

Culturally Responsive, Gender Responsive, and Trauma-Informed Care

943.1 PURPOSE AND SCOPE

The purpose is to establish and implement written policy and procedures to ensure juvenile facility staff recognize and respond appropriately to a youths need through culturally responsive gender responsive, and trauma-informed care.

943.2 AUTHORITY AND REFERENCES

- Board of State and Community Corrections Title 15 § 1324; and
- Welfare and Institutions Code §§ 210 and 885.

943.3 DEFINITIONS

Culturally Responsive - Means to consider the diverse population of a facility with regard to race, language, ethnicity, sexual orientation, gender, gender expression, immigration status and values.

Gender Responsive - Activities, policies, and programs that consider both male and female interests and needs.

Trauma-Informed Care - An organizational structure and system framework that involves understanding, recognizing, and responding to traumatic stress reactions and the effects of all types of traumas. Trauma-informed care also emphasizes raising awareness and providing resources about trauma and the impact of trauma on youth, family members and staff.

943.4 POLICY

The Riverside County Probation Department is dedicated to meeting the needs of the youth in their care. Riverside County Probation will apply the trauma-informed principles of safety, trust, choice, collaboration, and empowerment to youth in custody. Trauma-informed and culturally responsive practices are implemented during the intake/admission and screening process, assessment and classification, case planning and management, staff interactions with youth, sanctions and discipline, programming and treatment, medical/behavioral health services and release, transfers, and re-entry.

Gender responsive programming for youth represents a focused effort to assist all youth in positive life skills development. It considers the developmental needs of youth at the age of adolescence, a critical stage for gender identity formation. This programming also nurtures the concepts of courage, confidence, honesty, and positive identity, which all present inherent strengths. Gender responsive programming provides male and female youth with decision making and life skills that assists their development into adulthood. Given the importance youth place on relationships, gender responsive programming teaches positive relationship-building skills. Empowerment courses teach youth to use their voice, to speak for themselves, and to recognize

Riverside County Probation Department

Policy Manual

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that they have choices. Some youth have been the victim of domestic violence, sexual abuse, and/or human trafficking, and have not always experienced appropriate role models.

All department training curriculums for juvenile facility staff shall include relevant trauma-informed care, gender responsive and culturally responsive best practices, and methods.

All use of force incident reviews by the duty officer/supervising probation officer and managers shall ensure both youth and staff are debriefed for the purpose of training as well as mitigating the effects of trauma for both staff and youth and document such in the duty statement.

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