
Policy Number:

Title: Gender, culturally, and trauma responsive training

Effective Date: TBD

PURPOSE: Establish foundational training for Minnesota Community Supervision Agencies and Tribal Nations to ensure gender-responsive, culturally responsive, and trauma-responsive 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.

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 gender, culturally, and trauma-responsive training.
- B. All agencies ensure ongoing 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.