

**2023-2024 NAVAC Conference**

***Hilton Pensacola Beach. FL***

**March 19 – 22, 2024**

**Keynote:**

RICKY D. DIXON, SECRETARY OF THE FLORIDA DEPARTMENT OF CORRECTIONS

Ricky D. Dixon was appointed the Secretary of Corrections in November 2021. The Florida Department of Corrections is the third largest state prison system in the country with a budget of $2.9 billion, approximately 80,000 inmates and 146,000 offenders on community supervision. As Florida’s largest state agency, FDC employs 23,000 staff.

Dixon previously served as Deputy Secretary responsible for the overall operation of the agency, working collaboratively with each program area to ensure the mission and vision of the Department are accomplished. Dixon oversaw the largest evacuation of inmates in the U.S. during Hurricane Irma, establishing Florida as a national leader in hurricane response.

Previously serving as the Deputy Assistant Secretary of Institutions for four years, Dixon was responsible for the administration and management of FDC’s 50 major correctional institutions and their associated facilities. Facility missions range from death row and other high custody units to female units, work camps, community and work release centers, road prisons and residential treatment facilities.

Dixon began his career as a Correctional Officer at Lancaster Correctional Institution in 1996. He promoted through the security ranks and was appointed Correctional Officer Colonel of Florida State Prison. Following this appointment, he gained experience as an Assistant Warden at Martin and Okeechobee Correctional Institutions and was later promoted to Warden, a position he held at three state correctional institutions. He was then promoted to Regional Director of Institutions overseeing approximately one third of Florida’s prisons.

Over the course of his career, Dixon has been certified as an instructor in every major facet of correctional training including firearms, defensive tactics, ethics, field training and hostage negotiation. He was asked to assist with the development of the American Correctional Association’s Correctional Behavior Health Certification exam, which is used nationally to certify correctional mental health professionals. His experience also includes time as an auditor, ensuring all institutions meet or exceed operational review standards.

He has been recognized nationally as a correctional subject matter expert and served on numerous panels including the American Correctional Association, and the National Institute of Corrections.

He holds membership and affiliations with the American Correctional Association, National Institute of Corrections, Correctional Leaders of America, Florida Sheriff’s Association, Florida Police Chiefs, Florida Council on Crime and Delinquency, Correctional Officer’s Foundation and the Correctional Peace Officers Foundation.

Dixon is a Certified Corrections Executive with American Correctional Association and has a bachelor’s degree in criminal justice from Florida Gulf Coast University. He is a graduate of the Florida Department of Law Enforcement’s Executive Seminar.

**Plenaries**

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| **Creation and Maintenance of Victim Advisory Councils** |
| Advisory Councils are often established to provide information, support, and guidance on issues related to victims and victim assistance programs. In the 2020 National Post-Conviction Victim Services (PCVS) Gap Assessment report, it was identified that only 8% of PCVS programs, or their host agency, are mandated by statute to have a victim advisory group/council. Ten percent reported that they have some form of victim advisory council to provide key stakeholder input into policies and procedures. Many correctional agencies have family policy councils or other practices that incorporate offender family concerns and voices into their correctional processes but very few extend this same opportunity to victims and survivors. Let’s talk about how to improve on this! |
| ***Jeralita Costa, Washington State*** |
| *With over 40 years of victim advocacy experience, Jeri Costa has served as an executive director of a statewide non-profit crime victim organization, an elected state senator and representative, and a governor-appointed parole board chairperson. Additionally, Costa provided consultation and evaluator services on domestic violence, sexual assault, and juvenile justice programs to the Puyallup Tribe of Indians for 12 years and lead the development of a judicial bench book on domestic violence for the tribe. She was employed for five years as the Department of Corrections’ Prison Rape Elimination Act (PREA) Victim Advocate for female inmates. For the past 14 years, Costa has served as a Community Victim Liaison for the WA Department of Corrections, providing safety planning service in high-risk offender reentry cases. Costa serves as a Training and Technical Assistance Consultant for the U.S. Department of Justice, Office for Victims of Crime, and the National Institute of Corrections.* |

