

# CJII Training and Technical Assistance Initiative

WORKSHOP PROGRAM  
Fall/Winter 2019 - 2020



# TTA Initiative Fall/Winter Program: At a Glance

## Program Design & Fidelity

<b>Logic Models: How Can They Move Your Work Forward,</b> Center for Court Innovation	November 20
<b>Building a Feedback Practice,</b> Center for Employment Opportunities	December 6 December 13
<b>Mission Measurement Basics: Using Logic Models &amp; Theories of Change to Describe Your Work,</b> Center for Employment Opportunities	January 9 January 16
<b>Why Data Fidelity Matters: Collecting, Analyzing, &amp; Reporting Your Data with Accuracy,</b> Urban Institute	January 24
<b>Mastermind Group on Curriculum Development &amp; Dissemination,</b> MindOpen Learning Strategies	Mid-December

## Intake & Assessment

<b>Best Practices for Developing Intake &amp; Assessment Tools,</b> Center for Court Innovation	January 30 February 6
<b>Start from the Heart: Incorporating Motivational Interviewing in Intake &amp; Assessment,</b> MindOpen Learning Strategies	February 13
<b>Foundations of Intake &amp; Assessment for Youth,</b> The Door	February 25 March 3

## Building Referral Partnerships & Effective Outreach

<b>Social Capital Builders: Maximizing Referral Networks &amp; Effective Recruitment,</b> MindOpen Learning Strategies	March 6
<b>How to Build &amp; Maintain Strong Referral Partnerships in Schools,</b> Joe Torre Safe at Home Foundation	March 13
<b>Partnering with Court Actors: What You Need to Know,</b> Center for Court Innovation	March 18
<b>Developing Referral Partnerships with Mental Health Agencies,</b> Health Management Associates	March 23
<b>Partnering with Probation &amp; Parole for Outreach,</b> Center for Employment Opportunities	March 31
<b>Behavioral Design Communications Workshop: Stop Getting Lost in the Shuffle!: Learn How to Use the Science of Human Behavior to Improve Outreach Materials,</b> ideas42	April 7

*Registration for these workshops will be released on a rolling basis.  
For more information, please visit <https://cjii.org/tta-workshops/>.*

## PROGRAM DESIGN & FIDELITY

# Logic Models: How Can They Move Your Work Forward? A Primer on How to Develop & Use These Tools

Presented by Center for Court Innovation

Wednesday, November 20, 2019, 9:30am to 12:30pm

*Target Audience: Program directors and managers*

Logic models are road maps for creating change. The development and use of a logic model is critical to understanding how your program will operate in your local environment. This session will provide step-by-step guidance on how to best construct and use a logic model. The result is a graphic that outlines your program's theory of change, providing a structure for producing the desired impacts.

### SESSION TRAINERS

**Elaine Shea**, Deputy Director of Development, Center for Court Innovation

**Sruthi Naraharisetti**, Research Associate, Research-Practice Strategies, Center for Court Innovation

# Building a Feedback Practice

Presented by Center for Employment Opportunities

Part 1: Friday, December 6, 2019, 9:30am to 1pm

Part 2: Friday, December 13, 2019, 1pm to 4:30pm

*\*Registrants must attend both parts of this session.*

*Target Audience: Program staff and managers, learning/evaluation leaders, data systems leaders*

Program participants and clients are an important voice to incorporate into program design and delivery. This two-part session will guide attendees through building feedback loops that gather and incorporate program participant/client feedback into program delivery. It will cover what to ask and how, analyzing the feedback you receive, how to act on it, and how to use participant data alongside performance measurements to inform program design and delivery. CEO collects client feedback through a range of tools and will share the strategies that they have developed to incorporate client voices into programmatic decision making. In this engaging workshop, attendees will have the opportunity to practice collecting feedback at their organization and developing customized feedback tools to meet their needs.

