

CJII Training and Technical Assistance Initiative

ONLINE WORKSHOP PROGRAM

Fall 2020



Program At a Glance

Fall 2020

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All workshops will be offered online. Registration opportunities will be released on a rolling basis. For more information and an updated list of registration links, please visit <https://cjii.org/tta-workshops/>.

From Digital Literacy to Fluency: Enhancing Online Skills for Young Adults

Presented by Workforce Professionals Training Institute

Wednesday, October 7, 2020, from 10:00am to 11:30am

Target Audience: Frontline practitioners, middle managers and program directors.

Digital fluency—the power to use digital tools to solve problems, utilize electronic workflows, and enhance communications—is fast becoming a baseline requirement at all levels of an organization. While today’s young adults have grown up with computers and smart phones, employers frequently report challenges attracting workers with refined digital soft skills involving collaboration, persuasive communication, critical thinking, creativity, and problem-solving in online settings. Moreover, the “digital fingerprints” that young adults leave behind on social media sites—especially those describing criminal activity or involvement with the justice system—can negatively impact employment opportunities. This session will explore frameworks for understanding and benchmarking digital literacy among clients. Participants will learn about digital hygiene, creating a positive online presence, the implications of a digital fingerprint on employment opportunities, and about digital professionalism.

SESSION TRAINERS

Thomas McKee, Program Manager
Dan Salemson, Independent Consultant

Sustaining Ourselves in Our Work: Managing Vicarious Trauma

Presented by Vibrant Emotional Health

Friday, October 16, 2020, from 10:00am to 12:00pm

Target Audience: Social/human service direct service providers, and their supervisors, who work with individuals and communities that have experienced traumatic events.

This training provides participants with an introduction to secondary traumatic stress (known as vicarious trauma), as well as the concept of vicarious resilience, and the psychological impact of caring for individuals and communities affected by traumatic events and conditions at the individual, community, and historical level. Participants will be able to: 1) describe vicarious trauma/secondary traumatic stress and how it differs from primary psychological trauma; 2) recognize signs/symptoms of vicarious trauma; 3) develop strategies for managing vicarious trauma as it emerges; and 4) identify sources of support to manage vicarious trauma inside and outside of the workplace.

SESSION TRAINER

Dr. Elizabeth Speck, Trainer and Founder of MindOpen Learning Strategies

The Impact of Intimate Partner Violence on Youth

Presented by the Joe Torre Safe at Home Foundation

Friday, October 23, 2020, from 10:00am to 12:00pm

Target Audience: Direct service staff and supervisors of direct service staff.

This training will provide an in-depth look at how intimate partner violence, domestic violence, and teen dating violence impact youth. Participants will learn about patterns and cycles of abuse that appear and reappear in intimate partner relationships at any age. They will explore the impact that this type of trauma and abuse can have on the physical, emotional, cognitive, and other development of youth and will reflect on trauma-informed ways to work with youth to address these impacts. The session will explore intergenerational trauma and the compounding impact this can have on youth, as well as include strategies to work with youth to mitigate the effects of intergenerational trauma related to relationship abuse and dating violence.

SESSION TRAINERS

Jennifer Herbert, ATR-BC, LCAT, Associate Vice President of Programs

Typhani Carter, LCSW, Vice President of Programs

Victims at the Margins: Engaging Young Men of Color Healing from Trauma

Presented by the Center for Court Innovation

Monday, November 2, 2020, from 11:00am to 12:30pm

Target Audience: This session is open to all who are interested, including program staff and leadership.

This session will explore ways to engage and support young men of color who are survivors of crime and/or trauma and who have experienced the compounded effects of COVID-19 and police violence. Young black and brown men have historically been an underserved population due to gender roles and traditional definitions of masculinity. This session seeks to help participants understand the long-term impacts of trauma on male-identified victims of violence and provide a space to discuss examples of racially- and culturally-responsive services.

SESSION TRAINERS

Kenton Kirby, Director of Practice

Timothy Ruffin, Program Manager for the Men's Empowerment Program

Yolaine Menyard, Clinical Advisor of Policy and Research

Credible Messenger Crisis Intervention

Presented by the Living Redemption Youth Opportunity Hub

PART 1: Tuesday, November 17, 2020, from 1:00 to 2:30pm

PART 2: Thursday, November 19, 2020, from 1:00 to 2:30pm

Target Audience: Program leadership and staff; all programs are welcome at this training, including both those that do and do not already use a credible messenger model.