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| **Empathetic Leadership & Management: How to support those working with trauma survivors** |
| CALLING ALL LEADERS/MANAGERS! Are you yearning for more tools to support your victim services team, so they can continue the difficult work of advocating for survivors? When a supervisor leads with empathetic leadership, employees feel less fatigue, more satisfaction, and have the capacity to offer better services to survivors. This presentation will explore empathetic leadership, and provide hands on tools to assist supervisors. It is possible to support victim service employees, while maintaining accountability and meeting goals! |
| ***Elizabeth Lucas, Wisconsin Department of Corrections*** |
| *Elizabeth Lucas is a seasoned victim service professional with 24 years of experience providing trauma informed services, and implementing victim-centered organizational practices. She is currently the Director of the Office of Victim Services & Programs at the Wisconsin Department of Corrections, where she and her team provide post-conviction services to victims of crime across the state of Wisconsin. Elizabeth earned a Master’s degree in Public Administration, and is a PhD candidate for a doctoral degree in Organizational Change. Although academic pursuits have been invaluable, Elizabeth’s professional work has been the most impactful for her both personally and professionally. As a survivor of a childhood trauma and a natural empath, her life’s circumstances instilled in her a desire to serve those journeying through trauma as well. In her free time, Elizabeth enjoys cheering on her beloved Green Bay Packers, while spending time with her rambunctious kids and levelheaded husband!* |

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| **From Harm to Healing: Bridging the Gap between Victims and Perpetrators** |
| Engage with victim guest speakers for the VADOC Victim Services Unit and hear how their stories are changing perpetrator's lives in Virginia. Their time and dedication to the Victim Impact: Listen and Learn curriculum has revolutionized how perpetrator's see harm, empathy, and accountability for their actions. |
| ***Amber Leake, VADOC Victim Services Unit******With Michael Shafer Homicide Survivor and Volunteer for VADOC Victim Services Unit*** |
| *Amber Leake is the Victim Services Director for the Department of Corrections. She is a Victim Offender Dialogue facilitator, Victim Impact Program master trainer, a NOVA Crisis Responder, and a CISM team member. Amber oversees the Department of Corrections’ victim advocacy, notification, training, and support. Amber and her team train local, state, and other agency partners across the nation in the Victim Services Unit’s role in Corrections as well as post-conviction programming options available to crime victims. She is a certified therapy dog volunteer and holds a B.S. in Sociology from Virginia Tech in Blacksburg, VA with master’s coursework in Forensic Psychology from Capella University. She holds awards for her creative leadership and progressiveness in trauma informed services to victims including the Innovation Award from the Virginia Victim Assistance Network and the 2022 Unsung Hero Award from Virginia’s Attorney General.*  |

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| **Impact of Crime Programing** |
| Karin will provide information on the updating of the Office for Victims of Crime’s Victim Impact: Listen and Learn curriculum. |
| ***Karin Ho, South Carolina Department of Corrections*** |
| *Karin has been a victim advocate for over 40 years, providing direct services to crime survivors. 11 of those years, she worked in the sexual assault field in various community-based, rape crisis programs in Ohio and upstate New York. Followed by over 20 years as a victim advocate within adult and juvenile corrections, providing services to crime survivors regarding post-conviction issues. Karin joined the South Carolina DOC in 2016 as the Division Director of Victim Services where she oversees all post-conviction, victim-related services, including victim notification, the Impact of Crime Program, Violence Prevention Programming, Domestic Violence Program for Batterers, Victim Offender Dialogue and the agency’s Critical Incident Stress Management Program for staff who experience trauma. Karin was instrumental in implementing the Post Critical Incident Seminar process within corrections in South Carolina, which assists employees experiencing long-term effects of critical events. She is trained as an expert witness in non-fatal strangulation and conducts training for medical staff, law enforcement, victim advocates and prosecutors to help strengthen their response, investigation and prosecution of these cases. She is a member of the Restorative Justice and Victims’ Committee for the American Correctional Association as well as the South Carolina Victim Services Statewide Coordinating Council.* |