### SESSION TRAINERS

**Chris Watler**, Executive Director, New York State, Center for Employment Opportunities

**Christine Kidd**, National Director, Program Innovation, Center for Employment Opportunities

# Mission Measurement Basics: Using Logic Models & Theories of Change to Describe Your Work

Presented by Center for Employment Opportunities

**Part 1: Thursday, January 9, 2020, 1pm to 2:30pm**

**Part 2: Thursday, January 16, 2020, 1pm to 2:30pm**

*\*Registrants must attend both parts of this session.*

*Target Audience: Mid- to senior-level managers of programs that are new or in early stages of development.*

As programs begin to establish themselves and grow, it's important that staff and leadership can tell a clear and coherent story about what they do, why they do it, and the impact they hope to have. Logic Models and Theories of Change are two tools that can help you tell a story and also lay a framework for managing teams and individuals. This two-part session focuses on the value of logic models and theories of change in practice, using real-world examples, CEO's experience, and the attendees' programs. In the first session attendees will gain mastery of logic models and theories of change. Between the two sessions, they'll be asked to describe a program of interest using one or both of these tools, before coming back together as a group to get feedback and continue to advance their tools.

## SESSION TRAINERS

**Christine Kidd**, National Director, Program Innovation, Center for Employment Opportunities

**Johanna Vespe**, National Director, Quality Assurance, Center for Employment Opportunities

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# Why Data Fidelity Matters: Collecting, Analyzing, & Reporting Your Data with Accuracy

Presented by Urban Institute

**Friday, January 24, 2020, 1pm to 4:30pm**

*Target Audience: Program, administrative, and IT staff*

Are you struggling with accurately collecting, cleaning, sharing, analyzing, or reporting on your program's data? Do you want to learn new and innovative ways to use data to inform your decision-making? This workshop is for you! Data fidelity is the ability to appropriately collect, analyze, and report on quality data to accurately track program activities, performance metrics, and outcomes. This workshop will cover what data fidelity is and why it matters. Participants will learn about best practices in data collection and analysis, data privacy and security, reporting on data to key audiences, and using data to inform daily decision-making.

## SESSION TRAINERS

**Will Engelhardt**, Training and Technical Assistance Manager, Urban Institute

**Evelyn McCoy**, Research Associate, Urban Institute

# Mastermind Group on Curriculum Development & Dissemination

Presented by MindOpen Learning Strategies

This cohort-based offering will run from mid-December 2019 until April 2020. ISLG will soon be releasing more information about how to express interest in participating.

*Target Audience: Program directors*

Do you believe that other professionals would benefit from learning how to implement elements of your program? Developing curricula that can be delivered by program staff or utilized by others can contribute to your program's sustainability. But, as program leaders, it's not easy to carve out the time and space for the focused thought, creativity, and writing that is required for curriculum development projects.

This four-part workshop series is a "Mastermind Group" in which a cohort of peers will work on individual projects while sharing expertise, feedback, and encouragement with one another. Participants will gain knowledge of the art and science of designing curricula for adult learning, make meaningful progress on at least one design piece, and strategize for dissemination of the curriculum project.

## SESSION TRAINERS

**Elizabeth Speck**, Principal and Founder, MindOpen Learning Strategies

## INTAKE & ASSESSMENT

# Best Practices for Developing Intake & Assessment Tools

Presented by Center for Court Innovation

**Part 1: Thursday, January 30, 2020, 9am to 12:30pm**

**Part 2: Thursday, February 6, 2020, 1pm to 4pm**

*\*Registrants must attend both parts of this session.*

*Target Audience: Staff that supervise or conduct intakes and assessments*

This two-part session will cover the foundational best practices for intake and assessment, including the key approaches for the development of trauma-informed, strengths-based, and client-centered. Building on this foundation, the session will introduce specific techniques for question development and offer an opportunity for participants to workshop case examples from their organization. For organizational staff that lead or provide intakes and assessments, this session will build key skills and allow for peer-to-peer learning.

### SESSION TRAINERS

**Yolaine Menyard**, Clinical Advisor of Policy and Research, Center for Court Innovation

**Julie Taylor**, Director of Community Impact and Youth Initiatives, Center for Court Innovation

# Start from the Heart: Incorporating Motivational Interviewing in Intake & Assessment

Presented by MindOpen Learning Strategies

**February 13, 9:30am to 4:30pm**

*Target Audience: Staff that supervise or conduct intakes*

The spirit and skills of Motivational Interviewing set a sustainable foundation for putting clients' values and priorities at the center of service planning, intake, and assessment. This daylong session focuses on building trust and engagement in the intake process through trauma-informed best practices. For staff responsible for conducting or supervising intakes, this session will provide a motivational interviewing-informed approach to conducting holistic, client-centered intake interviews.

