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Iowa Reentry Conference
April 20-21, 2021
Conference at a Glance

Welcome to the conference and we are glad that you are able to join us for what we think will be an interesting and informative day. Below is the conference schedule with a short description of each session and information on each presenter. To access any presentation, register through the OpportUNITY website:

<https://opportunitydsm.com/re-entry/>

Tuesday, April 20th, 2021

8:30 to 9:30: [Opening Keynote- Trends, Budgets, and More](#): Presenter Cord Overton, Iowa Department of Corrections

9:30 to 9:45 Break

9:45 to 10:45 - [Working with Employers to Secure Employment](#): Presenters Randi Radosevich and Jennifer Seil

Sometimes companies are hesitant to hire an individual with a criminal record because they are concerned the person may repeat criminal behavior. This creates a challenging, and often difficult job search for returning citizens. Fortunately, there are organizations who have developed strategies and services that help people with a criminal record prepare for job interviews, as well as provide resources, training, and recommendations to individuals and companies who believe people are deserving of a second chance. This session will offer assistance with job placement for returning citizens.

10:45 to 11:00 Break

11:00-12:00 [Gender Responsiveness in Reentry Services](#): Presenters Angela Karaidos and Amanda Cox

Over the past several years, the female offender population has skyrocketed. This population frequently carries emotional and physical scars from abuse, poverty, hopelessness and other traumas. Programs and services provided for this population must be responsive to those unique needs. Attendees at this session will gain an understanding about how to apply evidence-based, gender-responsive tools and practices helpful to providing better services and achieving successful outcomes for women returning to the community after incarceration.



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12:15-1:15 Lunch Keynote- National Landscape of Reentry Practices: Presenter Grace Call

Grace Beil Call is a program director at The Council of State Governments (CSG) Justice Center and works to improve the administration of state victim programs—including assistance, compensation, and restitution—by working with federal, state, and local leaders. She also provides policy research, analysis, and technical assistance to states undergoing the Justice Reinvestment process. Prior to joining the CSG Justice Center, she was a visiting fellow for the Office for Victims of Crime at the U.S. Department of Justice as well as directed the Victims of Crime Act (VOCA) program for the Office of Crime Victims Advocacy in Washington State.

1:15-1:30 Break

1:30- 2:30 Evaluation and Research Project at the Iowa Correctional Institution for Women: Presenter Dr. Mindi TenNapel from the Urban Institute

The purpose of the Prison Research and Innovation Network (PRIN) is to research and improve prison culture, operations, and design to create more humane and rehabilitative correctional environments. The division of Criminal and Juvenile Justice Planning is the research partner working with the Iowa Correctional Institute for Women on PRIN in Iowa. This presentation will cover the purpose, design, and current activities of PRIN.

Wednesday, April 21st, 2021

8:30-9:30 Reentry through the Eyes of Family: Presenter Melissa Gradischnig

Melissa is the founder and Director of Voices to be Heard, a support group for families that have a loved one incarcerated. This presentation will feature the stories of people with lived experience. The members of the panel will discuss what helped them and their thoughts on what resources would have been helpful, but were not available. There will be an opportunity to ask questions to the panel during this session as well.

9:30-9:45 Break

9:45-10:45 ACEs and Reentry: Presenters Lisa Cushatt and Gladys Alvarez

ACEs refer to Adverse Childhood Experiences researchers have identified as risk factors for chronic disease in adulthood. Children who experience ACEs are more likely to adopt health-harming and anti-social behaviors as adults and are at much greater risk of poor health throughout life. This session will inform practitioners about the impacts of trauma and how to implement evidence-based trauma informed care practices and interventions.



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10:45- 11:00 Break

11:00 - 12:00- Addictions and Mental Health in Reentry Services: Presenter Dr. Jerome Greenfield

Individuals reentering the community following incarceration are at high risk for experiencing mental health and substance use problems. Addressing the mental health needs of people who are incarcerated can decrease incidents of re-offending, reduce the number of people who return to prison, help divert people with mental disorders away from prison into treatment and rehabilitation and ultimately reduce the high costs of prisons. Dr. Greenfield will talk about assessment, treatment, and (when necessary) referral of people with mental disorders, including substance abuse, as part of the reentry process.

12:00-12:15 Break

12:15-1:30 Lunch Keynote Speaker- Racial Disparities in the Criminal Justice System: Presenter Luana Nelson-Brown, MSPH

This session includes an in-depth conversation on racism and its consequences. Participants will leave understanding how racism impacts incarceration rates, reentry and recidivism.

1:30-2:30p Examining Housing as a Pathway to Successful Reentry- Tips and Tricks: Presenters - Central Iowa Works Reentry Task Force - Housing Subcommittee, Katrina Carter - Iowa Department of Corrections, Jackie Servellon - Beacon of Life, Jim Wachuta- St. Vincent de Paul, Diana Mata Corvera - Central Iowa Works

This session will feature a panel discussion regarding the challenges of securing housing and innovative strategies to respond to the housing barriers faced by formerly incarcerated individuals. Resources, especially affordable housing, are already scarce in the low-income communities to which formerly incarcerated persons typically return. One study has shown that returning citizens without stable housing were twice more likely to recidivate than those living in stable housing. Department of Corrections staff will talk about how incarcerated individuals have a housing plan secured before releasing back to their communities across the state. Learn about how transitional living facilities work and how they help connect people to stable housing in the community upon completion. Discuss why the Housing subcommittee was created, what this group is working on, such as innovative housing programs, and specific examples of how they have been able to help individuals. Share tips for reentry service providers across the state on how to work with landlords and find housing for individuals that they are serving. There will be an opportunity to ask questions to the panel during this session as well.



