



**46th ANNUAL**  
**FMHAC**

VIRTUAL CONFERENCE

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**MARCH 31 - APRIL 2**

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**WELCOME LETTER  
FROM  
THE BOARD PRESIDENT**

*Welcome*



**W**elcome to the first FMHAC conference where appropriate attendee attire includes pajamas, furry bunny slippers, and perhaps even unkempt hair. I imagine by now that most people have adjusted to work in a virtual setting, so I'm hopeful that this year's virtual conference will be experienced, oddly enough, as essentially normal.

Looking back at last year's cancelled conference and the subsequent months, I'm reminded of a scene from a classic movie. At the end of *Caddyshack*, we watch as the main characters finish a round of high stakes golf, with dozens watching as the final, potential game winning putt inches up to the hole, stopping just at the edge of the cup. At that moment, the golf course erupts in a series of explosions, sending most running and screaming for cover. But there's one course official who stares assertively at the golf ball pitched just at the edge of the cup, watching, waiting, maintaining all focus on the ball despite the chaos around him, never breaking his gaze. Never breaking our gaze. I feel like this describes these past 12 months for probably most of us. The business of providing for the needs of the individuals and systems of care we serve continued to require our attention, and maybe even more so with pandemic-related impacts during this upside-down year. As a field made up of deeply committed professionals, most of you found yourselves sharpening your gaze in order to keep to the task at hand while pandemic-related distractions explode all around. Advancing your knowledge in the field could have easily become one of the many vestiges cast aside during this time. Clearly, you held your gaze. A virtual hats-off to all of you for keeping to the task of advancing the collective knowledge of the field.

This year, I extend to you a rather different type of welcome; half great to see you here and half congratulations on managing the upside down that was and continues to be our pandemic year. Sit back in whatever attire you chose and indulge in our smorgasbord of forensic mental health delights that is the 46th Annual (but 1st virtual) Forensic Mental Health Association of California Conference.

A handwritten signature in blue ink, appearing to read "Kevin Rice".

Kevin Rice, LCSW, CCHP-MH  
FMHAC Board President

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# WELCOME LETTER FROM EXECUTIVE DIRECTOR

**H**ello FMHAC members and friends,

Welcome to the 46th Annual FMHAC Conference. I know this conference is nothing like we anticipated, but I have to say, I am very excited about a lot of things. I am so excited to kick-off this first-ever virtual conference.

A little over a year ago, on Day 2 of our three-day conference, we were forced to abruptly shut down when the COVID-19 pandemic broke out, throwing us all into uncharted waters. Fast-forward to today, I never would've imagined the pandemic lasting this long, and that in-person social interactions would still have its limitations. Thus, forcing us into a world made possible mostly through technology in search of our new normal.

Although going virtual was not what we had originally planned, I am excited and proud of what our team has been able to achieve thus far, and how we were able to pivot. I am excited about being able to provide the opportunity for some who ordinarily would not have been able to attend due to budgetary constraints. I'm excited that going virtual now offers you a wonderful chance to experience an exceptional education line-up while in the comfort of your own home or office. I'm excited that you now have the ability to earn up to 53 continuing education credits in a span of over two months.

Lastly, I'm excited that we get to try something new, and that we are doing it together.

So sit back, relax, and enjoy this unique experience with us. I can't wait for all of us to get together in person at next year's annual conference at the Marriott Marquis in San Diego, California.



A handwritten signature in black ink, appearing to read 'Catherina Isidro'.

Catherina Isidro  
FMHAC Executive Director



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# SCHEDULE AT A GLANCE

## WEDNESDAY, March 31

- 12:30 — 1:00 pm **President's Remarks**
- Kevin Rice, LCSW, CCHP-MH  
FMHAC President
- 1:00 — 3:00 pm **Opening Presentation**  
Mass Violence Prevention: What Do We Know and Where Do We Go From Here?
- James Densley, PhD
- 3:00 — 3:15 pm **BREAK**
- 3:15 — 6:30 pm **Keynote Presentation**  
Interpersonal and Structural Trauma of People in the Criminal Legal System
- Sarah Vinson, MD
- 4:45 — 5:00 pm **BREAK**
- 6:30 — 7:00 pm **Welcome Reception**

## THURSDAY, April 1

- 9:00 — 10:30 am **Breakout Presentation 1**
- 10:30 — 10:45 am **BREAK**
- 10:45 am — 12:15 pm **Breakout Presentation 2**
- 12:15 — 1:15 pm **LUNCH BREAK**
- 1:15 — 2:45 pm **Breakout Presentation 3**
- 2:45 — 3:00 pm **BREAK**
- 3:00 — 4:30 pm **Breakout Presentation 4**
- 4:45 — 5:45 pm **FMHAC Business Meeting**

## FRIDAY, April 2

- 9:00 — 10:30 am **Closing Presentation 1**  
Social Determinants and Mental Health
- Ruth Shim, MD, MPH
- 10:30 — 10:45 am **BREAK**
- 10:45 am — 12:15 pm **Closing Presentation 2**  
Saving Lives: Caring for Individuals with Opioid Use Disorder and/or Co-Occurring Substance Use, Mental Health and Physical Health Disorders
- Thomas Freese, PhD
- 1:00 — 2:30 pm **Mental Health Innovation: Barriers and Opportunities**
- Sharmil Shah, PsyD
  - Jake Segal

## CONFERENCE AWARDS

# CONGRATULATIONS!

WILLIAM T.  
ROSSITER

2021  
RECIPIENTS

CHRISTINE M.  
WEST

### WILLIAM T. ROSSITER AWARD

The William T. Rossiter Award honors an individual who has made, over a period of time, an exceptional global contribution to the field of Forensic Mental Health. This year, the award goes to Jo Robinson.