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| **The Little Things: Unveiling the Impact of Subtle Support in Victim Services** |
| The Georgia Office of Victim Services emphasizes the profound impact of seemingly small actions in victim advocacy. Our presentation, "The Little Things," explores nuanced approaches beyond post-sentence support. Highlighting personalized follow-ups, tailored resources, community engagement, and educational outreach, the session aims to reveal overlooked elements crucial to survivors' well-being. The office invests in crafting enduring support networks, addressing unique victim needs, fostering community empathy, and empowering through education. "The Little Things" underscores the gentle yet impactful aspects of victim advocacy, seeking collaborative efforts to enhance care and actively engage in victims' healing and recovery journey within the community. |
| ***Christopher Toussant, State Board of Pardons and Paroles*** |
| *Christopher Toussant brings a wealth of experience and expertise to his role as Program Manager, drawing from a diverse background in victim advocacy and criminal justice. His journey in victim advocacy began in January 2013, when he served as a victim advocate for the Clayton County District Attorney's Office. Christopher's dedication to supporting survivors led him to accept a position with the State Board of Pardons and Paroles in 2017 as a Victim Services Specialist. Over the years, he has steadily progressed within the organization, earning promotions to Senior Victim Services Specialist and Lead Program Coordinator before assuming his current leadership role as Program Manager.**Christopher's academic achievements complement his practical experience in the field. He obtained his Bachelor’s degree in Liberal Studies, with a minor in Criminal Justice, in 2014, laying the foundation for his career in victim advocacy. He continued to pursue higher education, earning his Master’s degree in Criminal Justice in 2018 and his Master’s in Public Administration in 2021. His commitment to professional development is evident through his completion of POST Instructor Training and his credentialing as an Advanced Comprehensive Victim Intervention Specialist as designated by the National Organization for Victim Advocacy.**In addition to his professional endeavors, Christopher is actively engaged in professional associations and community involvement. He is a valued member of the Georgia Professional Association of Community Supervision (GPACS) and the National Organization for Victims Advocacy (NOVA). Furthermore, Christopher serves as a member of the Alumni Advisory Board for Clayton State University, where he continues to support the development of future leaders in the field. Christopher Toussant's dedication to victim advocacy, coupled with his academic achievements and community engagement, exemplifies his commitment to promoting justice, support, and empowerment for survivors of crime.* |

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| **NIC's New Facilitated Dialogue Training for Facilitators** |
| The National Institute of Corrections partnered with the National Association of Victims Assistance in Corrections (NAVAC) to create and provide the first national curriculum and training for new VOD facilitators. Join us to hear how the training was developed and to be among the first to hear about this exciting opportunity to receive VOD facilitator training. |
| ***Scott Richards, National Institute of Corrections******With Saydyie DeRosia, Oregon Department of Corrections*** |
| *Scott Richards has more than 30 years of public service experience in the corrections field. Before joining NIC in 2019, he served in various leadership positions, including Warden and Director of Training in the U.S. Marine Corps Correctional System. Scott has an undergraduate degree in Psychology and a Master of Arts Degree in Management and Leadership. At NIC, he oversees and actively participates in the design, development, implementation, and evaluation of resources to enhance the competencies of corrections professionals. His portfolio includes Prison Staffing Analysis, the Prison Rape Elimination Act, Victim Offender Dialogue, and Management of Restrictive Housing Populations. Additionally, he is currently working with Texas A&M to develop an innovative micro-learning platform of "Expected Practices" as an on-demand training resource for the field. Scott is also the Technical Assistance Manager for the Prisons Division and can provide information on how agencies can submit requests.* |

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| **Victim-Aware Practices, Coordination and Collaboration in the Post-Conviction Setting** |
| Crime victims and survivors are the first to be hurt and often the last to be remembered, particularly post-conviction. This session will present key ideas, lessons learned and best practices for victim engagement in the post-conviction setting, including past and ongoing collaboration with the Office for Victims of Crime. Presenters will discuss the rapid increase of conviction and sentence review units across the country and share specialized information surrounding the importance of collaboration across systems. Attendees will also be given practical recommendations and examples of avenues to incorporate voices of those with lived experience as advisors. |
| ***Claire Exley, Healing Justice Project******and Brittany Shefter*** |
| *Claire Exley is the Director of Justice for Healing Justice. Claire is a trained victim service provider and has extensive experience in several prosecutor’s offices, directly assisting crime victims and survivors. Claire holds a Master’s degree in Leadership Education and has led numerous multidisciplinary teams to increase agency capacity for providing trauma-informed and holistic victim services. She has a demonstrated history working to improve outcomes for victims/survivors. Claire is passionate and driven to continuously evaluate and improve the work of the legal system while supporting those impacted by crime.**Brittany joined Healing Justice in 2016 after her interests in restorative justice and criminal justice reform led her to a year-long internship coordinated via her Master of Social Work program. As Director of Healing Programs, Brittany oversees and implements the development and refinement of programs that promote the mission of Healing Justice in seeking to bring healing to individuals who have been directly harmed through wrongful convictions. Her experience in restorative practices, qualitative research, and program development strengthen our existing programs and provide new opportunities to engage the communities we serve.* |

