

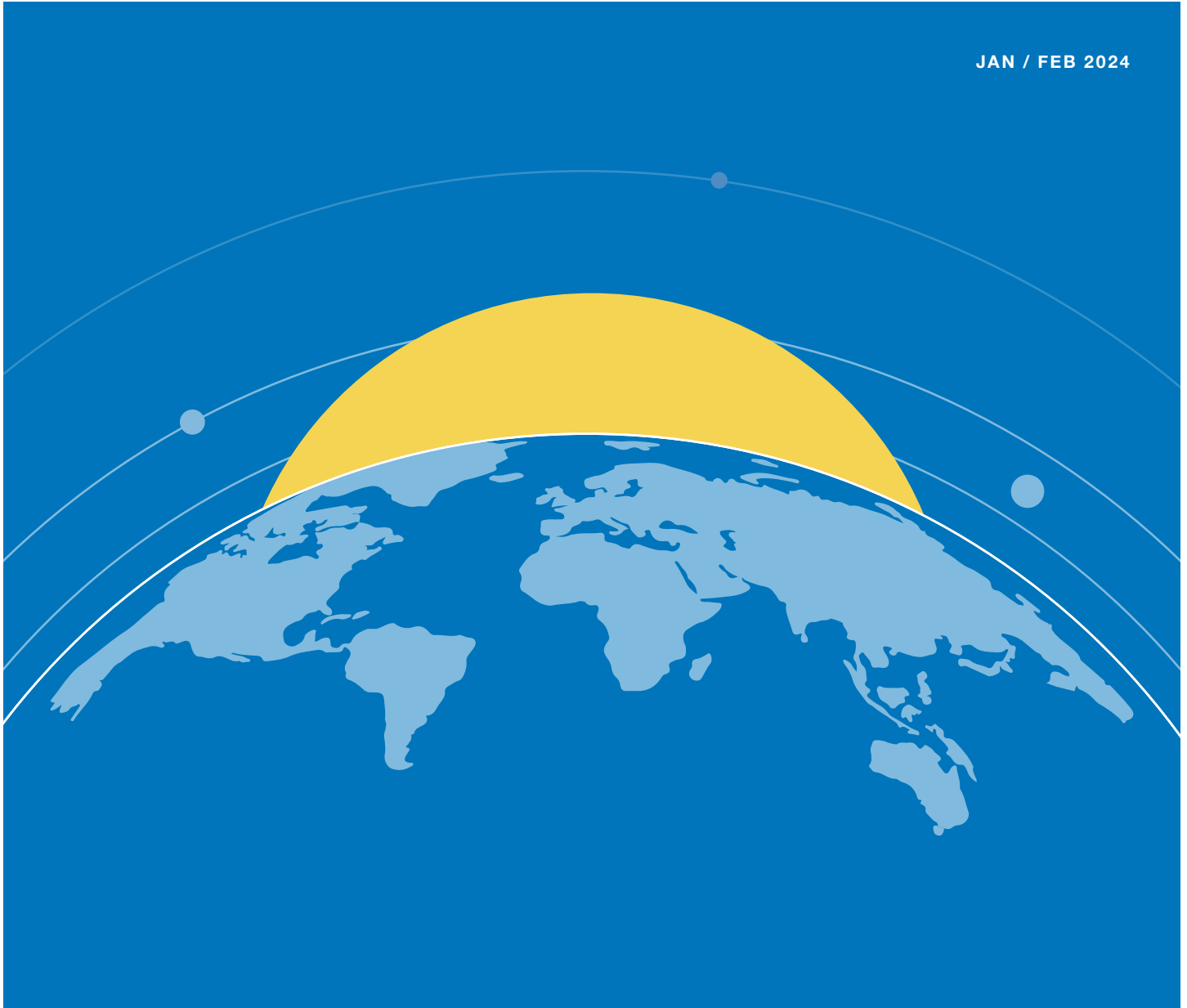
IACFP Bulletin

RESEARCH
PRACTICE
POLICY



from The International Association for Correctional and Forensic Psychology

JAN / FEB 2024



FEATURED ARTICLES IN THIS ISSUE

Summary: Study on First Nations Australians in Correctional Treatment	3
Summary: Analyzing the Effects of Digital Rights in Finnish Prisons	7
Strategies and Solutions for Organizational Wellbeing	11
IACFP International News, Research, and Resources for Jan/Feb 2024	13

Table of Contents

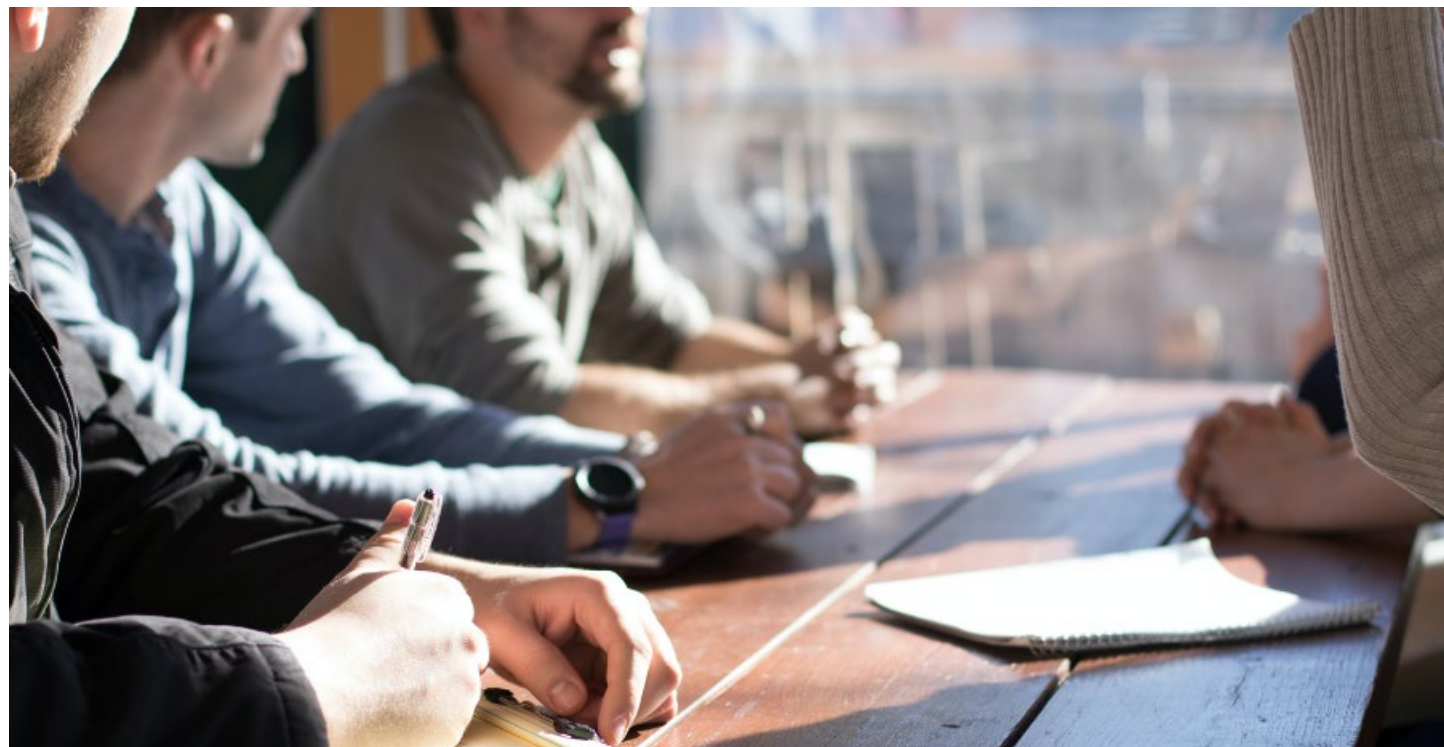
Who We Are: The International Association for Correctional and Forensic Psychology (IACFP) 2