Living Redemption Youth Opportunity Hub (LRYOH) maintains 24-hour access for participants, family members, and system partners looking for help. On-call crisis support and emergency intervention are available, as well as expedited referrals. This crisis intervention support has immense benefits for participants and their families, but it is intense and requires a great deal of coordination among staff and Credible Messengers. In this session, LRYOH will describe their Credible Messenger Crisis Intervention model and how it is used as prevention for and a response to community crisis. We will explore both pre-COVID and current Credible Messenger led practices as well as the characteristics and attributes of a Credible Messenger. Attendees will journey with Credible Messengers through case studies and panel discussions around Crisis Intervention as they learn different ways to identify imminent, emerging and recurring crisis situations, and how to prioritize interventions and the role that Credible Messengers play in addressing these situations. Lastly, LRYOH will provide attendees with tools to avoid burn-out and gauge when a particular crisis has triggered existing trauma.

SESSION TRAINERS

Reverend Maurice D. Winley, Executive Director

Rhokeisha Ford, Director of Programs

Dedric “Beloved” Hammond, Program and Site Supervisor

Jason Davis, Credible Messenger/Crisis Intervention Specialist

Building Out Mental Health Referral Networks

Presented by Health Management Associates

Wednesday, December 2, 2020, from 2:00pm to 3:30pm

Target Audience: Program Leadership (i.e., program director/supervisor level staff).

During this session, HMA consultants will provide a framework for selecting key mental health partners that organizations should identify and establish formal relationships with, in order to support clients. Early studies suggest that COVID-19 and recent social unrest have both immediate and potentially long-term impacts on individual’s behavioral health and subsequently, an increased need for integration/strong partnerships. This session will explore the key elements of establishing a robust referral process, including formal and informal agreements, as well as 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 how to maximize relationships with mental health agencies as a strategy for delivering value-based care.

SESSION TRAINERS

Annalisa Baker, MPH, LCSW, Senior Consultant

Kristan McIntosh, LMSW, Senior Consultant

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

Presented by ideas42

Thursday, December 10, 2020, from 9:30am to 11:30am
optional office hours following the session, from 11:30am to 12:00pm

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

ideas42 is a nonprofit that uses insights from human behavior—why people do what they do—to help improve lives, build better systems, and drive social change. Join ideas42 for this 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!). Following the training, ideas42 will also host office hours for 30 minutes, to answer questions and provide support for participants' specific outreach and communications efforts.

SESSION TRAINERS

Alissa Fishbane, Managing Director

Shannon McAuliffe, Vice President

Vivien Caetano, Senior Associate

Using Labor Market Data to Inform Practice

Presented by Center for Employment Opportunities

Monday, December 14, 2020, from 11:00am to 12:30pm

Target Audience: Program leaders and managers, staff from data and quality assurance departments, and those involved in designing hard skills training offerings. Trainees should have experience using and interpreting data from spreadsheets, but do not need any prior experience analyzing LMI.

Labor market data can help programs to align job development activities and hard skills training offerings with employer needs and growth industries. This workshop will cover the importance and basic strategy to engage labor market data in workforce development programming. Attendees will learn how to access NY State labor market information (LMI) including sectors, occupations, and wages. We will review the vocabulary and definitions for commonly used terms and explore how you can analyze this data to inform your job training and job placement strategies. Trainees will have the opportunity to observe trainers and then will do some hands-on practice with publicly available LMI. The training will be led by program leaders from the Center for Employment Opportunities (CEO); CEO currently uses LMI to inform training offerings, job development strategy, and participant coaching and is constantly trying to better incorporate data into organizational decision making and daily practice.

SESSION TRAINER

Jessica Centeno, CEO Deputy Executive Director of New York

Training Facilitators and Experts

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.

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.

Typhani Carter, LCSW, Vice President of Programs, Joe Torre Safe at Home Foundation

Typhani Carter has more than 15 years of experience in the field of mental health, specializing in working with populations that have experienced complex trauma. Her work experience has focused on direct clinical practice, training and research. Ms. Carter is an Adjunct Lecturer at Columbia University School of Social Work (CSSW), where her course load includes complex trauma and its impact. As Vice President of Programs at the Joe Torre Safe At Home Foundation (JTSAH), she provides clinical, administrative and programmatic oversight for multiple trauma-informed, school-based programs across the nation, and ensures that the organization provides services that adhere to the tenets of trauma-informed and healing-centered practices. She has provided training to both clinical and non-clinical practitioners, educators, caretakers and other interested parties on such topics as normative child development, trauma-informed practice, the impacts of trauma on youth, the effects of psychological distress on clinical practitioners, and strategies for maintaining organizational wellness.