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| **Victim Centered Restorative Justice** |
| Chrissy and Jon will give a brief history of Victim-Centered Restorative Justice in Massachusetts. The presentation will include Jon's newly published definition of Victim-Centered Restorative Justice, from the Just Alternatives website, along with discussion about what it means to be Victim-Centered. Chrissy will present on ways in which MA DOC has focused on keeping meaningful engagement with incarcerated individuals and providing them support through the Victim Offender Dialogue process while also remaining rigorously victim-centered. Presentation will include case examples from MA that have challenged past practices and led to new meaningful VOD experiences for survivors. |
| ***Chrissy Ruuska, MA Department of Correction******With Jon Wilson, Just Alternatives*** |
| *With over 20 years of experience working in Victim/Survivor Services, Chrissy Ruuska has worked with both victims/survivors and perpetrators of violent crime. In her current position, Chrissy oversees the Victim Services Unit (VSU), responsible for providing notification, support, and services to all victims of crime. Chrissy is a passionate advocate for victim-centered Restorative Justice and has been instrumental in multiple such initiatives: including reinstating the DOC Victim Offender Dialogue (VOD), expanding the program’s capacity by securing funding, and arranging training for twenty local facilitators. She has developed, and implement a victim-centered Apology Letter Bank, the first of its kind in Massachusetts.* |

**Breakouts – Program Management**

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| **COLLABORATIVE SYSTEM LINKAGES: Improving Victims’ Lives by Bridging the Gap Between Sentencing and Post-Conviction Services** |
| There are still far too many victims and survivors who do not know that their rights continue after the offender is sentenced. Even if they are told, they are seldom provided a direct course of how to exercise those rights and who to contact for post-conviction services.Building on research and recommendations from the National Gap Assessment of Post-Conviction Victim Services in the United States (2020) and related projects, this workshop will provide participants with information and resources for improving victims’ lives through expanded linkages from the front end of the system (courts and prosecutors) with the back end of the system (jails, prison, parole). |
| ***Jeralita Costa, Washington State*** |
| *With over 40 years of victim advocacy experience, Jeri Costa has served as an executive director of a statewide non-profit crime victim organization, an elected state senator and representative, and a governor-appointed parole board chairperson. Additionally, Costa provided consultation and evaluator services on domestic violence, sexual assault, and juvenile justice programs to the Puyallup Tribe of Indians for 12 years and lead the development of a judicial bench book on domestic violence for the tribe. She was employed for five years as the Department of Corrections’ Prison Rape Elimination Act (PREA) Victim Advocate for female inmates. For the past 14 years, Costa has served as a Community Victim Liaison for the WA Department of Corrections, providing safety planning service in high-risk offender reentry cases. Costa serves as a Training and Technical Assistance Consultant for the U.S. Department of Justice, Office for Victims of Crime, and the National Institute of Corrections.* |

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| **Cross-Agency Engagement: How to market your services and build relationships** |
| How do you appropriately market your services to stakeholders and collaborative partners with the goal to best serve crime victims? This session will focus on video, media, and other post-conviction victim services events focused on Victim Rights and Advocacy that have brought together and empowered advocates and adjacent stakeholders to educate themselves, get involved, and to share their knowledge and resources with those who need it most. |
| ***Amber Leake, VADOC Victim Services Unit*** |
| *Amber Leake is the Victim Services Director within the Virginia Department of Corrections. Her extensive responsibilities include facilitating Victim Offender Dialogues, being a master trainer for the Victim Impact Program, overseeing victimology related initiatives, and serving as a Crisis Responder for mass violence incidents in Virginia and supporting Agency staff during critical incidents and trauma. She oversees victim advocacy, notification, training, and support for the Department of Corrections, providing training to local, state, and national agency partners. Amber's qualifications include certification as a therapy dog crisis responder, a B.S. in Sociology from Virginia Tech, and master's coursework in Forensic Psychology from Capella University. She has received recognition for her innovative leadership in trauma-informed services, including the Innovation Award from the Virginia Victim Assistance Network and the 2022 Unsung Hero Award from Virginia's Attorney General. In addition to her role as President on the Virginia Victim Assistance Network's Executive Board, she serves as a Consultant for the National Institute of Corrections.* |