#### Jo Robinson



In 1985, Jo Robinson began her career in forensic mental health as a clinician for the San Francisco county jails. In 1991, she became the director of that county's Jail Psychiatric Services. During her tenure, the program grew to become a nationally recognized program that was visited by other counties, states, and countries. This program included a proactive aftercare program for incarcerated individuals in need of outpatient mental health services.

Jo served as a subject matter expert for the California Board of State and Community Corrections, the Department of Justice, and the National Sheriffs' Association. Partnering with law enforcement, she was a national trainer for police and deputies on mental illness and suicide prevention. As a member of the California Behavioral Health Directors' Association's Forensic Committee, she aided in the creation of the nationally recognized suicide prevention training video, "On Your Watch." She was instrumental in the creation of Mental Health Courts and Crisis Intervention Team (CIT) trainings in California. For many years, Jo was a reviewer for the California Medical Association's Institute for Medical Quality creating standards and evaluating counties' jail mental health programs. Jo was an

original member of the State of California's Council on Criminal Justice and Behavioral Health (formerly the Council on Mentally Ill Offenders), as well as the Words to Deeds committee. For several years, Jo was elected to the FMHAC Board of Directors, which included several terms as conference chair. In 2010, Jo was appointed as Behavioral Health Director for the City and County of San Francisco; a position that she held until her 2016 retirement. She currently is a commissioner on Oakland's Public Safety and Services Violence Prevention Oversight Commission and most importantly, an active grandmother.

## **CHRISTINE M. WEST AWARD**

The Christine M. West Award recognizes significant contributions by dedicated individuals working in the field of Forensic Mental Health. This year, FMHAC honors Victoria Simon.

### **Victoria Simon, PhD, MFT**

Victoria Simon has worked with passion and dedication in the field of criminal justice and offender treatment for over 25 years. After completing her education in Europe, Victoria merged her training in forensic psychology with a focus on communication and conflict resolution, obtaining her mediation certification with the Los Angeles County Bar Association.



She started her career with the Los Angeles County Forensics Department, developing and running programs within the Los Angeles County jails. Appointed by the United States Department of Justice and in collaboration with the Los Angeles Sheriff's Department and Los Angeles County Department of Mental Health, Victoria designed and implemented a new branch of care for adult inmates, the Jail Mental Evaluation Team (JMET), which received recognition for its outstanding contribution to inmate safety and mental health care.

Over the past two decades, Victoria has consulted in the development of diversion and re-entry programs for organizations such as the Los Angeles City Attorney's Office, the Los Angeles Sheriff's Department and Friends Outside. She has been a trainer and presenter for organizations including, the United States Federal Probation, Bureau of Justice Assistance, National Association of Drug Court Professionals, Forensic Mental Health Association of California, Los Angeles County Public Defender's Office, Los Angeles Police Department, and California Department of Corrections and Rehabilitation.

In 2006, she founded Project 180, a forensic treatment agency in Downtown Los Angeles, where she focused on the development of innovative in-reach, re-entry, and community programming. Under her leadership, Project 180 has run over 20 different programs for offenders, including the Intensive Outpatient Program for Federal Probation, the award winning Los Angeles Co-Occurring Disorder Court and services for AB 109 offenders. In 2015, Victoria stepped down as the Project 180 Director to launch JustUs™.

## WEDNESDAY, MARCH 31

12:30 — 1:00 pm

### President's Remarks

Kevin Rice, LCSW, CCHP-MH

1:00 — 3:00 pm

### MASS VIOLENCE PREVENTION: WHAT DO WE KNOW AND WHERE DO WE GO FROM HERE?

CE: CPA/BBS/BRN James Densley, PhD

2.0 CE hrs

For three years, James Densley (with his colleague Jillian Peterson) has studied the life histories of mass shooters in the United States for a project funded by the National Institute of Justice, the research arm of the United States Department of Justice. He's built a database dating back to 1966 of every shooter who killed four or more people in a public place, and has interviewed incarcerated mass shooters and their families and friends; people who planned a shooting but changed their minds; shooting survivors and first responders. The goal has been to find new, data-driven pathways for preventing mass shootings. The study shows that mass shooters typically have four things in common: They suffered early-childhood trauma and exposure to violence at a young age. They were angry or despondent over a recent event, resulting in feelings of suicidality. They studied other mass shootings, often online, and found inspiration. And they had the opportunity to carry out an attack. By understanding the traits that mass shooters share, we can do more than just upgrade security or lockdown an entire generation. We can instead plan to prevent the violence.

3:15 — 6:30 pm

### INTERPERSONAL AND STRUCTURAL TRAUMA OF PEOPLE IN THE CRIMINAL LEGAL SYSTEM

CE: CPA/BBS/BRN Sarah Vinson, MD

3.0 CE hrs

Marginalized populations who are not only failed, but often also harmed, by the housing, child-welfare, educational and employment systems are at higher risk for mental illness; however, far too often, the mental health system, be it private or public, is not readily accessible, culturally responsive, or a reliable source of effective interventions for them. When untreated mental illness results in behaviors that do not conform to societal expectations, people from these populations are disproportionately funneled into the criminal justice system. Unlike the school system that suspends or expels them, the housing system that evicts them, the employment system that never hires or readily fires them, and the mental health system that denies or delays their treatment, the gates of the criminal justice system are always open. As such, it is a system where the marginalized and those disproportionately impacted by myriad structural and interpersonal traumas are grossly over-represented. It follows that an understanding of the biopsychosocial impacts of interpersonal and structural trauma are essential knowledge for anyone working in, or collaborating with the criminal legal system.