### SESSION TRAINERS

**Bukky Kolawole**, Motivational Interviewing Consultant

**Elizabeth Speck**, Principal and Founder, MindOpen Learning Strategies

# Foundations of Intake & Assessment for Youth

Presented by The Door

**Part 1: Tuesday, February 25, 2020, 10am to 1pm**

**Part 2: Tuesday, March 3, 2020, 10am to 1pm**

*\*Registrants must attend both parts of this session.*

*Target Audience: Staff who supervise or conduct intakes or assessments for young people*

The way an agency welcomes a young person is a crucial aspect of programmatic operations. An effective intake and assessment process ensures that young people feel welcomed appropriately, engage in services, and are appropriately referred and supported by staff. In this two-part workshop, participants will learn from intake staff at The Door, a youth-serving agency conducting more than 30 intakes daily with a wide range of young people. This interactive workshop will cover the components of an effective intake for youth, teach participants to conduct a youth-friendly intake, cover how to conduct basic assessments for suicidality, substance abuse, and trauma in the home, and provide opportunities to apply their learnings to their own agencies.

## SESSION TRAINERS

**Bailey Huguley**, Director of Programming, The Door

**Justine Kahn**, Membership Coordinator, The Door

**Jessica Trane**, Supervisor of Connections to Care, The Door

# Social Capital Builders: Maximizing Referral Networks & Effective Recruitment

Presented by MindOpen Learning Strategies

Friday, March 6, 2020

**Part 1, 9am to 12pm: A New View of Referral Relationships: Build, Share, & Spend Your Social Capital**

**Part 2, 1pm to 4pm: Initiate, Don't "Intake:" Introduction to the Effective Youth Engagement Project**

*\*Registrants are NOT required to attend both parts of this workshop.*

*Target Audience: Program staff*

In part 1 of this workshop, learn how the Social Capital Builders framework can inform the development of referral networks, as well as specific techniques for cultivating high-value relational (vs. transactional) networks. The Social Capital Builders framework aims to strengthen partnerships in communities and across systems, in order to maximize enrollment, engagement, and positive outcomes among program target populations and their communities.

Following "A New View of Referral Relationships," part 2 of this workshop covers the Effective Youth Engagement Project (E-YEP) of the Social Capital Builders Institute. E-YEP helps youth and young adult service systems incorporate a responsive, empowering, asset-based approach into more traditional workforce development and education program design. This half-day introductory workshop will provide an overview of the model, with a focus on its role in recruitment and early engagement. It is not required to have attended "A New View of Referral Relationships" in order to attend this session.

### SESSION TRAINERS

**Edward DeJesus**, Social Capital Consultant

**Elizabeth Speck**, Principal and Founder, MindOpen Learning Strategies

# How to Build & Maintain Strong Referral Partnerships in Schools

Presented by Joe Torre Safe at Home Foundation

Friday, March 13, 2020, 10am to 12pm

*Target Audience: Program staff (direct service and supervisory staff)*

This two hour training will provide an overview of effective practices in creating and sustaining referral relationships within schools and Department of Education settings. Most appropriate for direct service and supervisory staff, participants will: 1) Learn at least two benefits to developing a strong referral web within schools; and 2) Increase their understanding of a trauma-informed referral process.

## SESSION TRAINERS

**Jennifer Herbert**, Director of Clinical Services, Joe Torre Safe at Home Foundation

**Myra Hellerstein**, Director of Program Development and Evaluation, Safe at Home Foundation

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# Partnering with Court Actors: What You Need to Know

Presented by Center for Court Innovation

**Wednesday, March 18, 2020, 9:30am to 12:30pm**

*Target Audience: Program directors and managers*

This half-day session will cover tips, guidance, and strategies for community-based organizations to effectively partner with and receive referrals from courts, judges, prosecutors—from a review of the process for establishing formal relationships with criminal justice partner agencies, to discussion of strategies to address common challenges. For those who have existing relationships or who are interested in establishing partnerships with court actors, this session will provide skill-building and trouble-shooting.