Jessica Centeno, Deputy Executive Director of New York, Center for Employment Opportunities

Previously the Director of Workforce Development, Jessica oversees all job development and training outcomes for CEO NYC. In this role, she also manages performance and contractual outcomes for upstate NY offices and works closely with Site Directors to improve performance and execute mission-driven strategies. Jessica recently joined the New York Association of Training and Employment Professionals' board of directors.

Jason Davis, Credible Messenger/Crisis Intervention Specialist, Living Redemption Youth Opportunity Hub

Born and raised in Harlem, Jason Davis is an African American author, poet, inspirational speaker, peace advocate, gang specialist, mental health advocate and single father. Jason, a known former Harlem O.G. Blood Gang leader, has cultivated a youth empowerment movement based on gang diversion and strengthening mental health in the Black community. As an adolescent, he found himself drawn to a life riddled with drugs and gang affiliation. A long-term tumultuous relationship with his father became a catalyst for years of mental anguish, which manifested itself by way of multiple crimes and acts of violence. Jason was

eventually able to assess the course his life had taken and make the transition necessary to reconcile his past. He began to make amends for his past transgressions through youth advocacy endeavors. Today, Jason is a Credible Messenger who travels around the world to educate society about the experiences of gang members and the consequences of communities that suffer from social isolation. Using his own narrative, Jason educates others about mental health awareness, addiction and self mutilation. His influence as a former high ranking gang member has allowed him to assist communities to address gang related violence. Jason encourages future and current practitioners to become agents of change by becoming involved in community outreach and becoming more informed about mental illness. Currently, Jason is the Credible Messenger/Crisis Intervention Specialist for Living Redemption Youth Opportunity Hub. Jason made a name for himself as an inspirational speaker in multiple private and public institutions across the country. He has presented alongside the likes of the revered Reverend Alfonso Wyatt, former WNBA player Marion Jones, former Essence Magazine Editor-in-Chief Susan L. Taylor, former Congresswoman Maxine Waters, Author Terry McMillan, Actor John Amos, former Newark Mayor Corey Booker, Political Activist Fred Hammond Jr., and Malcolm Shabazz, to name a few.

Alissa Fishbane, Managing Director, ideas42

Alissa co-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.

Rhokeisha Ford, Director of Programs, Living Redemption Youth Opportunity Hub

Rhokeisha Ford is the Director of Programs at the Living Redemption Youth Opportunity Hub, where she believes wholeheartedly that the work that she does is transformative as she and her team get to the root of their participants' problems. Rhokeisha's career in education and public service began over 18 years ago when she first began working within the New York public school system in 2001 as an 8th-grade inclusion teacher at Middle School 391 in the Bronx, NY. She quickly rose through the ranks and would eventually find herself making a difference as the Assistant Principal to the John F. Kennedy High School in the Bronx, NY. Rhokeisha served the next 5 years as Principal of the Academy for Social Action which was a high-risk low performing grade 6-12 school in Harlem. In 2014, while Rhokeisha was Principal of the school nestled between Grant and Manhattanville Houses, she had to witness the effects that the biggest takedown had on her school community. It was at this moment that Rhokeisha was convinced that her work expanded beyond the walls of the public school system. Rhokeisha not only preaches the value of education to her students, she walks the walk as she is a graduate of Bank Street College of Education with a Master of Science in School Administration and Supervision, a Professional Certification in Teacher Leadership from Bank Street College of Education, and a Bachelor of Science in Special Education from CUNY City College. Her academic career is one that provides inspiration and motivation to the hundreds of young men and women that she interacts with on a daily basis. Rhokeisha is also certified in Therapeutic Crisis Intervention and Restorative Practices, is a certified Special Education Teacher and is also certified in School Administration and Supervision. The culmination of Rhokeisha's hard work and dedication is her work with the Living Redemption Youth Opportunity Hub as the Director of Programs. It is through her tireless work with the LRYOH organization that Rhokeisha hopes that she is able to provide what is needed to help develop the life anchors necessary to create the lives that these young men and women so desperately deserve.