6:30 — 7:00 pm

### WELCOME RECEPTION

# THURSDAY, APRIL 1

## 9:00 — 10:30 am BREAKOUT PRESENTATION 1

CE: CPA/BBS/  
BRN

### CONTROVERSIES IN FORENSIC MENTAL HEALTH: HISTORICAL AND FUTURE PERSPECTIVES

Ariana Nesbit, MD, MBE  
David Naimark, MD

1.5 CE hrs



The field of forensic psychiatry has evolved over the years. This panel will allow audience members to consider the evolution of several issues in forensic mental health, including the right to access treatment, the evolution of psychiatrists as “jailers,” mental illness and guns, the incompetent to stand trial crisis, and emerging genetic and neuroimaging technologies with their potential impact in the courtroom.

CE: CPA/BBS/  
BRN/MCLE

### THE DIAGNOSIS DEBATE: ITS USE IN NGI, IST, MDO AND SVP EVALUATION – PART 1

Melinda DiCiro, PsyD, ABPP  
Susan Napolitano, PhD  
Brandon Yakush, PsyD

1.5 CE hrs



Mental disorder is a threshold condition for meeting the statutory elements of incompetent to stand trial (IST) status, not guilty by reason of insanity findings (NGRI), or mentally disordered offender (MDO), and sexually violent predator (SVP) commitment. What constitutes a mental disorder in forensic contexts varies both by the statutory definition and the impact of the disorder on specifically defined functions or capacities. No psychiatric diagnosis alone, no matter its nature, is sufficient for a person to be deemed IST or NGRI, or to meet the definitions of severe mental disorder under the mentally disordered offender law or diagnosed mental disorder per the sexually violent predator law. Each of these determinations has its definitions, exclusions, and controversies. This presentation will demonstrate the application of legal criteria to determining whether a mental disorder exists as a threshold condition in these forensic evaluations, common in California. The presentation will first explore the relevance of diagnosis, particularly Diagnostic and Statistical Manual of Mental Disorder (DSM) diagnoses, to forensic evaluations in general. It will then define mental disorder and exclusions for each of the four statutory schemes. Arguments for and against use of diagnoses in each scheme will be reviewed. The specific application of statutory and other legal elements for determining the presence or absence of a qualifying mental disorder will be demonstrated with case examples.

## TRACKS LEGEND



Sex Offender



Clinical



Juvenile



Legal



Words to Deeds

## THURSDAY, APRIL 1 *(continued)*

CE: CPA/BBS/BRN

1.5 CE hrs



### PRACTICAL EVIDENCE-BASED INTERVENTIONS FOR JUVENILES ON PROBATION

Norbert Ralph, PhD, MPH

The goal of the presentation will be to give participants well researched, effective models for probation youth, which can be readily implemented, are user- and client friendly, and are cost-effective. The research and theoretical basis for working with juveniles will be discussed. Prosocial interventions are currently being used for juveniles on probation in California. The models target modifiable criminogenic risk factors for these youth. Interventions have been implemented consistent with "best practices" associated with better outcomes. These principles include competency-based training in the model, specific description of the treatment in manualized or work book format, quality assurance measures to ensure that the model is being implemented with fidelity, and "built in" outcome measures to assess effectiveness. The models have been modified to be developmentally, culturally, and trauma sensitive. The prosocial models discussed include Aggression Replacement Training and Being a Pro, which target deficits in prosocial reasoning. The use of both models is associated with positive outcomes for probation youth.

CE: CPA/BBS/BRN

1.5 CE hrs



CE: CPA/BBS/BRN

1.5 CE hrs

### ADDRESSING BURNOUT DURING TIMES OF UNCERTAINTY

Melissa Piasecki, MD  
Heather Haslem, MS

This interactive workshop looks at the "good news" about burnout: that there are evidence-based tools and strategies that we can apply to increase resilience and decrease the impact of chronic stress. Participants will have a hands-on experience with brief interventions and will be invited to craft a change plan to promote individual and institutional wellness.



### UNDERSTANDING SUICIDE AND SUICIDE RISK IN SPECIFIC INMATE GROUPS: LIFERS, FEMALES, AND THE SEVERELY MENTALLY ILL

Robert Horon, PhD  
Justine Schmollinger, JD, PhD  
Amber Carda, PsyD

This presentation will feature three integrated talks regarding risks for suicide that are specific to certain groups of inmates. First, one panel member will discuss the unique vulnerabilities to suicide of inmates with major mental illness, incorporating findings from a large study of patients in a correctional inpatient hospital. Next, a second panel member will present research on male inmates with life crimes, noting the distinguishing suicide risk factors in the group from both a research and clinical perspective.

## THURSDAY, APRIL 1 *(continued)*

Third, a panelist will discuss differences in suicidal behaviors in female inmates based on interviews and analyses of suicide attempts in women's prisons. The presentation will conclude with a discussion of implications in working with each group and a question and answer session.

CE: CPA/BBS/BRN/  
MCLE

1.5 CE hrs



### **BEHAVIORAL HEALTH COURT MODEL: THE DANCE OF MENTAL HEALTH AND THE JUSTICE SYSTEM**

Breawna Lane, LMFT

Telecare Corporation has provided services to individuals with serious mental illness and co-occurring justice involvement issues for more than 15 years. The focus of this presentation is to highlight the Behavioral Health Court (BHC) model, a treatment modality that Telecare offers the community through programs in Orange County and San Diego County, California. This presentation will focus on the San Diego County model. Behavioral Health Court has also recently expanded to include diversion which will be highlighted in the presentation as well. The BHC model has been a productive and effective model to support individuals with serious mental illness who are on probation, to help them regain and maintain stability, fulfill the obligations of their probation requirements, prevent recidivism into the criminal justice system, and take steps toward a healthier future, more stable life, and meaningful roles in the community.