Summary: Study on First Nations Australians in Correctional Treatment 3

Summary: Analyzing the Effects of Digital Rights in Finnish Prisons 7

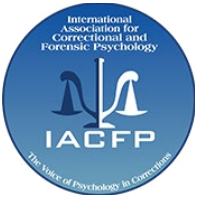
Strategies and Solutions for Organizational Wellbeing 11

IACFP International News, Research, and Resources for Jan/Feb 2024 13



WHO WE ARE

The International Association for Correctional and Forensic Psychology (IACFP)



The International Association for Correctional and Forensic Psychology (IACFP) is an organization of behavioral scientists and practitioners who are concerned with the delivery of high-quality mental health services to justice-involved individuals, and with promoting and disseminating research on the etiology, prevention, assessment, and treatment of criminal behavior.

IACFP members are not all psychologists and are not all active in the practice of forensic evaluations or correctional mental health. However, they typically have advanced degrees in behavioral sciences and engage in the administration, practice, teaching or research relating to incarcerated populations and those under community supervision. We have been promoting evidence-based and practitioner-informed practices and research to support correctional and forensic psychologists and other helping professionals who work with justice-involved individuals since 1954. Our goals are to:

- Promote the development of psychological practice in criminal justice and law enforcement settings.
- Contribute toward appropriate teaching of the psychology of crime, delinquency and criminal justice.
- Support the development and application of effective treatment approaches for individuals in the care of the criminal justice system.
- Stimulate research into the nature of criminal behavior, to exchange such scientific information, and to publish the reports of scholarly studies of criminal behavior.
- Concern ourselves with relevant public, professional and institutional issues which affect or are affected by the practice of psychology in the criminal justice system.

Our current areas of focus for funded projects are:

- Professional development
- International practice and an international leadership network, and
- Community corrections.

We are now accepting submissions.

The *IACFP Bulletin* has six issues per year, and is now accepting submissions. To inquire how to submit, please email executivedirectoriacfp@gmail.com with your proposed article topic.

Summary: Study on First Nations Australians in Correctional Treatment

BILAL DARDAI / FEB 2024

An article by Meaghan Trudgett, Andrew McGrath, and Bianca Spaccavento—published in the January 2024 issue of *Criminal Justice and Behavior*—describes their recent research study on the experiences of indigenous First Nations Australians in the country’s correctional system, focusing on rehabilitation programs within the state of New South Wales (NSW). The study employed a qualitative approach, engaging in interviews with a small group of First Nations individuals who were either participants or facilitators within these programs. The authors examined the structures and philosophical foundations of such programs through the perspectives of their subjects and distilled these insights into a set of broader themes. Of particular note, the researchers wanted to discern how Australia’s colonization by white Europeans, which included decades of government policies that had caused direct harm to First Nations communities, were influencing the current paradigm. Below, we summarize key takeaways from the study.

Research Purpose

Acknowledging at the outset that First Nations Australians are an over-represented population within the correctional system, with high rates of both incarceration and recidivism, the authors began looking more closely at the risk, needs, and responsivity (RNR) framework that informs much of the nation’s approach to corrections. Although this framework has provided vital decision-making guidance for the correctional system at large, it has not proven nearly as effective for First Nations offenders, who participate and complete rehabilitation programs at a much lower rate than expected relative to their high levels of risk and need. The principle of

responsivity states that the design and implementation of these programs should be rooted in the characteristics of the participants, and with that in mind, the research study focused on three key questions:

- What are First Nations Australian Program Recipients and Facilitators’ current perceptions of New South Wales’ current suite of culture-nonspecific rehabilitation programs?
- What are First Nations Australian Program Recipients and Facilitators’ current perceptions of any different or additional factors outside existing programs that would reduce reoffending for First Nations Australians as compared with non-First Nations Australians?
- What is required of rehabilitation programs to improve treatment responsivity for First Nations Australians in the correctional system?

Responsivity Factors

The study identifies aspects of rehabilitation programs that are considered vital for success and then notes the ways these aspects may not be aligned with needs of First Nations Australians.

- A previous research study indicated that Australian rehabilitation programs do not adequately address the learning styles of First Nations participants. That study’s respondents emphasized the importance of a program led by First Nations facilitators engaging in group discussion rather than formal instruction, using oral and written language adapted for the literacy level of participants.
- Responsivity to a program requires motivation to change, as well as the capacity to set goals and

work in a group setting. A sense of autonomy is key to these abilities, but First Nations Australians who have lived under a colonialist system may be challenged to access this, reducing their motivation to complete a program.

- Overall, a lack of culturally appropriate programs represent an obstacle to success for First Nations Australians in rehabilitation. Instead, programs rely on Western structures of cognitive behavioral therapy (CBT), which use tools such as introspection and sharing of one’s thoughts with a peer group—an individual-focused approach that runs counter to the collective community values of First Nations cultures.

Methodology

The researchers adopted a critical realist approach that empowered the study’s subject pool of First Nations participants to respond in a more culturally appropriate manner of storytelling or “yarning.”