## SESSION TRAINERS

**Yolaine Menyard**, Clinical Advisor of Policy and Research, Center for Court Innovation

**Jessica Kay**, Special Advisor for Training and Technical Assistance, Center for Court Innovation

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# Developing Referral Partnerships with Mental Health Agencies

Presented by Health Management Associates

**March 23, 2020, 9:30am to 12:30pm**

*Target Audience: Program leadership*

During this session, HMA consultants will provide a framework for identifying key mental health partners that organizations should identify and establish formal relationships with, in order to support clients. The session will cover the key elements of establishing a robust referral process, including formal and informal agreements, and going beyond referral with stigma reducing and motivational interviewing strategies to increase treatment uptake. Participants will learn about the types of data agreements needed to track referrals and referral outcomes and understand how to maximize relationships with mental health agencies as a strategy for delivering value-based care.

## SESSION TRAINERS

**Annalisa Baker**, Senior Consultant, Health Management Associates

**Kristan McIntosh**, Senior Consultant, Health Management Associates

# Partnering with Probation & Parole for Outreach

Presented by Center for Employment Opportunities

Tuesday, March 31, 2020, 9:30am to 12:30pm

*Target Audience: Staff and/or managers of programs serving (or hoping to serve) people under the supervision of probation or parole*

Every year, CEO serves more than 2,000 individuals in New York City, the vast majority of whom are under probation or parole supervision. This three-hour session will introduce attendees to effective strategies for partnering with probation and parole. Attendees will learn about the differences between probation and parole, how program referrals fit into an individual's reentry process, best practices for staying in touch with probation and parole agents, and strategies to address challenges that may emerge. The trainers have many years of experience partnering with both agencies through both struggles and successes.

## SESSION TRAINERS

**Ryan Conroy**, Director, Participant Engagement & Support, Center for Employment Opportunities

**Kenneth Edwards**, Program Coordinator, Credible Messenger Services, Center for Employment Opportunities

**Keito Gray**, Manager, Youth Services, Center for Employment Opportunities

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# Behavioral Design Communications Workshop: Stop Getting Lost in the Shuffle! Learn How to Use the Science of Human Behavior to Improve Outreach Materials

Presented by ideas42

Tuesday, April 7, 2020, 9:30am to 12:30pm

*Target Audience: Managers who oversee and/or implement outreach to clients or potential clients*

Join ideas42 for a hands-on communications workshop introducing key behavioral science principles that explain the complexities of human behavior. In this workshop, participants will learn how behavioral science can be applied to their services and identify opportunities to improve communications materials through a structured tool (you can take the tool home, too!). During the session, participants will craft a behaviorally-informed outreach communication from scratch using behavioral science.

## SESSION TRAINERS

**Alissa Fishbane**, Managing Director, ideas42

**Alex Blau**, Vice President, ideas42

**Vivien Caetano**, Senior Associate, ideas42

*More workshops to come in the areas of  
recruitment, engagement, and service delivery.*

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# CJII TTA Trainers

## **Annalisa Baker, MPH, LCSW, Senior Consultant, Health Management Associates**

Along with a comprehensive understanding of the behavioral health care continuum, Annalisa Baker's experience includes business operations, project management, and finance, as well as direct clinical social work practice. She is a member of HMA's behavioral health team that provides policy and operational expertise to non-profit providers, government agencies, and a variety of healthcare stakeholders to navigate value-based financing and integrate behavioral health quality metrics and best practices into healthcare system reform efforts. Prior to joining HMA, Annalisa served in the New York City Department of Health and Mental Hygiene as director of Administration and Operations in the Bureau of Mental Health. Prior to her service with New York City, she was a clinical supervisor with children and adolescents at Astor Services for Children and Families where she built a new partnership between Astor's outpatient clinic and foster care services.