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| **Logic Models for Improving Victims' Lives** |
| A key tool for strategic planning, implementing services, and measuring outcomes is the Logic Model. Most funding sources want to see your program’s Logic Model to determine if you can demonstrate that the services you provide have realistic, measurable outcomes. Are you improving victims’ lives with the services you provide? This workshop will walk participants through the whys and hows of creating a Logic Model for their program. |
| ***Jeralita Costa, Washington State*** |
| *With over 40 years of victim advocacy experience, Jeri Costa has served as an executive director of a statewide non-profit crime victim organization, an elected state senator and representative, and a governor-appointed parole board chairperson. Additionally, Costa provided consultation and evaluator services on domestic violence, sexual assault, and juvenile justice programs to the Puyallup Tribe of Indians for 12 years and lead the development of a judicial bench book on domestic violence for the tribe. She was employed for five years as the Department of Corrections’ Prison Rape Elimination Act (PREA) Victim Advocate for female inmates. For the past 14 years, Costa has served as a Community Victim Liaison for the WA Department of Corrections, providing safety planning service in high-risk offender reentry cases. Costa serves as a Training and Technical Assistance Consultant for the U.S. Department of Justice, Office for Victims of Crime, and the National Institute of Corrections.* |

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| **Post Critical Incident Seminars (PCIS): Beyond Peer Team Support for Correctional Staff** |
| Participants will learn how Post Critical Incident Seminars have had a positive impact of correctional staff who may be experiencing long-term effects of trauma. PCIS events add a great layer of support for employees and can compliment existing internal Peer Teams and/or Wellness Programs. |
| ***Karin Ho, South Carolina Department of Corrections*** |
| *Karin has been a victim advocate for over 40 years, providing direct services to crime survivors. 11 of those years, she worked in the sexual assault field in various community-based, rape crisis programs in Ohio and upstate New York. Followed by over 20 years as a victim advocate within adult and juvenile corrections, providing services to crime survivors regarding post-conviction issues. Karin joined the South Carolina DOC in 2016 as the Division Director of Victim Services where she oversees all post-conviction, victim-related services, including victim notification, the Impact of Crime Program, Violence Prevention Programming, Domestic Violence Program for Batterers, Victim Offender Dialogue and the agency’s Critical Incident Stress Management Program for staff who experience trauma. Karin was instrumental in implementing the Post Critical Incident Seminar process within corrections in South Carolina, which assists employees experiencing long-term effects of critical events. She is trained as an expert witness in non-fatal strangulation and conducts training for medical staff, law enforcement, victim advocates and prosecutors to help strengthen their response, investigation and prosecution of these cases. She is a member of the Restorative Justice and Victims’ Committee for the American Correctional Association as well as the South Carolina Victim Services Statewide Coordinating Council.* |

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| **So You Want to Incorporate a Trauma Dog Into Your Program…**  |
| It seems like more and more agencies are adding working dogs to their programs! From victim services & law enforcement to corrections, hospitals & even airports, it’s become almost common to see dogs supporting people in a variety of ways. If you’re a dog person, who wouldn’t want to be able to bring a dog with you to work, right? While there are endless positive reasons to incorporate a dog into the workplace, there are also many things to consider! This workshop will explore some of these considerations as well as how to identify dogs that could be a good match for the need you would like them to fulfill within your program.  |
| ***Karin Ho, South Carolina Department of Corrections with Flossy*** |
| *Karin has been a victim advocate for over 40 years, providing direct services to crime survivors. 11 of those years, she worked in the sexual assault field in various community-based, rape crisis programs in Ohio and upstate New York. Followed by over 20 years as a victim advocate within adult and juvenile corrections, providing services to crime survivors regarding post-conviction issues. Karin joined the South Carolina DOC in 2016 as the Division Director of Victim Services where she oversees all post-conviction, victim-related services, including victim notification, the Impact of Crime Program, Violence Prevention Programming, Domestic Violence Program for Batterers, Victim Offender Dialogue and the agency’s Critical Incident Stress Management Program for staff who experience trauma. Karin was instrumental in implementing the Post Critical Incident Seminar process within corrections in South Carolina, which assists employees experiencing long-term effects of critical events. She is trained as an expert witness in non-fatal strangulation and conducts training for medical staff, law enforcement, victim advocates and prosecutors to help strengthen their response, investigation and prosecution of these cases. She is a member of the Restorative Justice and Victims’ Committee for the American Correctional Association as well as the South Carolina Victim Services Statewide Coordinating Council.* |