“European colonization involved undermining and silencing First Nations voices, beliefs, and culture. The current research therefore required a design that enabled First Nations people’s stories and their knowledge to be heard.”

With the intent of gaining deeper—rather than broader—insights, ten First Nations subjects were selected for the study. Five of these were Program Facilitators; one woman and four men, while the other five, referred to as Program Recipients, were selected based on a set of criteria developed with the aid of First Nations consultants. Each candidate:

- Identified as First Nations Australians
- Had been sentenced to supervision by the court (community-based order)
- Was male, aged 18 or older
- Had been participating in NSW offender services and programs

- Had no outstanding court matters, and
- Had no history of committing a sexual offense

The final group of study participants ranged in age between 26-50 and resided in the Central Western Region of NSW, and all were involved in culturally non-specific CBT group programs. Research was conducted through a series of audio-recorded and transcribed interviews that asked study participants about their experiences within the criminal justice system and rehabilitation programs, as well as their thoughts on what factors affected First Nations people in these programs. Informed consent was obtained in all instances, and interviews lasted 17-47 minutes. Analysis of the data involved a process in which the researchers familiarized themselves with the interview transcripts, then developed codes that allowed them to categorize the information into themes, which were reviewed and refined until they could be distilled into four main themes.

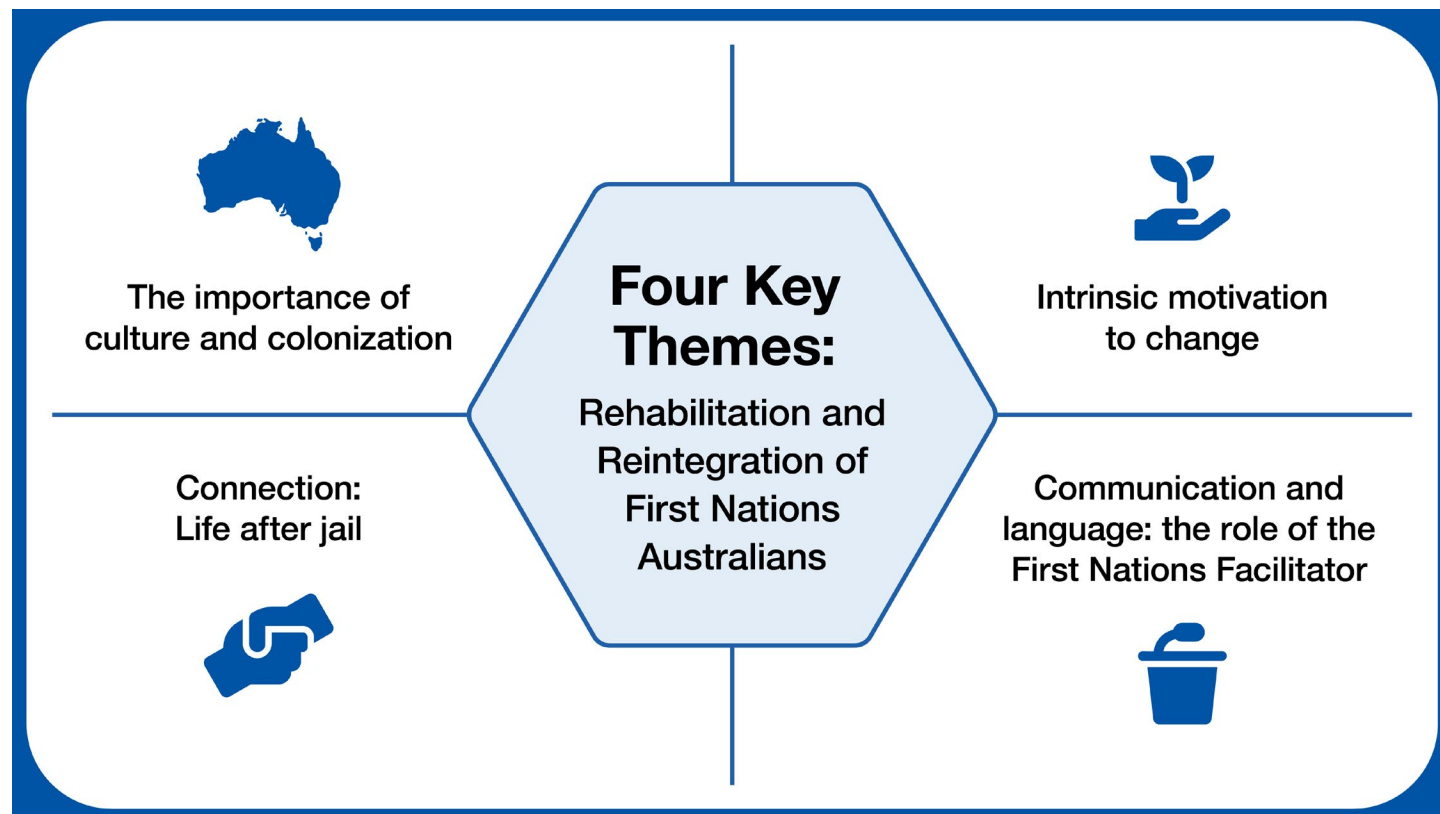
Findings and Recommendations

The four main themes identified by the researchers were:

- The importance of culture and colonization
- Intrinsic motivation to change
- Communication and language: The role of the First Nations Facilitator
- Connection: Life after jail

The importance of culture and colonization

Study participants identified “a profound disconnection from culture as a common experience among First Nations people in general, but particularly among First Nations people involved in the criminal justice system.” This cultural estrangement—a result of longtime, discriminatory state policies that pushed assimilation—was described by participants as a factor in their choice to engage in criminal behaviors. Inversely, including a cultural component in rehabilitation was considered a way to promote social connection and a stronger



sense of self, which itself contributes to better mental health and socioeconomic benefits.

“Building a strong sense of self and cultural identity brings confidence, purpose, and social support, and the security of a sense of belongingness and cultural engagement has been associated with desistance from criminal offending.”

Intrinsic motivation to change

A willingness to actively engage with a rehabilitation program is crucial to success, but both Program Facilitators and Recipients expressed their perception that First Nations Australians in the correctional system had very little personal motivation to take part in these programs. Participants suggested that methods such as neutral discussions that let individuals in the program assess themselves, and the involvement of older First Nations inmates, could prove useful in developing motivation to change. Some participants also described the importance of being present for their families as an

incentive to completing treatment, further underlining the value of cultural connection.