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2:30-3:00 Wrap up and next steps: Hear about the Opportunity Reentry Task Force and how to get involved. There will be an overview of what has been done in their community and encouragement for others to get involved in their own communities.

About the Presenters

Morning Keynote Day 1: Trends, Budgets and More

Cord Overton is the Communications Director at the Iowa Department of Corrections, a position he has held since 2017. From 2013 to 2017 Cord served as a Policy Advisory to governors Branstad and Reynolds. He also was a Corp Member for the Teach for America program, teaching in both Oklahoma and New York. Cord received his B.A. in political science and history from Iowa State and his Master of Public Policy and Criminology from UNI.

Lunch Keynote Day 1: National Landscape of Reentry Practices

Grace Beil Call is a program director at The Council of State Governments (CSG) Justice Center and works to improve the administration of state victim programs—including assistance, compensation, and restitution—by working with federal, state, and local leaders. She also provides policy research, analysis, and technical assistance to states undergoing the Justice Reinvestment process. Prior to joining the CSG Justice Center, she was a visiting fellow for the Office for Victims of Crime at the U.S. Department of Justice as well as directed the Victims of Crime Act (VOCA) program for the Office of Crime Victims Advocacy in Washington State.

Lunch Keynote Day 2: Racial Disparities in the Criminal Justice System

Luana Nelson-Brown is the Executive Director of the Iowa Coalition for Collective Change, an organization that provides training and technical assistance to culturally specific anti-violence organizations, homicide response programs and organizations and corporations wishing to adopt and implement anti-racist policies and procedures in an effort to end violence. Luana has an extensive history of leading violence prevention and intervention efforts on a local and national level. In 2003 Luana headed the serious and violent offender re-entry program aimed at improving public safety by providing intense and necessary wraparound services to offenders convicted of serious and violent crimes as they were released from incarceration. In 2005 Luana steered the statewide efforts surrounding the prison rape elimination act to support incarcerated victims of sexual assault and their families. Shortly thereafter Luana redefined the parameters of certification training, by advocating for an increase in essential training modules for sexual assault advocates in Iowa.

After a short time away from victim services, she continued to advocate for families and communities by providing education and assistance to individuals on risk management, the effects of exposure to oppression and the general improvement of quality of life. In



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2011 Luana returned to victims services and supported several federal initiatives aimed at building capacity in organizations providing services to marginalized communities in Iowa including the African American, Asian Pacific Islander, African Immigrant/refugee, Meskwaki settlement, Deaf and hard of hearing, LGBTQ, and Latinx communities. Overall, Luana has over twenty-five years of experience in victim advocacy, activism and systems change. In 2018, she founded ICCC to work squarely at the intersection of anti-racism and violence understanding that oppression is violence. In 2020, the world came to understand the unique intersection of racism and violence, which landed Luana and ICCC at the center of the racial justice and liberation movement. Today Luana is sought after to provide presentations and consultation to organizations and communities wishing to gain a better understanding of anti-racism and liberation. Luana holds a Bachelor of Science in Sociology from Tennessee State University and a Master of Science in Public Health from Meharry Medical College. Both are historically black universities of which she is a proud alumna. Luana believes in an all-encompassing approach to end violence that includes the recognition of racism and other systemic oppressions as a public health issue of violence that has a direct effect on societal epidemics such as homelessness, poverty and premature death.

Day 1 Sessions:

Working with Employers to Secure Employment

Presenters: Randi Radosevich and Jennifer Seil

Randi Radosevich is a Des Moines native who has over 35 yrs. of experience in the criminal justice system. Working at the Polk County Attorney's office allowed her to see firsthand the effects that criminal activity and incarceration has on not only the individual, but also their families. When her career ended there, she transitioned to a leadership role with St. Vincent de Paul where she helped develop the Immersion reentry program, which is being replicated at a national level. She now works with returning citizens, their families and several state and local organizations to help identify and reduce barriers.

Jennifer Seil is employed with Iowa Workforce Development as the Reentry Workforce Advisor at Iowa Correctional Institute for Women (ICIW). She has been working in corrections since 2013. First as a Correctional Officer at ICIW and then at Fifth Judicial District Department of Correctional Services as an Administrative Assistant. Jennifer has her Master's degree in Criminal Justice from the University of Cincinnati and is currently obtaining her Master's in Public Administration (MPA) from Drake University. Jennifer is a member of the Central Iowa Reentry Task Force, Reentry Employment Sub-Committee, an Offender Workforce Development Specialists (OWDS), a certified Domestic Abuse Intervention Program trainer, and active in her community. Jennifer is married to Luke. Together they have 2 children, Colton (10) and Evelyn (4) and a Siberian Husky puppy. You can reach Jennifer at Jennifer.seil@iwd.iowa.gov or 515-725-5138.