## **Alex Blau, Vice President, ideas42**

Alex works at the intersection of behavioral design, technology and criminal justice. He is also an entrepreneur in residence within ideas42's Venture Studio leading the development of Vergil, a mobile-based intervention designed to reduce recidivism by helping formerly incarcerated persons get reentry support.

## **Vivien Caetano, Senior Associate, ideas42**

Vivien develops behavioral interventions and builds partner capacity to apply behavioral insights in their work. Her behavioral design experience spans public health, safety and justice, sustainability, and economic justice.

## **Ryan Conroy, Director, Participant Engagement & Support, Center for Employment Opportunities**

Ryan has devoted his career to CEO. He has held a variety of positions that all focus on improving CEO's relationships with clients and volunteers. Ryan began working at CEO in 2013 as Volunteer Engagement Coordinator. Subsequently, he has held the roles of Outreach Specialist; Manager of Participant Outreach and Onboarding; and Senior Manager of Outreach and Intake. Ryan has served as Director of Participant Engagement and Support since 2018. In this capacity, he supervises CEO's Supportive Services unit and serves a liaison between CEO and major government partners. Ryan earned his BA In International Affairs and Spanish Language & Literature from Marquette University.

## **Edward DeJesus, Social Capital Consultant**

Edward DeJesus is the President of DeJesus Solutions. DeJesus and his team create policy and programmatic solutions to build future economic opportunities for the most marginalized youth and young adults. DeJesus is a W.K. Kellogg Foundation National Fellow and holds a M.S. in Management and Urban Policy Analysis from the New School for Social Research. He is the author of *Making Connections Work* and several other titles on youth success. His work has been featured on NPR and in *The Washington Post*, *The Baltimore Sun*, and *The Miami Herald*. He has blended his love for reaching youth with a special ability to impact policy by conducting his research on effective programs that help youth acquire and maintain jobs. DeJesus served as a youth policy expert for the Sar Levitan Center for Youth Policy at Johns Hopkins University and served on the Taskforce on Employment Opportunities for young offenders for the U.S. Office of Juvenile Justice and Delinquency Prevention. He has also served as a consultant to the Annie E. Casey Foundation, the Charles Stewart Mott Foundation, the U.S. Department of Labor, and the National Education Association.

## **Kenneth Edwards, Program Coordinator, Credible Messenger Services, Center for Employment Opportunities**

Kenneth Edwards has served as CEO's Credible Messenger Initiative (CMI) Program Coordinator since 2016. CMI is designed to improve youth outcomes through structured mentorship, with mentors who have similar lived experiences in the criminal justice system. Kenneth leads the CMI staff through program implementation, maintains relationships with partner organizations, and communicates with CEO staff to ensure effective service provision for young adults. Prior to joining CEO, Kenneth worked as a Reentry Case Manager for Harlem Community Justice Center, within the Center for Court Innovation. He has also worked as Men's Empowerment Acting Program Coordinator at the Crown Heights Meditation Center and Hospital Responder/ Intervention Specialist and Violence Interrupter for Save Our Streets Crown Heights. Kenneth received his GED in 1995. He has earned certifications in Trauma Informed Care and Cognitive Behavioral Therapy.

### **Will Engelhardt, Training and Technical Assistance Manager, Urban Institute's Justice Policy Center**

Will Engelhardt is a training and technical assistance manager at the Urban Institute's Justice Policy Center. He manages the Bureau of Justice Assistance's Comprehensive Opioid Abuse Program assessment and managed the Pay for Success Initiative's technical assistance to jurisdictions, funded by Arnold Ventures and the Corporation for National and Community Services. Before joining Urban, Engelhardt led the Council of State Government Justice Center's county-based initiatives that aim to improve outcomes for people with behavioral health disorders involved with the criminal justice system. Previously, he coordinated the family economic security team at the National Center for Children in Poverty at the Columbia University Mailman School of Public Health, where he collaborated with state policymakers, administrators, and advocates to assess the effectiveness of state work support and safety net programs. Engelhardt holds a BA from Hampshire College and an MSW from the Hunter College Silberman School of Social Work.

### **Alissa Fishbane, Managing Director, ideas42**

Alissa leads ideas42's Safety and Justice portfolio, and has extensive experience converting innovative, evidence-based ideas into practice, having designed, tested and scaled interventions across NYC, the U.S., and globally.