Communication and language: The role of the First Nations Facilitator

Due to well-established inequities in education between First Nations Australians and non-Indigenous Australians—once again the result of discriminatory colonialist policies—literacy rates can be an obstacle to effective rehabilitation. Previous research showed that typical programs may “incorporate abstract verbal content and require a more nuanced understanding from the perspective of the dominant culture.” To motivate greater participation, programs that serve First Nations Australians must instead adapt to their communication and learning styles, through methods such as adjusting language or instruction techniques. Facilitators from First Nations backgrounds, or non-Indigenous Facilitators who are willing to approach First Nations inmates with greater cultural awareness, are likely to achieve greater engagement as well as stronger trust and rapport.

Connection: Life after jail

The fourth theme identified by the researchers spoke to the particular difficulties faced by First Nations Australians upon their release from prison, including “significant levels of social and economic disadvantage, exposure to violence in their social networks, substance abuse, and disconnection.” One Program Recipient even described how a lack of support outside of prison made the relative security of prison seem more appealing, which contributes to further recidivism. Study participants stressed that successful rehabilitation would require greater investment in reintegration planning, community support, and providing resources, such as skill-based education, to achieve stability and meaningful employment.

Conclusion

The history of colonialist policies upon First Nations Australians was a consistent element within the responses provided by the study participants. Erasure of First Nations cultures, socioeconomic inequity, and the

“A lot of the programs ... I think they are a waste of time. There’d be a lot better ... spent on actually training inmates to have a skill or a work ethic, instead of telling them where they’re going wrong and what they’ve done wrong.”

– PROGRAM RECIPIENT

education gap between Indigenous and non-Indigenous Australians can all be traced to these policies, all of which contribute to greater risk factors for criminal behavior, incarceration, and recidivism. While acknowledging the limits of their study, the researchers advocate for improvements to rehabilitation programs that will address the needs of First Nations Australians and reduce their over-representation within the criminal justice system.

Source

“Engaging First Nations Australians in Correctional Treatment: The Perspectives of Program Recipients and Facilitators” (CRIMINAL JUSTICE AND BEHAVIOR, 2024, Vol. 51, No. 1, January 2024) - Meaghan Trudgett, Andrew McGrath, and Bianca Spaccavento

Summary: Analyzing the Effects of Digital Rights in Finnish Prisons

BILAL DARDAI / FEB 2024

A study by Pia Puolakka and Maarit Suomela—published in Edition #16 - 2023 of *Advancing Corrections Journal*—takes a look at how the Doris Smart Prison Project has been utilized within the Finnish prison system to increase inmates’ access to digital resources during their incarceration. As many social and professional aspects of modern society have become increasingly digital, deprivation of such access among prisoners is causing greater marginalization. The initiative to provide improved digital rights in Finnish prisons therefore aims to improve prisoners’ basic human rights, supporting their rehabilitation within prison and their reintegration in communities after their sentence has been completed.

Background and Research Purposes

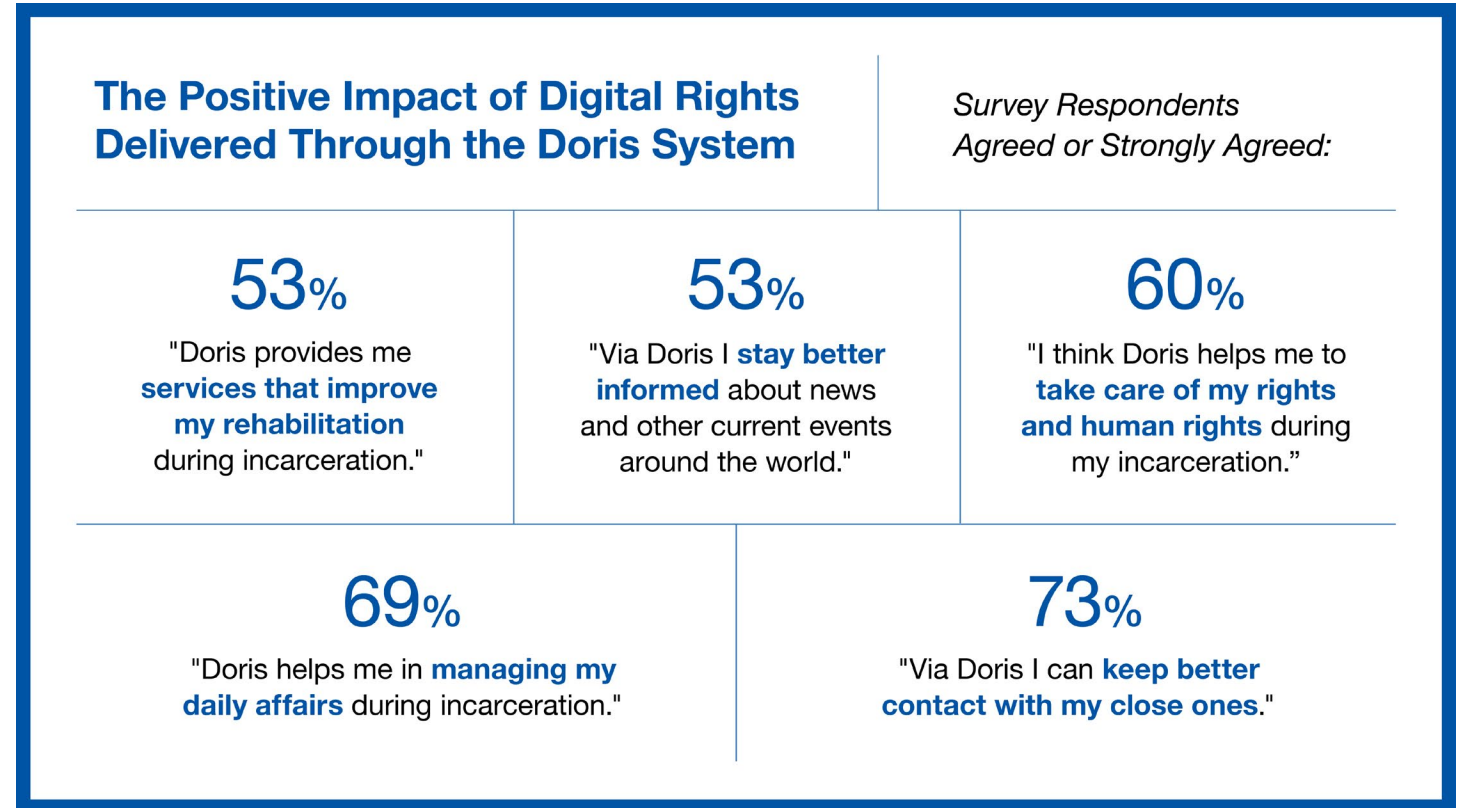
Although many nations have instituted laws regarding the concept of digital rights, in 2015 Finland became unique in legally extending such rights to incarcerated people through a revision of its Imprisonment and Remand Imprisonment Acts. Within the new provisions of the Acts, prisoners were entitled to receive permission for:

- Internet use for “subsistence, or attendance to work-related, educational, judicial, social or housing matters”
- Communication via “video connection or other suitable technical means” with family, relatives, or legal counsel
- Sending and receiving email messages for “subsistence, or attendance to work-related, educational, judicial, social or housing matters,” or to communicate with legal counsel for their judicial matters

Since the new legislation was enacted, The Prison and Probation Service of Finland has taken steps to fulfill these requirements, such as the installation of joint-use laptop workstations in all prisons in 2017—a system that is due to be replaced by the allowance of personal cell devices, which better enable prisoners to meet their needs for digital services. In 2021, the country also established Hämeenlinna women’s prison—the only closed-unit women’s prison in Finland—as the first Smart Prison, envisioned as a “a learning environment for a life without crime.” A key element of that vision was that access to digital services would enable rehabilitation and reintegration by enhancing the digital skills required to succeed in Finnish society’s educational and vocational structures. This access was provided via the Doris system, which has now also been instituted within two closed-unit men’s prisons as of 2023.

Doris is provided through permitted use of personal cell devices, and allows for the following services:

- Messages, requests, and video calls to prison staff, prison healthcare services, and authorities or cooperation partners such as NGOs, the Social Insurance Office, etc.
- Video calls and e-mail to communicate with family or other close contacts, legal counsel, or other officials involved in their case
- Restricted access to the Internet via a whitelist of several hundred websites, such as Moodle (for online studies) an online shopping site, and other selected websites that support rehabilitation and management of daily affairs, such as online mental health programs and self-help materials



Whitelisted websites, which have also been available on the joint workstations in other closed prisons, have been security checked and were curated through feedback from prison staff, senior specialists, and people in custody.

After two-and-a-half years of development and refinement of the Doris system within Hämeenlinna women’s prison, the researchers sought to gather opinions from the prisoners to learn if the current situation was “enabling rehabilitation and human rights during incarceration.”

“Lack of access to digital devices and digital skills leads to digital marginalization and digital divide – the marginalized gets even more marginalized in a digital society. Digital skills are the new literacy skills, and we should be able to support prisoners in acquiring more of both...justice involved individuals’ human rights are in many ways dependent on the digital rights we can provide them.”

Methodology

The study gathered data by administering an electronic questionnaire through Doris to 100 inmates within the Hämeenlinna women’s prison throughout July and August 2023. The survey used a Likert model that provided 18 statements, then asked respondents to articulate their agreement or disagreement on a 1-5 scale (ie, 1=totally disagree; 5=totally agree): Examples of these statements included:

- Doris provides me services that improve my rehabilitation during incarceration.
- Via Doris I can write my homework, notes, and paperwork.
- Via Doris I can take care of affairs considering my release from prison.
- Via Doris I can keep better contact to my close ones.
- Via Doris I can keep better contact to my children.

“Keeping prison conditions and inside prison (digital) connections equal to the conditions and connections outside is of vital importance and reflects the principle of normality – one of the key legal principles in Finnish prison service.”

- Via Doris I can keep contact to organizations and civil services that help me with my situation.
- When I am alone in the cell, I can find meaningful activities via Doris (Internet connection, material bank, other utility programs).
- I think Doris helps me to take care of my rights and human rights during my incarceration.

The researchers note that a subject pool composed solely of women within the Finnish prison is limited, and that prior studies have shown “many risks and special questions apply especially to women in custody compared to males, like heightened need for mental health services and extensive trauma history.” Nonetheless, the study focused solely on subjects within Hämeenlinna because the prison had adopted Doris in 2021, and could offer more experienced feedback than the men’s prisons that began using Doris in 2023. Future research will likely include these populations of male prisoners, as well as surveys of prisoners from other distinct groups, such as younger or elderly inmates, those with non-binary gender identities, and those from different ethnic backgrounds.

Findings and Interpretations

The researchers only received 19 responses out of 100 surveys sent—a lower number that aligns with previous results from other feedback surveys sent through Doris. This 19% response rate may be due to different factors, including the fact that foreign inmates without fluency in Finnish were unable to engage the survey. Within

the received responses, the researchers noted several positive insights, including:

- A majority of respondents agreed or strongly agreed Doris provided services that improved their rehabilitation (53%), including services that helped with studying and homework (56%) or those that helped them manage daily matters (69%).
- Higher levels of agreement or strong agreement on questions related to the use of Doris to keep in touch with children and other close contacts (62-73%).
- Higher levels of agreement or strong agreement on questions related to the use of Doris to stay informed about the world or engage in other meaningful activities (53-60%).
- A high level of agreement or strong agreement (60%) with the statement “I think Doris helps me to take care of my rights and human rights during my incarceration.”

Statements that showed high levels of disagreement related primarily to taking care of social matters or being able to contact officials who were handling their individual case. The results also indicated a high level of indifference or inability to state a strong opinion (neither agree nor disagree) regarding the capacity to use Doris for activities such as engaging with supportive organizations or services, or handling matters related to their eventual release. A majority (47%) could not express whether Doris would reduce their risk of recidivism, which may more accurately reflect that release from prison is not a current concern, since most respondents indicated they were taking advantage of those services designed to prevent a return to incarceration.



Conclusions

Based on this research and previous surveys of both prison staff and inmates, the researchers believe that further expansion of the Doris system and Smart Prison model to include all Finnish closed-unit prisons would produce significant benefits. Several previous studies have also shown that digitalization “promotes social skills of people in custody, self-esteem, rehabilitation and their reintegration into society.” The results of this study indicate that within the first established Smart Prison supported by Doris, inmates are recognizing and taking advantage of their digital rights to stay aligned with the digitalization of modern society. This, in turn, enhances their human rights and provides a stronger foundation for their rehabilitation and reintegration after imprisonment ends.