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| **Understanding the Other Half of Domestic Violence: Humanizing Those Who Cause Harm to Increase Victim Safety** |
| This training will explore the other half of domestic violence by humanizing those who cause harm. At the Kansas Department of Corrections and South Carolina Department of Corrections, we use a trauma informed approach to holding those who have caused harm accountable for their abusive behavior. The River of Cruelty model helps participants understand the impact of trauma on themselves so they can understand the harm they have inflicted on others. By demonstrating compassion and empathy for those who cause harm, it fosters an environment where research on domestic violence lethality risks and motives for violence can be used to intervene more effectively. KDOC BIP and SCDC BIP use the combination of trauma informed accountability and research-based and evidence-based tools with the intention of enhancing victim/partner safety and participant success. |
| ***Danielle Thompson, Kansas Department of Corrections, Office of Victim Services******With Marisa Perry and Sara Damaske, South Carolina Department of Corrections, Division of Victim Services*** |
| *Danielle Thompson graduated from Washburn University in Topeka, KS with Bachelor's Degrees in Criminal Justice and Human Services and a Master's Degree in Social Work. Danielle has experience working with children and families in high conflict situations, children in acute psychiatric hospital settings, and with child and adult victims/survivors of domestic and sexual violence. Danielle currently works for the Kansas Department of Corrections Office of Victim Services as the Batterer Intervention Program Coordinator. Danielle started the first facility-based Batterer Intervention Program (BIP) in the state of Kansas at Lansing Correctional Facility in 2015. Danielle coordinates the facility-based BIP groups as well as the parole-based BIP groups across the state for the Kansas Department of Corrections.* |

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| **Victim Services in the Post-Conviction Setting** |
| The need for trauma-informed, wrap-around support services in the post-conviction setting is more prevalent now than ever. Louisiana recently changed several laws to reflect just sentences for the crime committed. While this was a pivotal move in righting the wrongs of Louisiana’s past, the victims of these crimes did not receive the same relief. To provide relief to victims, the department created a program to compassionately address the needs of victims and survivors through education about the post-conviction process, destigmatizing and addressing mental health issues, and creating a community of support for those affected. This workshop will focus on how one can implement a similar program, the significance of transparency and outreach efforts, and how to measure outcomes to ensure success. |
| ***Jolie Duarte, Louisiana Victim Outreach Program******With Francis Abbott, Louisiana Board of Pardons and Parole*** |
| *Jolie Duarte currently serves as the Program Manager of the Louisiana Victim Outreach Program (LAVO), and has been with the program since the fall of 2020. Graduating from Louisiana State University with her B.A. in Sociology and a minor in psychology, one of Jolie’s first experience with the criminal justice system was during her undergraduate studies. She had the opportunity for an internship with the Louisiana Parole Project, an organization that provides support and resources for offenders being released from prison. While there she assisted in fundraising efforts and teaching life skills to newly-released offenders. Working with the Parole Project deepened her interest with the criminal justice system, it was during this time she recognized a lack of compassion within the criminal justice system. Some of her biggest accomplishments with LAVO to date are establishing a community for service providers to connect and learn, expanding outreach efforts for post-conviction victim services and rights to the statewide level, and establishing a one-of-a-kind conference to support professionals working with victim and survivors.* |

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| **Visionary Voyage - Building a Staff Peer Team for Hope and Healing** |
| Historically, working in the criminal justice profession, be it in a correctional or administrative setting, the impact of traumatic events on staff, has for the most part, gone unaddressed. Central to improving the health, wellness and resiliency of staff who work tirelessly in the criminal justice system, in 2022 the Texas Department of Criminal Justice Victim Services Division launched the first peer support team completely dedicated to the well-being of staff whose lives are affected by work-related trauma or challenges in their own personal lives. This session will discuss program development and implementation. |
| ***Dawn McKeehan, Texas Department of Criminal Justice*** |
| *Dawn McKeehan serves as the Texas Department of Criminal Justice (TDCJ) Victim Services Division (VSD) Employee Support Services Manager, overseeing the Crisis Response Intervention Support Program (CRISP) Coordinators providing peer support to staff who experience trauma or victimization in the course of their duties. Ms. McKeehan has over 10 years with TDCJ. During her time with the agency Ms. McKeehan held positions as a Program Specialist (contract oversight), Special Needs Program Supervisor V and Program Manager, Assistant and Section Director for the Parole Division. Ms. McKeehan holds a bachelor’s in human resource management and a Master of Arts in Counseling.* |

