temporary shelter options that can serve as alternatives to incarceration if police require two people involved in an altercation to separate for a period of time. Ensure police and survivors are aware of this resource.

Support criminalized survivors in understanding their rights when interacting with police, including understanding that anything shared with police, even as a victim of violence, can be used against them or result in their children being removed from their custody.

As always, it is critical for survivors of violence to decide if or when to contact police. Survivors on parole may worry that seeking services will translate to police contact, which can lead to a parole violation. Ask survivors how they would like to proceed and prioritize the trauma. If they would like to see a doctor, ensure they are aware of what, in an examination, may trigger a police response. Are there ways that you, as an advocate, can advocate to support the client’s wishes related to police contact?

Should a client choose to contact the police, support the client in communicating with police, their parole officer, and other legal system stakeholders.

Create specialized funds to support currently and formerly incarcerated survivors, including for:

- Meeting basic needs
- Commissary or phone funds to call their children or loved ones
- Bailout programs
- Rent funds: housing is a critical and often urgent concern for formerly incarcerated survivors
- Attorney fees
Improving services for incarcerated survivors

- Provide services in jails and prisons. Connect with incarcerated survivors 3-6 months prior to release to support them during their transition.
- Accept collect calls from jail and prison. Ensure your messaging system states that you take collect calls.
- Find out what programming is offered in the facility and recommend placement in those programs for currently incarcerated survivors.
- Ensure incarcerated survivors have access to specialized and emergency funds to support them while incarcerated.
APPENDIX C : EXAMPLES OF ORGANIZATIONS WORKING WITH CRIMINALIZED SURVIVORS

These organizations provide services, advocacy networks, and/or advocacy opportunities for currently and/or formerly incarcerated people.

- Court Watch NYC, Envision Freedom Fund envisionfreedom.org/
  - Court Watch NYC harnesses the power of New Yorkers to organize for transformative change toward abolition. We watch court proceedings, shift power in the courtroom, report what we see, and hold court actors accountable to ending the injustices in the criminal legal system that target Black, brown, indigenous, immigrant/migrant, queer and TGNC communities.

- Crime Survivors for Safety & Justice California safeandjust.org/
  - Crime Survivors for Safety and Justice is a national network of over 70,0000 crime survivors. They are a flagship project of Alliance for Safety and Justice.CSSJ has chapters and leaders across the country building a movement to heal together and promote public safety policies that help the people and communities most harmed by crime and violence.

- National Council for Incarcerated and Formerly Incarcerated Women and Girls nationalcouncil.us/
  - The National Council is committed to abolishing incarceration for women and girls and is the first national membership coalition founded and run by formerly incarcerated women. They recently completed a 2.5 year listening tour convening formerly incarcerated women and girls from around the country. These conversations informed their platform and their #FreeHer campaign to end the incarceration of women and girls in the United States.

- Pūʻā Foundation puafoundation.org/
  - From trauma to transformation, incarceration to independence. We engage in community organizing, capacity building and training, connecting resources to need in an aligned, strategic and comprehensive way striving to reduce recidivism and end the over-representation of Native Hawaiian women incarcerated.
• Sister Warrior Freedom Coalition sisterwarriorsfree.org
  ◦ The Sister Warriors Freedom Coalition is a powerful community of directly impacted cis and trans women and young women, trans men and young men, and gender-expansive people working together and building a movement to support each other, shift power and lead local and statewide systems and policy changes. They currently have 14 active chapters around the state of California.

• Women on the Rise, Georgia womenontherisega.org/
  ◦ Women on the Rise is a grassroots organization led by women of color who are targeted and/or impacted by the legal system. Women on the Rise works to educate, heal, and empower ourselves, one another and our communities to demand justice, dignity, and liberation for all.

• Young Women’s Freedom Center youngwomenfree.org
  ◦ For nearly 30 years, Young Women’s Freedom Center has provided support, mentorship, training, employment, and advocacy to young women and trans youth of all genders in California who have grown up in poverty, experienced the juvenile legal and foster care systems, have had to survive living and working on the streets, and who have experienced significant violence in their lives.

• Youth Empowerment SD youthempowermentsd.com/
  ◦ Youth Empowerment understands that healing ourselves and our communities is at the core of our ability to build a transformative justice model that ends the cyclical nature of violence and community decline. We believe in the power of using trained Credible Messengers as mentors for our youth and adults, mentors who have lived experience in gangs, criminal activities, incarceration, physical, emotional or substance abuse.
APPENDIX D : EXAMPLES OF SUCCESSFUL LEGISLATION

The list below is a sample of legislative action centering criminalized survivors.