Source

“Digitalization Supports Human Rights in Finnish Prison” (ADVANCING CORRECTIONS JOURNAL, Edition #16 - 2023) - Pia Puolakka and Maarit Suomela

Strategies and Solutions for Organizational Wellbeing

CHERYLN TOWNSEND / FEB 2024

When Benchmark Analytics surveyed officers and leaders in corrections in 2022, they identified recruitment, retention, and burnout and officer wellness as the top issues they were facing in their organizations. As I've listened to individuals throughout the world who are working in corrections, behavioral health and rehabilitation, education, and public safety overall, these same issues continue to come up. Many organizations are introducing innovative methods to address these issues; however, most solutions focus on the individual correctional officer. This article focuses on a more comprehensive approach—organizational wellbeing.

In January 2024, the Council of Juvenile Justice Administrators (CJJA) adopted a position paper titled “The Importance of Creating and Sustaining Organizational Wellbeing” (available at this link) that begins with the following position statement:

Wellbeing is a universal imperative for all human beings. Focusing on the wellbeing of all in the Juvenile Justice system improves organizational culture, improves leadership effectiveness, staff engagement, wellness, and positive outcomes for youth and families. CJJA takes the position that organizational wellbeing is not an optional consideration but a necessity for a well-functioning juvenile justice system that supports the wellbeing of all.

While this position statement is directed at juvenile justice systems, it is applicable to all organizations working with juvenile and adult justice-involved individuals in secure

and community-based settings. Wellbeing is not only a universal imperative, but also directly related to the recruitment and retention of staff in all these systems. The position paper further states:

“An organizational wellbeing framework aligns values, structures, policies, and practices to support a healthy culture. At the staff level, a Gallup study states, Individual wellbeing, employee engagement, and a culture of wellbeing link to important organizational outcomes, such as productivity, health, and employee retention. These factors complement and affect one another in ways that leaders, managers, and organizations can influence.”

Robinson, J. (2013) “How to Create a Culture of Organizational Wellbeing,” Gallup

Leaders of corrections agencies with strong organizational cultures were not only able to survive but also to thrive while facing the challenges of the recent COVID-19 pandemic. Today, they are attempting to do the same as they face overwhelming challenges in recruitment and retention of staff in all positions, particularly among correctional officers and supervision staff. These leaders are recognizing that while there are many factors that contribute to retention of staff and recruitment of individuals who will be prepared to succeed them, a critical one is organizational wellbeing.

By investing in organizational wellbeing, they can also address the individual wellness of staff, justice-involved individuals, and families.

The CJJA's position paper is based on a common-sense framework, and integrates what we know and what we are learning about wellbeing. It provides perspectives that summarize the impact of conditions of the workplace and conditions of care; roadblocks to wellbeing; equity and wellbeing; and wellbeing and crisis. The examples provided include how a diversity, equity, and inclusion initiative within one organization helped them to improve organizational culture and better outcomes for youth; while another example highlighted the negative tradeoffs an organization might make in a crisis that could then escalate to negatively impacting wellbeing.

Another excerpt from the CJJA document highlights how their position has universal application for correctional organizations as they consider organizational wellbeing:

“By focusing on the entire system, leaders can address underlying issues and needs, providing optimal opportunities to improve and sustain organizational culture versus short-term strategies focusing on symptoms. Examples of strategies that support wellbeing include:

- Review and align the values, practices, policies, and structures to support a healthy culture and increase wellbeing.
- Create strong mission, vision, and values statements that center on wellbeing and are integrated into all aspects of operations (policy, practices, and culture).
- Invest in and build staff facilitation skills to increase staff mastery on how to provide services from a wellbeing perspective.
- Utilize staff's unique talents and attributes to enhance programming and increase staff involvement, sense of mastery.

- Develop safety plans that outline for staff and youth what to do in crises.
- Recognize and provide programming that supports and celebrates youth and staff culture and identities.
- Examine and change policies and structures that create disproportionality and inequities in practice.”

This position paper also included suggested strategies to support staff wellness, including the wellness of leaders. This was reinforced at a recent CJJC meeting through a presentation by Dr. Rosemary Ricciardelli, one of the foremost researchers in individual and organizational wellbeing. Dr. Ricciardelli shared practical strategies for leaders to focus on meaning, accomplishment, positive emotions, engagement, and relationships. Dr. Ricciardelli is also one of the editors of *Prison Officers: International Perspectives on Prison Work (2024)* that is highlighted in the “International News” section of this issue of the *IACFP Bulletin*.

We want to hear what your organization is doing to create and sustain organizational wellbeing. We can learn from one another, and in future issues we would like to spotlight innovative policies, practices, and lessons learned.

IACFP International News, Research, and Resources for Jan/Feb 2024

CHERYLN TOWNSEND / FEB 2024

1 IACFP



The IACFP Board has appointed Dr. Kristy Holtfreter to serve a three-year term as editor-in-chief of *Criminal Justice and Behavior*, beginning January 1, 2024.

Dr. Holtfreter has previously contributed to *CJB* as an Associate Editor, Editorial Board Member, Special Issue Guest Editor (January 2016), author, and active reader of published content. She is the sixth individual—and the second woman—to have earned the role of Editor-in-Chief. Her stated goals during her term are to focus on internationalization, diversity and inclusion, integrity, and impact.

Dr. Holtfreter received her Ph.D. in Criminal Justice from Michigan State University with a focus on industrial and organizational psychology and behavior. At Arizona State University, she currently holds the faculty positions of Professor in the School of Criminology and Criminal Justice; Fellow in the Center for Innovation in Health and Resilient Aging; and Faculty Affiliate in the Office of Gender-Based Violence. As *CJB* celebrates its 50th anniversary of publication this year, Dr. Holtfreter views this milestone as "...an ideal time to reflect on the journal's accomplishments and outline a path forward that will ensure continued quality and solidify its position as a leading publication in correctional psychology."

Dr. Holtfreter is joined by Managing Editor Dr. Raven Simonds and Associate Editor Dr. Andrea Montes.

Associate Editors who continue to serve on the editorial team are Ashley Batastini, Jennifer Eno Louden, Chantal Fahmy, and Joseph Schafer. Natalie Anumba will continue to serve as Book Editor. Please join us in welcoming the new editorial team and in wishing them a successful tenure at *CJB*!

2 Research

Criminological Highlights

The December 2023 issue of *Criminological Highlights*, Vol. 21, Number 2, is available here. It is published by the Centre for Criminological and Sociolegal Studies at the University of Toronto.

