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**Policy Number:****Title: Gender, Culturally, and Trauma Responsive Training****Effective Date: TBD**

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**PURPOSE:** Establish foundational training for Minnesota Community Supervision Agencies to ensure gender-responsive, culturally responsive, and trauma-informed services are implemented equitably across all jurisdictions, which creates a supervision system that not only supports rehabilitation and positive behavior change but also recognizes the unique and diverse needs of individuals under supervision. Professional ethics and boundaries are essential to an agent's ability to provide gender-responsive, culturally responsive and trauma informed services to ensure clients receive support to address their specific responsivity needs.

**APPLICABILITY:** Minnesota Community Supervision Agencies.

#### **DEFINITIONS:**

**Responsivity:** Individual characteristics that can affect an individual's response to interventions, such as motivation, cognitive abilities, mental health, and learning style.

- a. General Responsivity – Justice involved individuals are more successful when they have a professional alliance with their agent and more success when the agent uses cognitive behavioral interventions to building skills targeting the individual's criminogenic needs.
- b. Specific Responsivity - The individual's specific situation and characteristics must be considered with client interventions. Some of many such considerations are a client's learning style, motivation, abilities, and cultural context.

**Gender Responsive:** Recognizes and accounts for gender differences in psychological development, socialization, culture, trauma exposure, and life experiences. Gender-responsive practices are relational, trauma-informed, strength-based, and culturally relevant.

**Culturally Responsive:** Values diversity, respects differences, and develops services that meet the specific needs of each individual and community.

**Trauma Responsive:** Engages individuals with trauma histories that acknowledges trauma's impact and seeks to avoid re-traumatization. Trauma-informed practices create supportive environments and emphasize trauma recognition, as recommended by the Substance Abuse and Mental Health Services Administration (SAMHSA 2014).

**Evidence-Based Practices (EBP):** Strategies and techniques proven through rigorous empirical research to reduce recidivism, such as motivational interviewing, case planning, targeting more interventions to higher-risk individuals and less intervention to lower risk individuals, targeting an individual's thinking and behaviors through skill building, personalizing the approach for the best outcomes, and engaging community support.

**PROCEDURES:**

- A. All agencies must establish initial and ongoing focused responsivity training pertaining to gender responsive, culturally responsive, and trauma-responsive services to include trust, safety, and respect.
- B. All agencies must establish more comprehensive skill practice in areas of gender responsive, culturally responsive, and trauma-responsive practices with Evidence-Based Practices (EBP) focused on probation supervision.
- C. All agencies must report applicable data to stakeholders around the establishment and completion of gender responsive, culturally responsive, and trauma-responsive training.

**INTERNAL CONTROL:**

All Minnesota community supervision agencies must document compliance with these requirements in their Comprehensive Plan.

The procedures above shall be in addition to the 16-hour EBP training policy requirement.

**APPROVAL:**

Evidence Based Practices Statewide Advisory Committee, Community Supervision Advisory Committee, and the Commissioner of Corrections