CE: CPA/BBS/BRN

3.0 CE hrs



### **JAIL TO COMMUNITY RE-ENTRY PROGRAM: THE MISSING BRIDGE FROM INCARCERATION TO RECOVERY**

Geoffrey Glowalla, LMFT, MPA, CCHP  
Adelene Tsujiuchi, PsyD, LMFT, CCHP

The Orange County Jail houses 2,500-3,000 individuals who suffer from complex co-occurring disorders including mental illness, substance use disorders and chronic health conditions. Many of the inmates housed at the Orange County Jail are either facing, or are at risk of facing homelessness, which is compounded with multiple barriers to accessing resources and treatment. Beginning in 2019, the Orange County Jail integrated the Jail to Community Re-Entry Program into their mental health services to bridge the gap between incarceration and re-entering society. This presentation examines the societal issues in both the institution and the community, as well as the importance of linkage to stability after incarceration and lapses in treatment. There will be an overview in the program's structure, operations, data gathering and evidence-based intervention using risk assessment to identify criminogenic factors and matching services for better outcome. The presentation offers an analysis of the data along with addressing the successes, challenges, and future recommendations. Lastly, the presentation will examine the impact of COVID-19 on re-entry services, resources, length of stay in jail, and contingency plan for future crisis.

## THURSDAY, APRIL 1 *(continued)*

CE: CPA/BBS/BRN

### WORDS TO DEEDS – THE CASE FOR IST DIVERSION

Katherine Warburton, DO

1.5 CE hrs



State and national expert, Dr. Warburton, will provide a review of the historical, national, and research trends that support the case for mental health diversion with specific emphasis on diversion of individuals found incompetent to stand trial (IST). The session will enhance audience understanding of the national IST problem and provide insight as to why more and more individuals with serious mental health disorders are ending up in jail, and why we must look to community-based solutions to help solve the problem. Attendees are encouraged to ask questions to improve their own professional effectiveness.

## 10:45 am — 12:15 pm BREAKOUT PRESENTATION 2

CE: CPA/BBS/BRN

### WHAT DOES CHANGE MANAGEMENT HAVE TO DO WITH FORENSIC MENTAL HEALTH? PART 1

Will Cash

Tom Granucci, LCSW

1.5 CE hrs



If you have been recently tasked with starting the implementation of evidence-based practices (EBPs) in your agency or you are in the middle of an EBP implementation effort, then this workshop is for you. The workshop will begin with a brief review of the Risk-Need-Responsivity (RNR) model. The focus will be to use implementation science as a framework for successful implementation of EBPs. The workshop will assist attendees to practically integrate the RNR model into their day-to-day mental health practice. The presenters will facilitate a series of discussions which will cover organizational development areas of: 1. becoming an evidence-based organization vs. training in an EBP; 2. implementation stages; 3. paradigm shift; 4.. change management leadership, including technical & adaptive leadership; 3. selection, training, and coaching; and 4. data driven decision making. Participants will interact with the presenters around implementation science ideas and their application to forensic mental health work.

CE: CPA/BBS/BRN/  
MCLE

### THE DIAGNOSIS DEBATE: ITS USE IN NGI, IST, MDO, AND SVP EVALUATION (PART 2)

Melinda DiCiro, PsyD, ABPP

Susan Napolitano, PhD

Brandon Yakush, PsyD



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## THURSDAY, APRIL 1 *(continued)*

alone, no matter its nature, is sufficient for a person to be deemed IST or NGRI, or to meet the definitions of severe mental disorder under the mentally disordered offender law or diagnosed mental disorder per the sexually violent predator law. Each of these determinations has its definitions, exclusions, and controversies. This presentation will demonstrate the application of legal criteria to determining whether a mental disorder exists as a threshold condition in these forensic evaluations, common in California. The presentation will first explore the relevance of diagnosis, particularly DSM diagnoses, to forensic evaluations in general. It will then define mental disorder and exclusions for each of the four statutory schemes. Arguments for and against use of diagnoses in each scheme will be reviewed. The specific application of statutory and other legal elements for determining the presence or absence of a qualifying mental disorder will be demonstrated with case examples.

**CE: CPA/BBS/  
BRN**

### **AN OVERVIEW OF THE SEXUAL BEHAVIOR TREATMENT PROGRAM: A COURT ORDERED SEX OFFENDER TREATMENT FOR JUVENILES IN A CORRECTIONAL SETTING**

**1.5 CE hrs**

Kirsten Mason, PsyD  
Brenda Chiu, PsyD



This presentation will be an overview of the Sexual Behavior Treatment Program (SBTP) which is provided to court mandated youth who are sentenced to California Department of Corrections and Rehabilitation Division of Juvenile Justice. Research on juveniles who sexually offend as well as the research used to guide the creation and implementation of this treatment will be provided. A closer look at the population of youth we serve and the recidivism rates after treatment and re-entry back into the community will also be discussed. This presentation will be done by two SBTP clinical psychologists who are actively working within this program and can provide a first-hand narrative of the implementation and success of this treatment approach.

**CE: CPA/BBS/  
BRN**

### **EVIDENCE-BASED UNDERSTANDING OF EMPATHY AND SEXUAL OFFENDING**

**1.5 CE hrs**

Elijah Morrow, PsyD  
Adam Yerke, PsyD



Sexual offenders are commonly assumed to lack, or have limited empathy, otherwise, how could they commit such horrendous acts? Likewise, many sexual offender treatment programs maintain that development of "victim empathy" is imperative for rehabilitation. However, researchers have continually found this intervention to have limited impact on reducing sexual recidivism. This presentation provides evidence-based information about the relationship between empathy and sexual offending. Presenters describe the history of this topic, giving an overview of theories, research, and practices. Most notably, results from a meta-analysis completed by the presenters in 2018 are delineated, including significant differences found between sexual offenders and the general population for general and cognitive empathy, but not affective empathy. In light of these findings, implications for effective management of sexual offenders are explored, including evidence-based treatment.