Dedric "Beloved" Hammond, Program and Site Supervisor, Living Redemption Youth Opportunity Hub

Dedric "Beloved" Hammond is a Motivational Speaker, Mentor, Youth Advocate, Violence Interrupter and father. Beloved transformed from a Crew Leader to Youth Activist and Motivational Speaker after spending time in prison, where he turned his life around. He is now dedicating his new life as a Credible Messenger to mentoring at risk youth on the consequences of gang involvement. Currently, Beloved is the Program and Site Supervisor for Living Redemption Youth Opportunity Hub. Due to his own near-death experiences as a former Crew Leader, he has knowledge on the outcome of gang violence. This gives Beloved a unique approach to delivering his message and getting through to adolescents in a way others may not be able to. He is responsible for numerous mediations and resolution of dozens of conflicts in Harlem, NY and other states.

Beloved has been featured in news articles with the New York Daily News, Don Diva Magazine and The Wall Street Journal, as well as television interviews with several news outlets such as ABC 7 News, BET, CNN, NY1 News and Pix 11 News. Beloved also starred in the Documentary “Trigger Wounds,” which won the award for Best Documentary at the New York City Tribeca Film Festival.

Jennifer Herbert, ATR-BC, LCAT, Associate Vice President of Programs, Joe Torre Safe at Home Foundation

Jennifer has over 15 years of clinical experience as an art therapist and trainer. At JTSAH, she addresses the cumulative effects of isolation and compounded trauma, with an emphasis on prevention and intervention, and works to build and cultivate relationships with participants of the program as well as various community partners. She has provided training nationally and internationally to educators, clinicians, and other professionals on topics such as trauma-informed practices, self-care and organizational wellness, vicarious trauma and best practices in trauma-informed services, art-based programming, creative arts therapy, curriculum development, the impact of trauma and violence on children, adolescents, and adults, and more. Ms. Herbert oversees the training and implementation of clinical programs for youth impacted by intimate partner violence.

Kenton Kirby, Director of Practice, Center for Court Innovation

Kirby Kenton is the Director of Practice for the Center for Court Innovation and the former Director of Trauma and Healing for the organization. He also previously served as the Director of Clinical and Trauma Support Services for the Make It Happen program, which is a therapeutic program for boys and young men of color impacted by violence. Kenton is a native New Yorker who firmly believes in the strength of community and the tremendous benefits that come with interdisciplinary collaboration. Prior to coming to CCI, Kenton worked in child welfare where he witnessed firsthand the role and impact traumatic events in our communities can play on individuals without proper support. At CCI, Kenton works to develop a safe space for male victims of violence to support one another following their trauma and develop skills to realize their internal strength in pursuing a healthy and productive life. Kenton provides trainings locally and nationally on best practices when working with marginalized communities. Kenton has a Master's Degree from New York University and is a Licensed Clinical Social Worker (LCSW) in the state of New York. Kenton has experience providing training, program design, individual and group therapy to children and adults.

Shannon McAuliffe, Vice President, ideas42

Shannon co-leads ideas42's Safety and Justice portfolio, bringing over 20 years of experience working within the justice system. Shannon served as the Director of Roca Boston, a data-driven nonprofit specializing in breaking the cycle of incarceration, violence, and poverty amongst emerging adults at high risk of recidivism and returning to prison, and was a public defender at the federal and state level.

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.

Thomas McKee, Program Manager, Workforce Professionals Training Institute

Thomas is an educator and writer with experience working in the private and nonprofit sectors, including as a political reporter at the Ohio State House and at New York-based publishing houses such as Hearst Corp. In 2009, Thomas embarked on a second career, eventually earning his M.S. in adolescent education. He was a leader in professional development and implementation of Common Core Learning Standards and practices in his classroom as a teacher in the New York City Department of Education. He specializes in bridge programming, contextualized curriculum, and program design for Opportunity Youth. He is a New York state-certified English teacher. He has held the position of teacher/coordinator for the TechBridge program at The Door. He is a former assistant site director at the Johnson Community Center in East Harlem. He was program director for the YALP bridge program at Isaacs Center. He holds a bachelor's degree in journalism from Ohio State University and a master's degree in adolescent education, English, grades 7 to 12, from Mercy College.

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

Yolaine provides technical assistance to legal system and community stakeholders addressing the overuse of jail, and works on the development of holistic evidence-informed and evidence-generating practices. Prior to joining Policy and Research, Yolaine 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 racial and culturally responsive programming for people involved in the criminal legal system. Her prior work has focused on working with young people with serious mental health issues, adults transitioning from jail and prison, and undocumented survivors of domestic violence. Yolaine is a licensed master social worker in the State of New York.