### **Keito Gray, Manager, Youth Services, Center for Employment Opportunities**

Keito Gray has worked for CEO since 2009. He started as Probation Engagement Specialist and moved into his current role of Manager of Youth Services and Credible Messenger Initiative. Before joining CEO, Keito worked as a Program Director and Mentor for Children of Promise, After School Learning Center in Fayetteville, GA. He also served as an Americorps Member with Uplifting People Inc, The Re-entry Project. Keito attended Temple University and completed his BA in Black and Puerto Rican studies at CUNY Hunter College. He is also a graduate of Community-Word Project, in which he completed an intensive concentration in designing and implementing lesson plans for "at risk" children and adults in underdeveloped and economically disadvantaged areas.

### **Myra Hellerstein, MSW, MPH, Director of Program Development and Evaluation**

Ms. Hellerstein has a wealth of experience developing and managing referral partnerships with schools and community-based organizations both with JTSAH and elsewhere.

### **Jennifer Herbert, ATR-BC, LCAT, Director of Clinical Services, Joe Torre Safe at Home Foundation**

Ms. Herbert oversees the implementation of programs within education settings across New York City and provides training and support to staff building referral relationships.

### **Bailey Huguley, Director of Programming, The Door**

Bailey Huguley is the Director of Programming at The Door and has been overseeing The Door's intake and assessment processes for over 10 years. In addition to holding an MSW, Ms. Huguley is experienced in

managing crises, conducting assessments, and ensuring that young people are appropriately referred to services.

### **Justine Kahn, Membership Coordinator, The Door**

Justine Kahn is the Membership Coordinator at The Door where she oversees daily operations of The Door's membership process, training and supervising 30 student interns and ensuring that young people are having positive experiences and being referred appropriately to services. Ms. Kahn holds an MPH and has worked in youth development for 3 years.

### **Jessica Kay, Special Advisor for Training and Technical Assistance, Center for Court Innovation**

Jessica Kay is the Special Advisor for Training and Technical Assistance. Ms. Kay manages and supports various initiatives at the Center's operating programs as well as provides consulting services to jurisdictions across the country and develops practitioner resources on a variety of topics. Previously, Ms. Kay served as the founding director of Brooklyn Justice Initiatives, where she assisted in the planning and implementation of all daily operations, including Brooklyn's Young Adult Court and the first misdemeanor pre-trial supervised release program in New York City. Ms. Kay was previously the Clinical Director at the Red Hook Community Justice Center in Brooklyn. Ms. Kay served on Mayor de Blasio's 2014 Behavioral Health Task Force. She holds a B.A. from Muhlenberg College and her MSW from the Silver School of Social Work at New York University.

### **Christine Kidd, National Director, Program Innovation, Center for Employment Opportunities**

Christine Kidd joined CEO in 2016 as the Director of Program Innovation. She manages and coordinates program improvement efforts across all 25 CEO sites. Christine has spearheaded initiatives to improve young adult engagement outcomes, update participant retention practices, and build CEO's training and technical assistance capacities. Prior to CEO, she spent six years working with young people in Chelsea, Massachusetts with Roca and the Chelsea Public Schools. She also has experience working with government agencies in Rhode Island, as a Government Innovation Fellow. Christine has a BA in Policy Management from Dickinson College. She received her Masters in Public Policy from Harvard University's Kennedy School in 2015.

### **Dr. Bukky Kolawole, Motivational Interviewing Consultant**

Dr. Bukky Kolawole is a bicultural, licensed clinical psychologist with a strong value for collaboration and effectiveness. She is a member of the Motivational Interviewing Network of Trainers (MINT) and has been practicing and teaching Motivational Interviewing (MI) since 2009. She has ample experience in providing MI trainings to professionals of different educational levels in a variety of settings including educational, criminal justice, physical and mental health. Dr. Bukky's MI training is richly informative and highly experiential. She delivers a dynamic and evocative learning experience through which participants not only increase their knowledge and understanding of MI but also offers a felt sense of the model and ample opportunity for skill practice. Dr. Bukky has an active, warm and empathic style that engages and inspires training participants. Dr. Bukky is the founder and Executive Director of Relationship HQ, a psychotherapy practice focused on strengthening individuals and their relationships through experiential approaches such as emotionally focused therapy for couples. She is a certified Emotionally Focused Therapist and she specializes in providing couple's therapy, pre-marital counseling and discernment counseling for couples, including those in the lesbian, gay, bisexual, transgender, queer (LGBTQ) communities.