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| **VISOR: Oregon's New Notification System**  |
| Welcome to Victim Information System in Oregon (VISOR). VISOR is Oregon’s state-wide information and automated notification system to assist victims and survivors in receiving notification updates on status changes of individuals in custody. The VISOR portal is used to submit arequest for automated notifications through phone call, email, text message, or teletypewriter. Personal profiles can be created and managed through the portal. Please note, you are NOT required to create a profile, it is optional. The VISOR portal is accessible 24/7/365. Victims may use the portal to search an individual’s custody status, location, and other helpful information. The VISOR portal also provides local and national resources, confidential registration, and the ability to search an individual in custody anonymously. |
| ***Saydyie DeRosia, Oregon Department of Corrections******With Raj Sridar*** |
| *Saydyie manages and administers programs that include the Facilitated Dialogue Program, Responsibility Letter Bank, and VISOR. Saydyie is the current past-Chair of the National Association of Victims Assistance in Corrections (NAVAC (2018-2022)), she is an appointed member of the Oregon Attorney General’s Task Force (AGTF) on victim rights, an appointed member of Oregon Attorney General's Batterer Intervention Program (BIP) Standards Advisory Committee, an active member in the sub-committee of Oregon’s Post-Conviction Advocacy Network (PCAN), she also serves on the Crime Victim and Survivor Services Batter Intervention Program (BIP) Advisory Committee, she is an active member of the National Institute of Corrections (NIC) Post-Conviction Victim Service Providers Network, along with serving on the Corrections and Reentry Advisory Committee through the Council on Criminal Justice’s Veterans Justice Commission, and, she partners with local and national organizations and networks for collaboration. Since joining ODOC, Saydyie has dedicated her career and passion to helping those who have been affected by serious and violent crimes by creating and providing services and resources. She has been instrumental in writing administrative rules for victim services and writing and launching new programs within ODOC. Saydyie is currently earning her MBA from Willamette University and earned her Bachelor of Science degree from Southern Oregon University.*  |

**Breakouts – Victim-Centered Restorative Justice**

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| **Community Supervision Considerations for Crime Survivors**  |
| This presentation will focus on the rights of crime victims during community supervision. We will discuss appropriate procedures to protect victims and their families. Additionally, we will cover the importance of communication and collaboration between victims, community supervision agencies, and other stakeholders to ensure that victims' rights are respected and upheld. By the end of this presentation, attendees will have a better understanding of the challenges facing crime victims during community supervision and the strategies that can be employed to support and empower them. |
| ***Kelsey Hansen, NE Division of Parole Supervision******With Alix Adams*** |
| *Kelsey Hansen is a Victim Specialist with the Nebraska Division of Parole Supervision. She is dedicated to serving victims of crime and assisting survivors through the parole hearing and community supervision process. Kelsey obtained her Bachelor's in Social Work in 2020 and a Master's in Criminology & Criminal Justice from the University of Nebraska at Omaha in 2023. She is a Certified Social Worker, a Credentialed Advocate through the National Organization for Victim Assistance, and coordinator for Nebraska's Victim Services & Advocacy Team.* |

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| **Lessons from Addressing Harm and Healing Through Reparative Dialogue** |
| This workshop will discuss how the role of facilitators and restorative practices and principles can impact the experience of justice, accountability and repair. Gretchen will also discuss the value, need, and challenge of inviting community members and supporters into VOD meetings. Actual cases can help address the doubts, concerns, expectations, and limitations surrounding the option of VOD.  |
| ***Gretchen Casey, Amendinitiative.org*** |
| *Gretchen Casey’s professional work of four decades has primarily focused on victim services and advocacy/accompaniment within the criminal justice system. She is a FCRT member and responded to Parkland in 2018 and most recently to the mass shooting in Lewiston, Ma. She currently serves as the Creator and Reparative Circle Facilitator at AmendInitiative.org, where she has been instrumental in developing restorative justice circles in criminal cases. Prior to this, Gretchen was Director of Restorative Justice Outreach and Advocacy at the River Phoenix Center and Director of Victim Services Division at the Office of the State Attorney.* |