## THURSDAY, APRIL 1 *(continued)*

CE: CPA/BBS/BRN/  
MCLE

1.5 CE hrs



### FELONY MENTAL HEALTH DIVERSION – BREAKING THE CYCLE OF CRIMINAL JUSTICE INVOLVEMENT FOR PEOPLE WITH MENTAL ILLNESS

Darci Delgado, PsyD  
Barbara McDermott, PhD  
Ashley Breth, MA  
Sheri Akins, LMFT  
Todd Schirmer, PhD

National trends across the United States reveal that many states struggle to manage individuals facing competency issues within the criminal justice system. Nowhere in the country is this problem more evident than in California, where our system's strain is exacerbated by the sheer number of individuals cycling through our courts, jails, and state hospitals. In Fiscal Year (FY) 2017-2018, the California Department of State Hospitals (DSH) treated 5,813 individuals found Incompetent to Stand Trial (IST), an 83% increase in the number of IST's treated system-wide compared to FY 2010-2011. Based largely on the research finding that defendants were not accessing mental health services in the six months prior to their arrest, or were only accessing emergency services, the California legislature passed Assembly Bill 1810 (AB 1810) and Senate Bill 215 (SB 215) giving provisions to judicial entities to divert individuals at Intercept 2 and/or 3 into community based mental health treatment. In conjunction with AB 1810 and SB 215, DSH received \$100 million dollars in the 2018-2019 Governor's budget to contract with counties to develop new or expand existing diversion programs for individuals with serious mental illness who are primarily diagnosed with schizophrenia, schizoaffective disorder, or bipolar disorder with potential to be found IST on felony charges. California stakeholders are now operating from a premise that something must be done to ensure that individuals with serious mental illness are diverted from the criminal justice system. This urgency is compounded by our belief that efforts must be made to connect people with community-based treatment. Pre-trial Felony Mental Health Diversion programs do just that. This presentation will review the components of a mental health diversion program, utilizing subject matter experts from Sacramento County. Additionally, presenters will review lessons learned during the first year of program implementation, touching briefly on the importance of diversion during the COVID19 pandemic. Finally, presenters will discuss the preliminary findings and outcomes for counties that have implemented diversion programs across the state.

## THURSDAY, APRIL 1 *(continued)*

CE: CPA/BBS/BRN/  
MCLE

1.5 CE hrs



### BLUEPRINT FOR A SUCCESSFUL MENTAL HEALTH COURT

Teri Lipelt  
Jasmine Gonzalez, BS  
Jonathan Raven, JD  
Preston Schaub, JD  
Allison Zuvella, JD

Mental Health Courts (MHC) generally began in 1997. They came to be due to the ever increasing number of people with Serious Mental Illness (SMI) involved in the criminal justice system. As of 2009, there are more than 250 mental health courts across the country, with many additional courts in the planning phase. Mental Health Courts have evolved in the 20 plus years since they began and there is great variety in how individual MHC's are operated. Yolo County's Mental Health Court began in 2013, and since its inception, has seen great success. Even a year after completing the program, graduates have a 96% reduction in recidivism, 100% reduction in Department of State Hospital bed days, and a 67% reduction in local hospital bed days. In this presentation, Mental Health Court representatives from the Yolo County District Attorney's Office, the Public Defender's Office, and Health and Human Services Agency will discuss what they believe are the three keys to the program's success: The District Attorney's Office involvement, effective interagency collaboration, and an intense & holistic treatment approach.

CE: CPA/BBS/BRN

1.5 CE hrs



### WORDS TO DEEDS - FROM CDCR TO COMMUNITY: TRANSITION PLANNING BEFORE, AT AND AFTER THE "GATE"

Lisa Heintz, JD  
Doug Smith, MD, DFAPA  
Holly Cundiff, MA  
Terri McDonald

Transitioning from prison to local communities requires extensive preparation and planning, particularly with regard to individuals who have behavioral health needs. In addition to health and behavioral health services, many of these individuals require services from multiple systems, such as access to supported housing, income support, education/vocational training, and services to address their criminogenic needs, all of which are ideally provided through a collaborative and coordinated multi-agency infrastructure. Although this is no easy task, experts from the California Department of Corrections and Rehabilitation (CDCR) and Summit County, Ohio, will each present their current, effective prison-to-community transition processes, as well as highlight areas where more work is needed to strengthen and sustain these efforts. While CDCR is mandated by the SB 369 veto message to focus on prisons, many of the identified barriers and potential steps to address them applies to reentry from jail, as well.

12:15 — 1:15 pm LUNCH

## THURSDAY, APRIL 1 *(continued)*

### 1:15 — 2:45 pm **BREAKOUT PRESENTATION 3**

**CE: CPA/BBS/BRN**

1.5 CE hrs



#### **WHAT DOES CHANGE MANAGEMENT HAVE TO DO WITH FORENSIC MENTAL HEALTH? PART 2**

Will Cash

Tom Granucci, LCSW

If you have been recently tasked with starting the implementation of evidence-based practices (EBPs) in your agency or you are in the middle of an EBP implementation effort, then this workshop is for you. The workshop will begin with a brief review of the Risk-Need-Responsivity (RNR) model. The focus will be to use implementation science as a framework for successful implementation of EBPs. The workshop will assist attendees to practically integrate the RNR model into their day-to-day mental health practice. The presenters will facilitate a series of discussions which will cover organizational development areas of: 1. becoming an evidence-based organization vs. training in an EBP; 2. implementation stages; 3. paradigm shift; 4.. change management leadership, including technical & adaptive leadership; 3. selection, training, and coaching; and 4. data driven decision making. Participants will interact with the presenters around implementation science ideas and their application to forensic mental health work.