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Gender Responsiveness in Reentry Services

Presenters: Angela Karaidos and Amanda Cox

Angela Karaidos is the Executive Officer of Fresh Start, the Women's Residential Facility in Des Moines. She began working for the 5th Judicial District's Department of Correctional Services in November 2005 as a Probation/Parole Officer. In May 2012, she was promoted to the Executive Officer position. Prior to 2005, she was employed with Children and Families of Iowa's Family Violence Center for 5 years serving survivors of domestic violence. Angela has a long history of working with victims and survivors of trauma.

Amanda Cox is a Residential Supervisor at Fresh Start Women's Center for the Fifth Judicial District in Des Moines, IA. She has also worked as a Residential Officer and Probation/Parole Officer II and III since 2013 when she started her career in Community Based Corrections. From 2016-2018, she specifically worked on the Second Chance Act Reentry Program for Adult Offenders with Co-Occurring Substance Abuse and Mental Health Disorders. Amanda has served as a Subject Matter Expert in conjunction with the National Institute of Corrections to create content on how to effectively supervise women in the criminal justice system. Before she worked in this field, Amanda worked in substance abuse prevention. She has a Bachelor of Arts degree in Sociology.

Evaluation and Research Project at the Iowa Correctional Institution for Women

Presenter: Dr. Mindi TenNapel, Urban Institute

Dr. Mindi TenNapel is an Executive Officer who serves as Research Coordinator for CJJP and the Director of the Iowa Statistical Analysis Center. Dr. TenNapel has been working in epidemiological research since 2008 and joined CJJP in 2019.

She is responsible for oversight of projects involving program evaluation, correctional policy and forecasting analysis, and risk assessment validation. Dr. TenNapel obtained her M.B.A. as well as her M.S. and Ph.D. in Epidemiology with a certificate in biostatistics from the University of Iowa.

Day 2 Sessions:

Reentry through the Eyes of Family Presenter: Melissa Gradischnig

Melissa Gradischnig is the founder/Director of Voices to be Heard, a support group for families that have a loved one incarcerated. Voices to be Heard started because one mother came to Melissa and saw the need for supporting people that have a loved one incarcerated. Melissa also works for Central Iowa Shelter and Services in Des Moines and prior to that worked as a Program Manager for the Rise Center in Cedar Rapids and as Outreach Lead Coordinator at Child & Family Policy Center in Des Moines. Melissa sits on many local and state boards and has done reentry work for over 10 years.



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Adverse Childhood Experiences (ACEs) and Reentry

Presenters Lisa Cushatt and Gladys Noll Alvarez

Lisa Cushatt LMSW is the Director for Iowa ACEs 360. She is responsible for the management of Iowa ACEs 360, including training, advocacy, and partner collaboration. Lisa is also an adjunct instructor in the human services field, and previously served as the Executive Director for United Ways of Iowa. She has her Master's in Social Work with an emphasis in Policy, Planning and Administration from University of Missouri-Columbia, and her Bachelor's in Sociology from Truman State University.

Gladys Noll Alvarez MSW, LISW, IMH-E ® is the Trauma Informed Care Project Coordinator at Orchard Place/ Child Guidance Center. She earned her BA at Luther College in Social Work and Psychology, her Masters in Social Work at the University of Iowa and has been engaged in two separate yearlong learning collaborative cohorts through the National Child Traumatic Stress Network. She is trained in Trauma Focused-Cognitive Behavior Therapy (TF-CBT), is rostered nationally in Child Parent Psychotherapy (CPP), and is the first Level IV IMH-E ® in Iowa.

Addictions and Mental Health in Reentry Services

Presenters: Jerome Greenfield

Jerome Greenfield, MD, Health Services Administrator with the Iowa Department of Corrections is an Iowa native, born and reared in Bayard. After graduating from Drake University and the University of Iowa College Of Medicine, he completed his psychiatry residency at Kansas University Medical Center. Dr. Greenfield is Board Certified through the American Board of Psychiatry and Neurology and is a Distinguished Fellow.

In 2014, after 25 years as a hospital-based psychiatrist, he joined the Iowa Department of Corrections medical staff. He has since been promoted to the position of Health Services Administrator, where he oversees the medical, psychiatric and dental care of Iowa's 8,300 offenders. Dr. Greenfield is a past president of the Iowa Psychiatric Society and a member of the American Psychiatric Society. He was voted top Des Moines Psychiatrist by medical peers in DSM Magazine and is a past recipient of "Exemplary Psychiatrist of the Year" by NAMI.

Examining Housing as a Pathway to Successful Reentry

Presenters: Central Iowa Works Reentry Task Force-Housing Sub-Committee

Katrina Carter, Director of Reentry and Treatment Services, Iowa Department of Corrections, katrina.carter@iowa.gov

Jackie Servellon, Case Manager, Beacon of Life, casemgr@beaconoflifedm.org



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