

Department of Corrections Equity Update

Louisville Metro Government
October 6, 2022



Equity Statement

- The Louisville Metro Department of Corrections (LMDC) is committed to promoting a diverse and inclusive workplace anchored in culturally responsive and evidence-based practices for individuals who are justice-involved. LMDC aims to reduce recidivism through effective treatment and rehabilitative efforts and is dedicated to practicing equal opportunity in employment. Every employee is treated respectfully, with the expectation that employees do the same for those we serve.



Equity Goals

- 1) Conduct person-first and identity-first language training for all staff in FY23.
- 2) Create and publicly display person-first and identify-first language informational handouts throughout staff workstations in FY23.
- 3) Develop a multi-week Citizens Corrections Academy to educate, involve, and connect community members to LMDC in FY23.



Key Performance Indicators

- Goal #1 KPI: All staff have completed person-first and identity-first language training in FY23.
- Goal # 2 KPI: Person-first and identify-first language informational handouts will be printed and visibly displayed in all staff workstations in FY23.
- Goal # 3 KPI: A minimum of 10 community members will participate and graduate from the Citizens Corrections Academy in FY23.



Equity Updates

1. Person First and Identity-First Language Training

- ✓ Training Developed
- ✓ Nine Agency Members have received the training and have received 'train-the-trainer' instruction.
- ✓ First in-service course will begin 10/26/22 and training will begin to be implemented in the department.



Equity Updates

2. Person First and Identity-First Language Handouts will be Printed & Displayed.

- ✓ Posters have been selected and purchased
- ☐ Feeling Safe/Heard
- ☐ Suicide
- ☐ Cultural/Racial Awareness
- ☐ Mental Health
- ✓ 30+ locations for display identified

**PEOPLE MATTER,
WORDS MATTER**

ARE YOU USING **PEOPLE-FIRST** LANGUAGE?

Language matters in compassionate care, especially in behavioral health care, and that doesn't mean just what you say in front of a patient. What you say behind closed doors with coworkers can be the seed for stigma and perpetuate discrimination against a person based on a physical or mental disorder.

Using people-first language means speaking in a way that primarily acknowledges the person, rather than the illness or disability. In other words, individuals with mental illness and disabilities are first and foremost ... **people!**

TRY SAYING THIS...

- ▶ People with a mental illness...
- ▶ He has schizophrenia.
- ▶ They are a person with addiction.
- ▶ She has borderline personality disorder.
- ▶ He has an intellectual disability.
- ▶ A person suffering from depression...
- ▶ She is a person who uses a wheelchair.

[THESE WORDS INDICATE WHAT A PERSON HAS,
NOT WHAT A PERSON IS]

INSTEAD OF THIS

- The mentally ill...
- He's schizophrenic.
- They're an addict.
- She's borderline.
- He is retarded.
- A depressed person...
- She's wheelchair bound.

[THESE WORDS LIMIT AN
INDIVIDUAL'S FULL POTENTIAL]

Thanks to Linden Oaks Behavioral Health for being a source of this information.

American Hospital Association
Advancing Health & America

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Next Steps

☐ Citizens Corrections Academy

- Curriculum is currently being developed
- Seeking input from community members re: needs, interests, and concerns
- Develop/Implement Academy Course
- Recruit and Enroll interested Participants



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