**CE: CPA/BBS/BRN/  
MCLE**

1.5 CE hrs



#### **THE ELUSIVE COMPETENCE TO STAND TRIAL ELEMENT: (IN)ABILITY TO ASSIST COUNSEL IN THE CONDUCT OF A DEFENSE IN A RATIONAL MANNER ELEMENT OF COMPETENCE: HOW TO CONSIDER IT; HOW TO EVALUATE IT**

John Phillipsborn, Med, MAS, JD

The assessment of the accused possible incompetence to stand trial should, according to the California statutory definition, involve the assessment of whether that accused is “unable...to assist counsel in the conduct of a defense in a rational manner.” In order to assess that element, it is important to understand it as it is defined in the law, and as courts and standards of practice have defined the concept. Both courts and experts in the field have described this element as one that is outside the frame of knowledge of many assessing mental health professionals. This session will provide a discussion of relevant authorities, and will review how the element is discussed in case law, and in relevant literature.

## THURSDAY, APRIL 1 *(continued)*

CE: CPA/BBS/BRN

1.5 CE hrs



### RISK ASSESSMENT APPROACHES FOR YOUTH WHO HAVE SEXUALLY OFFENDED: THE VIOLENCE RISK SEXUAL-YOUTH SEXUAL OFFENSE VERSION (VRS-YSO) PART 1

Mark Olver, PhD

This half day seminar provides an overview of assessment approaches, recent findings, and issues in sexual offense risk assessment with male juvenile populations. The Violence Risk Scale-Youth Sexual Offense version (VRS-YSO), a dynamic risk assessment and treatment planning tool for youth who have sexually offended, will be reviewed in detail as an illustrative approach. Attendees will have the opportunity to complete a practice case scoring the VRS-YSO and to discuss their own cases. Implications for sexual offense risk management and support for youth and families to prevent future sexual offending and promote healthy functioning and wellbeing will be discussed.

CE: CPA/BBS/BRN/  
MCLE

1.5 CE hrs



### FIELD RELIABILITY OF SVP EVALUATION

Joseph Lockhart, PhD, ABPP

Melinda DiCiro, PsyD, ABPP

Sexually Violent Predator (SVP) evaluations have high stakes consequences for public safety and individual rights and civil liberties. They must be reliable. Statistical reliability is the foundation of test validity and predictive ability. Similarly, diagnoses must be reliable statistically, especially for use in high-stakes decisions. Poor inter-rater reliability might be due to poor or inadequate training, or possibly to bias. Examining the field reliability of these evaluations is the best way to test these features. This presentation explores research recently conducted at the Department of State Hospitals which demonstrates a high level of field reliability in the conduct of SVP evaluations for inmates facing potential SVP commitment after their prison terms. The presenters will first review the ethical and scientific foundations of objective assessment, particularly evaluator vulnerability to bias. They will then review key studies demonstrating limited reliability in some field studies of risk assessment instruments. Ways to mitigate and control for bias and enhance reliability of evaluator decision-making will be discussed. The specific outcomes of the research are explored in this context. The results showed high inter-rater reliability of actuarial risk assessments for both negative and positive SVP report findings. As well, higher actuarial risk ratings were associated with a higher probability of a positive SVP outcome. The kappa reliability of pedophilic disorder was substantial for both positive and negative outcomes. This suggests that evaluators determine outcome on both diagnosis and risk, as is fitting base on established theory, empirical evidence, and statutory requirements. The research showed no significant difference between state-employed and contractor employees, suggesting little “adversarial allegiance” in this sample.

## THURSDAY, APRIL 1 *(continued)*

The presenters will then explain the results of this research from a bias mitigation perspective. They propose that known and established ways of improving reliability are in play in the context of these evaluations. High standards of evaluator selection, standardized assessment, rigorous and consistent training, and robust quality assurance programs contribute to these high levels. Recommendations for continued quality improvement and applicability to other programs is discussed.

**CE: CPA/BBS/BRN**

**1.5 CE hrs**



### **CREATING AND MAINTAINING A BEHAVIORAL HEALTH PROGRAM IN SAN MATEO COUNTY CORRECTIONAL FACILITIES**

Shivika Dharamrup, PsyD  
Alexa Carbajal, PsyD

This presentation will describe the successes and challenges of creating, maintaining and expanding a behavioral health programming unit in a correctional setting. Presenters from both San Mateo County's Correctional Health Services and Sheriff's Office will discuss their perspectives, creative programming strategies, and the multi-disciplinary collaboration that is essential for a successful unit. The presentation will review the incentive-based programming offered, incentives used, multi-disciplinary approach to selecting intimates, re-entry planning, and collaboration with program providers within the jail as well as in the community. Additionally, we will review the jail's crisis continuum to include our in-custody Acute Stabilization Unit (ASU). This is Lanterman-Petris-Short (LPS) unit in which we can 5150 inmates and provide force medications. It is a co-ed 10 bed housing pod within the jail.