This issue of *Criminological Highlights* addresses the following questions:

1. [How did American news organizations contribute to American mass incarceration?](#)
2. [How do many police departments see their relationships to ordinary citizens?](#)
3. [Should communities welcome the implementation of "school resource officers" \[police attached to ordinary schools\]?](#)
4. [Is the impact of school suspensions the same across racialized groups of students?](#)
5. [How do ordinary political affiliations affect ordinary policing?](#)

6. [Why do so many people who don't have stable housing have criminal records?](#)
7. [Are laws prohibiting employers from asking about the criminal records of job applicants effective in helping this group get jobs?](#)
8. [Why is it important, when attempting to control incarceration rates, to look beyond the laws related to sentencing and imprisonment?](#)

British Psychological Society Publishes Report on NHS Staff Mental Health and Wellbeing Hubs

The BPS report *Learning from the NHS Staff Mental Health and Wellbeing Hubs*, accessible from this link, was published in December 2023. BPS hopes the report will "help inform and shape future services supporting the health and care workforce."

Since 2021, the NHS has set up and implemented Staff Health and Wellbeing Hubs in England. The hubs began with significant investment and a period of innovation. However, government funds for these hubs were ended in March 2023, and the implementation and outcomes from the hubs are now being reviewed to offer insights for learning. The BPS states that "...it's vital that learning from the hubs is not lost but can contribute to the future development of accessible, evidence-based mental health and wellbeing offers for health and care staff." Everyone working and leading in corrections can benefit from this learning.

The report offers eight principles for supporting staff mental health. These principles are:

- System-wide Ownership
- Positive System-wide Engagement
- Independent and Confidential

- Psychologically Informed Expert Services
- Psychologically Safe, Inclusive, and Accessible
- Consistent, Persistent Promotion and Outreach
- Monitoring and Evaluation
- Long Term Sustainable Investment

This report and its recommendations can serve as a foundation for any system seeking to develop or enhance staff wellbeing services and supports. As noted in another report from the NHS published on January 30, 2024, "...spending on temporary staff highlights the need for an investment into staff wellbeing services." Staff wellbeing is a critical component of staff recruitment and retention, a global issue in corrections as well as correctional psychology and rehabilitation services.

Prison Officers: International Perspectives on Prison Work

This book, edited by Helen Arnold, Matthew Maycock, and Rosemary Ricciardelli, was recently published by Springer. It is part of the Palgrave Studies in Prisons and Penology, a unique series dedicated to prison scholarship. The book provides contemporary and diverse perspectives on the role that correctional/prison offers play within correctional systems throughout the world. Chapters explore topics such as:

- Power and authority
- Identities and workplace culture
- Prison policy and management
- Working conditions and prison officer wellbeing

Individual chapters look at the realities of prison work in Australia, Brazil, Canada, England, France, Ghana, Hong Kong, India, Myanmar, Norway, post-Soviet Russia, Scotland, Sweden, Uganda, Ukraine, and the United States. It presents perspectives from the public, prison officers, prison leadership, and justice-involved individuals. This book provides a great collection of research focused on the realities of prison work and

offers a foundation for a future of improved practice and outcomes.

Information on purchasing this hardcover or eBook is available [here](#).

3 Policy and Practice

The Forensic Psychology Podcast

Two recent episodes of *The Forensic Psychology Podcast* will be of interest to readers of the IACFP Bulletin.

The first is [“Bias in Forensic Psychology: Live at the European Congress of Psychology, Brighton 2023.”](#) In this first-ever live recording for their podcast, co-hosts Sally Tilt and Dr. Kerensa Hocken from the HM Prison and Probation Service Psychology team—who have 40 years of experience as forensic psychologists between them—interview a panel consisting of clinical and forensic psychologists Martine Ratcliffe, Dr. Tansy Warrilow, and Lawrence Jones. The focus of the discussion is bias, particularly in assessment and treatment. They explore what biases exist outside our frameworks and what to do about it, and also take questions from the audience.

The second episode is [“Brain Injuries: Prof Huw Williams Live at HMPPS National Psychology Conference 2023”](#).

In this episode, Sally Tilt and Dr. Kerensa Hocken interview Exeter University Professor of Clinical Neuropsychology Huw Williams, who has pioneered research focusing on traumatic brain injury (TBI) in those involved in the criminal justice system and other research into neuro-rehabilitation and crime. He and his colleagues have shown that a substantial number of people in contact with the law have experienced TBI, and their findings have influenced screening and assessment for TBI both nationally and internationally, contributing to changes in the UN Convention on Rights of the Child that enable better support for those with neurodisability to lessen risk of criminalization.

Several members of the IACFP Board listened to the podcast with Prof Williams and offered the following

perspectives on it:

- “Practical, relevant, and chock full of interesting information”
- “Absolutely excellent; the best 45 minutes I’ve spent in quite a while”
- “Interesting and informative”
- “[Describes how] practical diagnostic, rehabilitative and social ideological challenges within our systems have hampered progress guiding mental health services”
- “[TBI is] often left unidentified and underdiagnosed”
- “Great foundation particularly for those who are early to mid-career practitioners”

Prof. Williams is an engaging speaker. This podcast episode is highly recommended!

Violence Reduction in Scotland

The Scottish Centre for Crime and Justice Research recently released the study *Safe Space: The Past and Present of Violence Reduction in Scotland*. This new report, available [here](#), was co-authored by Prof. Alistair Fraser, Dr. Keir Irwin-Rogers, Dr. Fern Gillon, Prof. Susan McVie OBE FRSE, and Dr. Tilman Schwarze.

The report focuses on Scotland’s public health approach to violence reduction through investment in violence reduction units (VRUs). As stated on the SCCJR website:

“The research findings identified key lessons that can be learned from the Scottish experience including early intervention and a shared commitment to the value of listening to, and taking seriously, professional and lived experience in the areas of violence and violence prevention.

The report concludes by stating that while there are substantial benefits both in Scotland and beyond for approaching issues of crime and justice through a public health lens, close attention should be paid by other VRU’s on what their local context and need is.”