### **Evelyn F. McCoy, Research Associate, Justice Policy Center at the Urban Institute**

Evelyn F. McCoy is a research associate in the Justice Policy Center at the Urban Institute. Evelyn leads training and technical assistance for the Safety and Justice Challenge Innovation Fund funded by the John D. and Catherine T. MacArthur Foundation and for the Family Connections in Correctional Facilities Project funded by the National Institute of Corrections. Evelyn also conducts mixed methods research for national, multi-site evaluations focused on delivering trauma-informed, gender-specific services to incarcerated women and human trafficking interventions. Ms. McCoy holds a BA from the University of Pittsburgh and MA in Sociology and Public Policy from the Pontificia Universidad Católica del Perú.

### **Kristan McIntosh, LMSW, Senior Consultant, Health Management Associates**

Kristan McIntosh, LMSW, specializes in behavioral health programming designed to both enhance access to community-based care and facilitate program and organizational sustainability. She has extensive development experience working across a number of human service sectors to fund and implement programming that responds to the needs of a wide array of vulnerable populations, including individuals with co-occurring behavioral health and chronic health conditions; children, youth, and families; as well as those affected by the criminal justice system and/or homelessness. Prior to joining HMA, Kristan served as project manager at SAE & Associates, helping the organization achieve over \$180 million in federal grant funding on behalf of its nonprofit behavioral health clients. A social worker by training, Kristan began her career working with children and youth diagnosed with serious emotional disturbances (SED) and their families in a clinical residential setting.

### **Yolaine Menyard, Clinical Advisor of Policy and Research and the associate director of Research-Practice Strategies, Center for Court Innovation**

Yolaine Menyard is the Clinical Advisor of Policy and Research and the associate director of Research-Practice Strategies at the Center for Court Innovation. Ms. Menyard provides technical assistance to justice system and community stakeholders addressing the overuse of jail, and works on the development of holistic evidence-informed and evidence-generating practices, including assessment instruments and short-term alternative to incarceration interventions. Prior to joining Research-Practice Strategies, Ms. Menyard was responsible for managing all aspects of clinical operations for the Alternatives to Incarceration Department at the Red Hook Community Justice Center. She joined the Center in 2011, and was a leader in developing trauma-informed and racially and culturally responsive programming for justice-involved individuals. Her prior work has focused on providing services to young people with serious mental health issues, adults transitioning from jail and prison, and undocumented survivors of domestic violence. Ms. Menyard is a licensed master social worker in the State of New York. She completed her undergraduate studies at the University of Notre Dame, and received her MSW from the University of Chicago.

### **Sruthi Naraharisetti, Research Associate in the Research-Practice Strategies Department, Center for Court Innovation**

Sruthi Naraharisetti is a Senior Research Associate at the Center for Court Innovation's Policy and Research Department. Her recent work focuses on developing mixed-methods research, translating research evidence to practice, and contributing to policy level reform. Sruthi's work currently supports various national initiatives, including the Bureau of Justice Assistance's 6th Amendment Training and Technical Assistance Program, Arnold Venture's Advancing Pretrial Policy and Research, and Pretrial Justice and Intimate Partner Violence. Prior to joining the Center, she worked with Poverty Solutions at the University of Michigan, where she conducted mixed-methods research with a focus on racial, economic, and criminal justice, and provided data-driven technical assistance to governmental entities and non-profits. Sruthi holds a Master's in Public Policy and a Master's in Social Work from the University of Michigan, and a B.A. from Michigan State University.