**CE: CPA/BBS/BRN**

**1.5 CE hrs**



### **SERIOUS MENTAL ILLNESS, SUBSTANCE USE DISORDER, AND CRIMINAL THINKING IN OFFENDER IN COMMUNITY SETTINGS: IMPLICATIONS FOR POLICY AND PRACTICE**

Andrea Dauber-Griffin, PhD  
Mona Minton, PhD  
Audrey Bordeaux, JD

The scientific "mad or bad?" debate dates back to asylums of the European Enlightenment era. Although science has advanced our understanding of the intersection of criminality and mental illness in offenders, practitioners and policy makers largely not only fail to engage in this debate, they also fall short of significantly lowering recidivism in mentally disordered offenders. Mentally disordered offenders have some of the highest recidivism rates among all offender populations, in part because they also have high rates of a co-occurring substance use disorder. However, interventions that aim at improving their mental health and leading to more stability, which is currently the focus of many interventions in the criminal justice sector, have not yielded significant improvements in recidivism rates for this group. Different scholarly inquiries have been conducted into practices that can effectively lower recidivism in mentally disordered offenders, particularly those that engage in violent behavior. To date, Cognitive Behavioral Therapy (CBT), social learning and cognitive skills approaches along with Dialectical Behavioral Therapy (DBT), anger management and psychiatric medications have received some support in the literature, but results tend to be mixed.

## THURSDAY, APRIL 1 *(continued)*

Moreover, many providers are limited in their ability to provide these interventions because they often have to hire inexperienced and inadequately trained staff due to funding restrictions and labor market fluctuations. Often, clinical staff are not well trained to target criminal thinking and attitudes because it is generally outside of their scope of education and practice. Universities and colleges offering clinical education programs have yet to recognize the importance of incorporating criminogenic risks and needs, risk-need-responsivity models and the like, in working with psychiatric patients who are also offenders. In California, changes in laws and policies have resulted in a close collaboration between the criminal justice sector courts, judges, attorneys, law enforcement agencies and treatment providers of mental health and substance use services. Representatives of both sides naturally focus on different aspects when working with mentally disordered offenders. To be able to foster a more effective treatment and re-entry landscape, treatment providers need to realize that providing mental health services alone does not effectively target criminal thinking and attitudes in mentally disordered offenders. To be effective, they must find ways to incorporate interventions they have not been trained and/or contracted to deliver. Similarly, law enforcement and prosecution have to acknowledge that punishment through detention and incarceration will do little to treat and stabilize the offender's mental health and that interventions that target their criminal thinking and attitudes may not be deliverable when the offender is struggling with symptoms that stem from their mental disorder. Law enforcement, courts, probation officers and other criminal justice staff may mistake behavior that results from the offenders' mental disorder as criminal in nature, and treatment staff may mistake behavior that stems from criminal thinking and attitudes as symptomatic of the offender's mental disorder. Creating systems where all involved parties are able to meaningfully exchange information, collaborate and create satisfying outcomes for everyone seems to be a daunting task but efforts are underway. San Diego County started the "Justice Involved Services Training Academy" (JISTA) several years ago to bring both sides closer and start training treatment providers on criminogenic risks and needs that are not typically targeted by treatment.

**CE: CPA/BBS/BRN/  
MCLE**

**1.5 CE hrs**

### **APPLYING COLLABORATIVE JUSTICE TO SEXUALLY VIOLENT PREDATOR CIVIL COMMITMENT**

Shoba Sreenivasan, PhD  
Amy Hoffman, JD  
Allen Azizian, PhD



Sexually violent predator (SVP) statutes are unique in that these laws allow for the indefinite civil psychiatric commitment of sex offenders after their criminal sentences have been served. In addition to the high cost of psychiatric hospitalization, recently observed low base rates of sexual recidivism of sex offenders released from custody suggest that, in select

## THURSDAY, APRIL 1 *(continued)*

SVP cases, a collaborative justice model of outpatient placement may be feasible in lieu of lengthy and costly placement in state hospitals. Given its position as one of the states with a large number of SVP commitments, California offers an opportunity to implement a collaborative justice model for adult sex offenders found to meet SVP criteria. In this presentation we provide a template for SVP collaborative justice, inclusion and exclusion criteria, and information from preliminary discussions with district attorneys and public defenders regarding application. Admittedly, this model faces multiple obstacles, both within the judicial system and in the public arena. Nonetheless, public concerns may be mitigated through high-control parole plus additional treatment and controls, interim halfway house placement, and community prosocial support systems.

CE: CPA/BBS/BRN

1.5 CE hrs



### WORDS TO DEEDS – TRENDS AND FINDINGS IN MENTAL HEALTH AND CRIMINAL JUSTICE LINKED DATA

Dawnté Early, PhD

The Mental Health Services Oversight & Accountability Commission's Chief of Research and Evaluation will provide an overview of Mental Health Services Act funded services and programs. Full Service Partnership and Client Services Information data were linked with Department of Justice arrest data from 2006 to 2015. Recently, data from the Employment Development Department were linked to this existing dataset. Preliminary findings regarding individuals' criminal justice involvement, employment status, mental health service, and those who have been found incompetent to stand trial will be explored and discussed. Workshop attendees will also be given the opportunity to review and provide feedback on a dashboard which summarizes the demographics of individuals found incompetent to stand trial in California between 2006 to 2015. Future directions in analyses and implications will be explored and discussed.

## 3:00 — 4:30 pm BREAKOUT PRESENTATION 4

CE: CPA/BBS/BRN

1.5 CE hrs



### FEIGNED SUICIDALITY IN CORRECTIONS: A NECESSARY BUT PERILOUS DIFFERENTIAL DIAGNOSIS

Joseph Obegi, PsyD

Among the most challenging diagnostic assessments is differentiating genuine from feigned presentations of suicidality. Although feigning suicidality is common in correctional settings, most clinicians feel unprepared to tackle this differential diagnosis. This workshop demystifies feigned suicidality. Participants will be introduced to a theoretical model for understanding feigning, recognize common features of feigned suicidality, and learn a structured method of assessment. Finally, participants will understand how to systematically document their assessments in ways that communicate professionalism, facilitate sound decision-making, and mitigate liability threats.