4 Upcoming Conferences



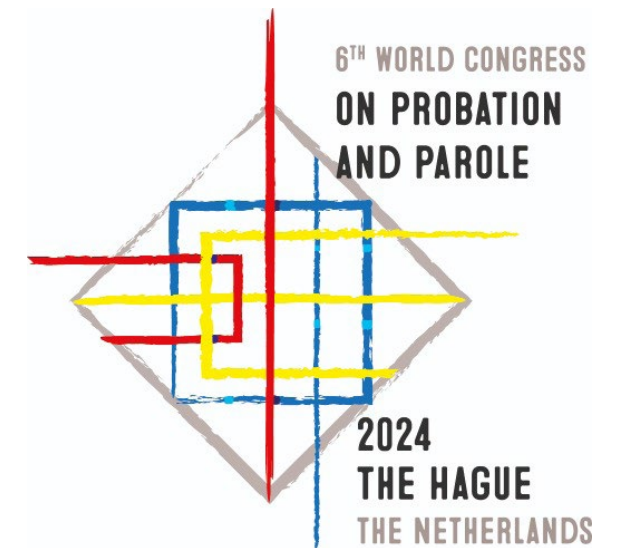
Call for Papers: ICPA ANNUAL CONFERENCE 2024

Submit your abstract before Sunday March 23, 2024!

Across the world, corrections agencies, academics, and corrections-involved organisations are embracing philosophies of desistance. For decades, psychological approaches have formed the basis of correctional programming, in which the goals of changing thoughts and attitudes and “fixing” people who have offended have been given more attention than addressing the social, contextual, and structural barriers that exist upon release. The people we manage in custody and the community require support to develop the capacities and motivation to live differently and the opportunities to find resources to sustain a different life. The complex and interrelated factors that impact an individual’s journey to desistance necessitates deep investigation and consideration.

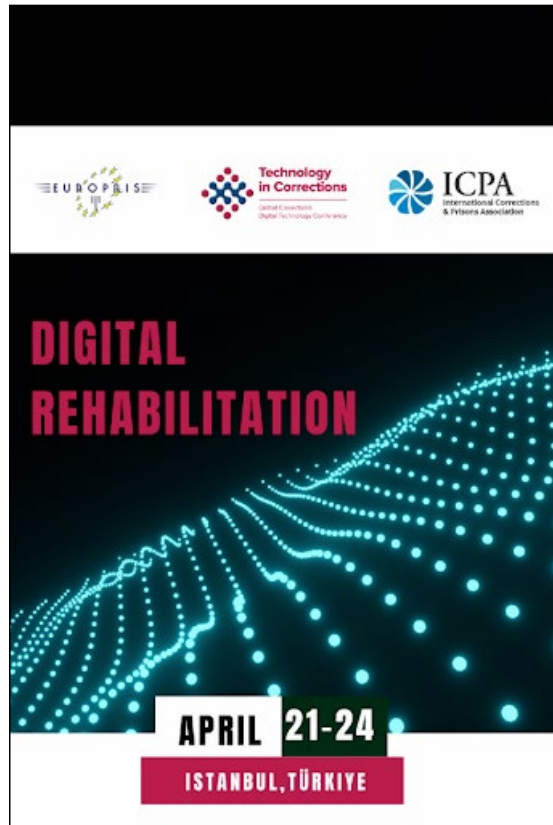
For its 2024 Annual Conference in Singapore, the International Corrections and Prisons Association (ICPA) invites individuals, agencies, and organisations to submit proposals, focusing on the theme of **Enabling Desistance: Beyond Recidivism**. Through this theme, we will explore the factors throughout the criminal justice, prison, and post-release landscapes that impact upon achieving long-term desistance.

We welcome submissions from practitioners, academics, researchers, justice officials, international organizations, and others engaged in correctional services who are contributing to the future directions of corrections. Please note that private and not-for-profit organisations are strongly encouraged to consider co-presenting with public sector partners where appropriate.



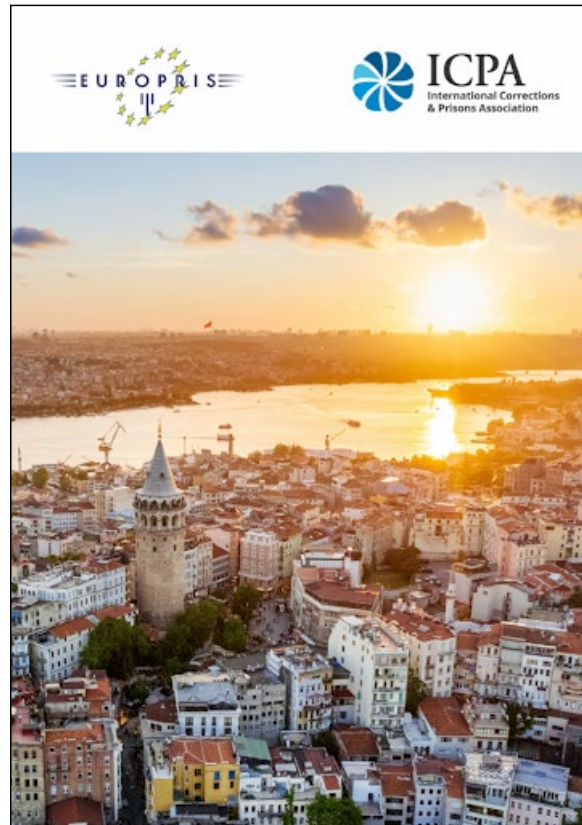
6th World Congress on Probation and Parole, April 16-18, 2024

The Netherlands will host the 6th World Congress on Probation and Parole in The Hague. Reclassering NL invite interested parties to a varied and inspiring congress on the theme ‘The future of probation and parole’: how do we see and utilize probation and parole in different settings and developments? What can we learn from the past? And what can we learn from each other? More information can be found [here](#).



**Technology in Corrections (TIC),
April 21-24, 2024**

More information can be found [here](#).



**Innovative Prisons Infrastructure
Conference (IPIC), April 24-26, 2024**

More information can be found [here](#).



**Correctional Mental Health Care Conference,
July 21-22**

Two days of information laser-focused on correctional mental health care issues: juvenile, substance abuse, suicide prevention, trauma, self-care, and more... plus the opportunity to take the CCHP and specialty exams on-site.

More information on this event can be found [here](#).



**Spring Conference on Correctional
Health Care, April 27, 2024**

Whether you're new to the field or a correctional health care veteran, you'll find valuable connections, inspiration and ideas! The Spring Conference delivers unparalleled education and professional development opportunities for: administrators, counselors, custody staff, dentists, legal professionals, nurses, nurse practitioners, PAs, pharmacists, physicians, psychiatrists, psychologists, social workers, and all other correctional health professionals.

More information on this event can be found [here](#).



International Association for Correctional and Forensic Psychology (IACFP)

Promoting evidence-based and practitioner-informed practices and research to support correctional and forensic psychologists and other helping professionals who work with justice-involved individuals since 1954.

Learn more about IACFP or become a member at www.myiacfp.org.