California
  - Marie De Santis, Women’s Justice Center, provides an overview of California’s new domestic violence law and discusses the ways in which the law could be further improved.
  - The California Penal Code includes links to Section 836, the state’s law on arrest, as well as sections of Part 4 Title 5 of the Penal Code, governing the law enforcement response to domestic violence http://www.leginfo.ca.gov/cgi-bin/calawquery?codesection=pen&codebody=&hits=20

- Idaho
  - The National Council of Juvenile and Family Court Judges, Family Violence Department and the Center for Court Innovation found that Idaho was the first state in the nation to adopt legislation authorizing the establishment of Domestic Violence Courts statewide. Not only is Idaho’s provision regarding statewide Domestic Violence Courts legislatively distinctive, the creation and legislative support of a Domestic Violence Court Coordinator is innovative and is currently the only such legislation in the country.
  - Find out more about Idaho Legislation and Domestic Violence Courts
    - Domestic Relations Coordinated Family Services Domestic Violence Courts http://legislature.idaho.gov/idstat/Title32/T32CH14.htm
    - Idaho Domestic Violence Crime Prevention Statutes http://legislature.idaho.gov/idstat/Title39/T39CH63.htm
    - Idaho Crimes and Punishments Assault & Battery Statutes http://legislature.idaho.gov/idstat/Title18/T18CH9.htm
• Minnesota
  ◦ Minnesota’s Domestic Abuse Act, Section 518B.01 of Minnesota’s statutes, creates a civil remedy of an Order for Protection (OFP), designates the procedures that must followed in applying for and granting an OFP, and describes the kind of relief that can be granted. For example, the Act sets forth the circumstances under which an ex parte order may be granted and requires that a hearing be held within ten days after the issuance of such an order. The Act also describes penalties for violations of both OFPs and No Contact Orders, orders issued against a defendant in criminal proceedings for domestic violence, and describes how law enforcement officials should enforce such orders. In addition, the Act includes a number of provisions that facilitate victims’ access to the legal system. For example, the Act waives the filing fees for orders of protection and provides that an individual filing for an OFP may request that his or her address not be disclosed to the public.
    http://www.revisor.leg.state.mn.us/stats/518B/01.html

  ◦ Section 609.2242 of Minnesota’s statutes criminalizes domestic violence. Under this law, an individual commits the crime of domestic assault by causing another to fear immediate bodily harm or death, or inflicting, or attempting to inflict, such harm. Penalties are increased when the perpetrator has previously committed one or more domestic assaults within a certain period of time.
    http://www.revisor.leg.state.mn.us/stats/609/2242.html

  ◦ Minnesota has also enacted a domestic violence arrest law, Section 629.341, that allows officers to arrest an individual without a warrant if there is probable cause to believe that the individual has committed domestic abuse, and that requires officers to provide victims of domestic violence with notice of their legal rights.
    http://www.revisor.leg.state.mn.us/stats/629/341.html

  ◦ Section 629.342 of Minnesota’s statutes provides that police departments must develop policies and protocols for dealing with domestic violence, and explicitly requires police officers to assist victims in obtaining medical treatment and providing the victim with a notice of his or her legal rights.
    http://www.revisor.leg.state.mn.us/stats/629/342.html
• New York
  ◦ New York State’s Domestic Violence Prevention Act creates a comprehensive network of services for victims of domestic violence. The Act requires social services districts to offer emergency shelter and other services, including advocacy, counseling and referrals. The Act requires shelters that receive funding under its provisions to maintain a confidential address and also mandates that other government agencies keep such addresses confidential. http://assembly.state.ny.us/leg/?cl=108&a=58
  ◦ New York State’s law on warrantless arrest permits localities to establish mandatory arrest regulations or policies. http://assembly.state.ny.us/leg/?cl=25&a=22
    ▪ The state’s law on criminal procedures for family offenses directs officers investigating “a family offense” under that provision to “advise the victim of the availability of a shelter or other services in the community” and to “immediately give the victim written notice of the legal rights and remedies available to a victim of a family offense.” http://assembly.state.ny.us/leg/?cl=25&a=71
    ▪ This law provides an example of the kind of information an officer might give to a victim, and mandates that the notice be prepared in multiple languages if necessary.
  ◦ New York State also passed a law creating an Office for the Prevention of Domestic Violence. The Office is charged with advising the governor and legislature “on the most effective ways for state government to respond to the problem of domestic violence” and to “develop and implement policies and programs designed to assist victims of domestic violence and their families, and to provide education and prevention, training and technical assistance.” http://assembly.state.ny.us/leg/?cl=39&a=55
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The LOVE (Leadership of Voices of Experience) Project, funded by the U.S. Department of Justice’s (DOJ’s) Office on Violence Against Women, will enhance victim service providers’ ability to support survivors of gender-based violence and incarceration, including partnering with survivors interested in honing and formalizing advocacy skills as leaders for social and economic justice.

For more information and resources, visit https://nationalcrittenton.org/project/love_project/