### **Elaine Shea, Deputy Director of Development, Center for Court Innovation**

Elaine Shea is the Deputy Director of Development at the Center for Court Innovation. Ms. Shea helps oversee the development and execution of all grant proposals, revenue contracts, and grant reports; collaborates with program staff to design deliverables and with senior staff on long-term strategy; manages the development team; and enhances the Center's ability to fundraise, including training Center staff in grant writing and management skills. Prior to joining the development department, she was a program and operations planner at the Center for Court Innovation's Queens Youth Justice Center. Ms. Shea received her BA in Political Science and Philosophy from Loyola University Maryland in 2008 and will receive her Master of Public Administration from the City University of New York's Baruch College in 2020.

### **Dr. Elizabeth Speck, Principal and Founder, MindOpen Learning Strategies**

Elizabeth Speck is the founder and principal of MindOpen Learning Strategies, a training, consulting, and coaching firm that helps people and organizations learn new ways to work in order to achieve social justice

goals. Elizabeth holds a Ph.D. in Organizational Development from Fielding Graduate University and an M.A. in Drama Therapy from New York University. She uses her unique background to create transformative adult learning experiences that translate to measurable business results and social impact. Prior to founding MindOpen, Elizabeth led large-scale organizational and systemic change efforts as the Chief Learning Officer for the Workforce Professionals Training Institute in New York City, and as Senior Training Director for Safe Horizon, the nation's largest victim assistance organization. Elizabeth's doctoral research focused on the workforce entry and career advancement experiences of formerly incarcerated professionals.

### **Julie Taylor, Director of Community Impact and Youth Initiatives, Center for Court Innovation**

Julie Taylor is the Director of Community Impact and Youth Initiatives at the Center for Court Innovation. In this role, she oversees the Center's youth portfolio as well as interdisciplinary community initiatives including RISE Project, a community-based initiative focused on the intersection of gun violence and intimate partner violence. Previously, Julie was Deputy Director at the Brownsville Community Justice Center where she focused on community healing, youth programming, and criminal justice reform initiatives. Julie is a LMSW and received her degree from Silberman School of Social Work at Hunter College. She has been working with youth in community-based settings for over 10 years, with a focus on youth homelessness, LGBTQ youth, and youth impacted by violence. Julie also has a background in domestic violence advocacy and organizing with queer communities.

### **Jessica Trane, Supervisor of Connections to Care, The Door**

Jessica Trane is the Supervisor of Connections to Care at The Door where she oversees a mental health support program designed to train non-clinical staff in basic mental health assessments and interventions. Jessica has over 5 years of youth development experience and holds an MSW.

### **Johanna Vespe, National Director, Quality Assurance, Center for Employment Opportunities**

Johanna currently serves as CEO's National Director of Quality Assurance and oversees program performance and contract management for all of CEO offices. Her key responsibilities include developing and managing a scalable system for performance management across National offices, ensuring fidelity with the CEO model and providing support on fiscal matters. She plays an integral role in planning organizational growth, which includes the launch of new offices, training new or existing staff, and creating an environment to cultivate and grow high performing staff. Johanna joined CEO in 2007 in a direct service capacity and has held positions within program management, administration, and organizational compliance. She holds a B.A in Deviant Behavior and Social Control and an M.A in Criminal Justice from John Jay College of Criminal Justice.

### **Chris Watler, Executive Director, New York State, Center for Employment Opportunities**

Chris Watler provides operational and strategic leadership for CEO across New York State. Prior to joining CEO in 2016, Chris worked for the Center for Court Innovation in several roles. He served as the project director for the Harlem Community Justice Center, where he developed nationally-recognized, evidence-based reentry programs for youth and adults, diversion programs for juveniles, and eviction-prevention programs for housing court litigants. Chris also served as the Deputy Director of National Technical Assistance, providing assistance to justice systems nationally and internationally. He was instrumental in launching Red Hook Community Justice Center and Crown Heights Community Mediation Center. Chris was also the Operations and Training manager for City Volunteer Corps, and Community Center Director for Union Settlement Association in East Harlem. He currently chairs the Board of Directors of the Boys & Girls Club of Harlem, where he helped oversee completion of a \$40 million clubhouse and affordable housing unit at a historic former public school building. Chris holds a BS in political science from SUNY Purchase and a MPA from John Jay College of Criminal Justice.