Timothy Ruffin, Program Manager for the Men's Empowerment Program, Center for Court Innovation

Timothy Ruffin is the Program Manager for the Men's Empowerment Program (MEP) at the Harlem Community Justice Center. MEP works with young men 16 – 25 to identify and process their feelings around social injustice and various forms of trauma. As an educator, mentor and man of color, Timothy has worked with similar young men in a supportive academic capacity at the Kalief Browder Center for Education, Friends of Island Academy, and the Stanley M. Isaacs Young Adult Literacy Program (YALP). Moreover, for the last 15 years, Timothy has been utilizing social and emotional learning skills to help young people overcome many of the challenges that societal ills such as poverty, criminalization and educational inequality to achieve their high school equivalency diplomas, enter and graduate college; obtain advance training certifications and develop work readiness skills to find employment that pays higher wages. Originally from New Jersey, Timothy holds an undergraduate degree in African-American History from Rutgers University – a master's degree in history Montclair State University (NJ) and a master's in education Capella University (MN). One of Timothy's favorite quotes to motivate young people was by Marcus Garvey, who said, "Ambition is the desire to go forward and improve one's condition. It is a burning flame that lights up the life of the individual and makes him see himself in another state. To be ambitious is to be great in mind and soul. To want that which is worthwhile and strive for it. To go on without looking back, reaching to that which gives satisfaction."

Dan Salemsen, Independent Consultant

Dan Salemsen has provided workforce and youth development consulting to a range of governmental and non-profit organizations since 2010, with a special focus on working with job seekers who have criminal histories. From 2006 until 2010, he served as senior Training & Projects Manager for Workforce Professionals Training Institute, where he developed and delivered training workshops and customized technical assistance on every area of workforce development to thousands of workforce practitioners from hundreds of non-profit, for-profit and government entities in New York City and beyond. From 2004-2006, Dan served as Director of Workforce Development for the Midtown Community Court, an official branch of the New York State Court System, overseeing the court's on-site employment preparation program that connected hundreds of formerly incarcerated individuals to employment annually. Dan has authored numerous curricula and guides around creating opportunities for job seekers with barriers to employment. His most recent publication profiled a collaborative partnership among private philanthropies, community-based organizations and the City University of New York to promote college access, persistence and graduation for young adults who have earned a GED.

Dr. Elizabeth Speck, Trainer and Founder of 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 better serve social justice. A Licensed Creative Arts Therapist, Elizabeth has worked within and across New York City's complex public service systems in direct service, management, and capacity building for 25 years. 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. Her own experience with vicarious trauma and burnout ignited a passion for building health and equity in the workplace, leading to earning a Ph.D. in Organizational Development. In partnership with M.A.D.E. Transitional Services, Elizabeth trains businesses nationally on best practices for fully including the largely untapped talent pool of working age adults impacted by a criminal record (Fair Chance Employment). As a community member, scholar-practitioner, and entrepreneur, Elizabeth is active in multiple networks working towards racial justice and equity in education, health, employment, and economic opportunity.

Reverend Maurice D. Winley, Executive Director, Living Redemption Youth Opportunity Hub

Rev. Maurice Winley is Executive Director of the Living Redemption Youth Opportunity Hub, a long envisioned nonprofit initiative launched in 2017 to serve the youth of Central and West Harlem. Rev. Winley has emerged as a thought leader in the implementation of Transformative Mentoring. His program was recognized by the NYC Center for Economic Opportunity as the High Performing Provider for his implementation of Arches for 2013. Rev. Winley has conducted numerous trainings on Credible Messenger Mentoring, Positive Youth Development, and Individual and Group Practice with high-risk adolescents for both justice system professionals and community stakeholders in New York City, Chicago, San Diego and Washington, DC. He is a Founding Member of the Credible Messenger Justice Center that serves as a training and research center, policy and practice thought leader, and program incubator for an approach to social reform at the intersection of government, community and academia. Rev. Winley is the former Director of Credible Messenger Mentoring at Community Connections For Youth (CCFY), is a former member of the DOP City-Wide Arches Learning Community Steering Committee, and has worked with many national and international faith based organizations. Rev. Winley is a third-generation minister who carries on the family legacy. He currently serves as Assistant Pastor at Soul Saving Station, a community church that has been serving the children, youth and families of Harlem, NY since 1942. A dynamic speaker, trainer and experienced counselor, Rev. Winley believes the core of his passion and insights about youth and families, especially young men, come from his own personal experiences as a teenager, which he shares powerfully at every opportunity.