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| **Mental Health Wellness**  |
| 1.Define Resiliency and Emotional Survival 2.Identify priorities and strengths regarding emotional survival3.Distinguish key challenges and emotional stressors both on and off the job4.Recognize and identify underlying issues/adverse experiences which may exacerbate job related stressors5.Discuss types of stress and understand the basic science of trauma6.Contemplate the role of culture regarding mental health 7.Explore the emotional and physiological consequences of stress8.Develop and prioritize tactics and strategies to mitigate stress related consequences9.Discover available resources10.Create a personal resiliency plan |
| ***Michelle Lawrence, LMHC, MCAP, Second Alarm Project*** |
| *Michelle is a Licensed Mental Health Counselor (LMHC) and Master’s Level Certified Addiction Professional (MCAP). She also serves as the lead clinician for 2nd Alarm Project. Michelle is one of just a few endorsed Cognitive Processing Therapy (CPT) providers in the state. She has focused her clinical efforts on treating responders struggling with compound issues, including PTSD, trauma, anxiety, substance use, and other mood disturbances. She has significant experience providing clinical oversight to peer support teams, delivers mental health awareness in service and peer support trainings, and has served on many critical incident/clinician response team deployments. Michelle is passionate about serving our first responders and provides high-quality, evidence-based trauma treatment to our community members in need.* |

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| **Self Care for Professionals: Transforming Secondary Trauma** |
| Supporting crime victims/survivors who have experienced violence can take a toll on your professional and personal life. It's now more important than ever to talk about ways that service providers can take care of themselves in order to minimize harm, both to themselves and to their clients. In this interactive workshop, we will discuss the physical, emotional, and neurobiological effects of vicarious trauma and explore self-care strategies that can help you increase your own personal resilience and well-being. We'll also explore how VINE supports advocacy-based professionals, law enforcement and court personnel, as they guide victims in the healing process. |
| ***Karen Adams, Equifax Workforce Solutions, Victim Services Division******With Cassie Drochelman*** |
| *For 25+ years, Karen has facilitated the learning process, both as a training manager and public speaker. Her combined experience and education complement her dedication to teaching others. Karen has a Human Resources and Victim Services background, focused on facilitating training for employees, advocates, and law enforcement on compliance issues and victim resources. Nationwide, she has managed training initiatives for government agencies who provide certification for criminal justice personnel, law enforcement and victim advocates. Karen has designed collateral and presented content, engaged with those who advocate for victims, survivors, and communities on how to access victim services resources, through VINE.* |

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| **Texas Victim Offender Mediation Dialogue: Empowering Sexual Assault and Family Violence Survivors** |
| Since the inception of the Texas Victim Offender Mediation Dialogue (VOMD) program, VOMD has had to adjust to the varying needs of victims and complexities of all crime types including sexual assault and family violence. The program utilizes specific tools to ensure victim empowerment and offender accountability. Participants often report feelings of relief and a sense of taking back control after participating in VOMD. This workshop will discuss the development and use of the VOMD preparation instruments to include working with victims of sexual offenses and family violence. |
| ***Julie Jesperson, Texas Department of Criminal Justice******and Alexis Hawley*** |
| *Julie Jesperson has been working with victims of crime for over 25 years, first as a volunteer then as paid staff at the Texas Department of Criminal Justice (TDCJ) Victim Services Division since 2015. She currently serves as a Mediator in the Victim Offender Mediation Dialogue Program at the Victim Services Division of the TDCJ. Prior to her current role, she previously worked as a Program Specialist and later served as the Programs Manager at the TDCJ Victim Services Division. Julie has a Bachelor of Arts degree from Southwestern University. Julie has been an accepted presenter at various conferences including the National Association for Victim Assistance in Corrections (NAVAC), National Organization for Victim Assistance (NOVA), and the Texas Victim Services Academy.**Alexis Hawley has worked in the criminal justice field for 5 years. She began her career working as a Juvenile Supervision Officer while obtaining her graduate degree. In June of 2020, she began working full-time for the Texas Department of Criminal Justice Victim Services Division. Prior to her current role, she worked in the Notification section before promoting to Mediator with the Victim Offender Mediation and Dialogue Program (VOMD) in 2021. Alexis has a Bachelor of Arts in Criminology and Psychology from the University of Northern Iowa, a Master of Science in Criminal Justice from Texas State University and is currently working toward her Master of Arts in Professional Counseling. She has presented at various conferences including the American Psychology-Law Society (APLS), National Association for Victim Assistance in Corrections (NAVAC), and has been published in the Journal of Forensic Psychology Research and Practice. Alexis's research focus is domestic violence and offender neutralization techniques.* |