## THURSDAY, APRIL 1 *(continued)*

CE: CPA/BBS/BRN

1.5 CE hrs



### **RISK ASSESSMENT APPROACHES FOR YOUTH WHO HAVE SEXUALLY OFFENDED: THE VIOLENCE RISK SEXUAL-YOUTH SEXUAL OFFENSE VERSION (VRS-YSO) PART 2**

Mark Olver, PhD

This half day seminar provides an overview of assessment approaches, recent findings, and issues in sexual offense risk assessment with male juvenile populations. The Violence Risk Scale-Youth Sexual Offense version (VRS-YSO), a dynamic risk assessment and treatment planning tool for youth who have sexually offended, will be reviewed in detail as an illustrative approach. Attendees will have the opportunity to complete a practice case scoring the VRS-YSO and to discuss their own cases. Implications for sexual offense risk management and support for youth and families to prevent future sexual offending and promote healthy functioning and wellbeing will be discussed.

CE: CPA/BBS/BRN

1.5 CE hrs



### **INTERVENTIONS FOR DEVELOPMENTALLY DELAYED ADULTS WITH SEXUAL OFFENDING BEHAVIORS: CREATING PATHWAYS FOR HEALTHY SEXUAL THINKING AND BEHAVIORS**

Alan Stillman, LCSW

Developmentally Delayed Adults (DDA) with severe behavior issues and co-occurring disorders are being transitioned from institutions to community homes. Many of the severe behaviors include sexual inappropriateness and sexual offending resulting in legal system referrals and determinations. However, the very idea of moving toward the topic of Healthy Sexuality, DDA is fraught with obstacles; court decisions, inconsistent or non-existent sexual offending treatment designed for DDA, preconceived ideas about sexuality and DDA and their ability to change, and a reluctance from the various systems (treatment and legal) to move toward defining options for "Sexual Health" for DDA. This workshop will challenge some of the existing thinking and stereotypes and provide new program designs that have specific interventions for interdisciplinary teams of professionals to utilize in addressing sexual thinking and behaviors. The forensic related issues of risk assessments, court options for sentencing, professional testimony, working relationships among the court and treatment and consumer stakeholders will be reviewed, and suggestions made for improving communication and understanding. This presentation will address the topic of how defining the differences among sexually legal behaviors, offending/illegal sexual behaviors and healthy and unhealthy sexual behaviors. DDA consumers with long histories of institutionalization also experience a totally different 'Normal Sexual Experience' from non-institutionalized individuals; this will be explored for the impact it has on DDA development and thinking. Handouts will highlight the current research (very limited) and growing base of reference material in articles, etc. The presentation will challenge thinking about DDAs and what we can do to change our expectations which will challenge

## THURSDAY, APRIL 1 *(continued)*

consumers in changing their expectations. This can lead to changes in the manner and content of questions asked by consumers and support Person Centered Planning (PCP) at new levels. The topic of 'Criminal Thinking' and how it impacts DDAs in different ways will be reviewed. We have reached the time for discussions among the treatment and legal systems regarding severe behavior issues, especially sexual behaviors, and ways to intervene for positive, healthy, legal, safe outcomes for the consumer and community.

**CE: CPA/BBS/BRN/  
MCLE**

**1.5 CE hrs**



### **THE TURNAROUND: SANTA BARBARA COUNTY'S APPROACH TO IST TREATMENT AND DIVERSION**

John Lewis, PhD

Many California jurisdictions have experienced increased rates of individuals adjudicated to be Incompetent to Stand Trial on misdemeanor charges, which often strains limited treatment resources and results in delayed access to treatment. This presentation will describe how Santa Barbara County has sought to address the matter through collaboration among partner agencies and the expansion of outpatient competency restoration procedures. The speaker will also describe plans to increase opportunities for diversion and conclude with a list of lessons gleaned from this experience.

**CE: CPA/BBS/BRN**

**1.5 CE hrs**



### **THE 5 PILLARS OF THE PSYCHOLOGICALLY HEALTHY WORKPLACE: APPLICATIONS TO CORRECTIONAL AND FORENSIC SETTINGS**

Parker Houston, PsyD, ABPP

Melinda DiCiro, PsyD, ABPP

Correctional and forensic settings pose unique challenges to leaders. This is particularly true for developing a psychologically health work place. Presented with tough missions, leaders and workers also often face direct threats to their physical safety, competing demands, restricted resources, and, when not addressed, such challenges harm morale and productivity. The American Psychological Association (APA) defines a psychologically healthy workplace as one that “ (1) fosters employee health and well-being (2) while enhancing organizational performance and productivity.” For almost 20 years, Center for Organizational Excellence of the APA has researched organizations to identify the essential building blocks a of psychologically healthy workplace. In their years of study, they have distilled the five critical elements of a psychologically healthy workplace: employee health and safety; involvement; work-life balance; growth and development; and recognition. The presenters bring their experience as leaders in both types of settings as well as knowledge of human performance and productivity to fostering each of these pillars. This presentation will define and explore each of the 5 Pillars as they apply to these settings. The presenters will focus on concrete, actionable ways leaders can apply these elements to supercharge their organizations and foster productive and

## THURSDAY, APRIL 1 *(continued)*

CE: CPA/BBS/BRN/  
MCLE

1.5 CE hrs



### MENTAL HEALTH FIREARM LAWS AND RESTORATION OF FIREARM RIGHTS

Joseph Simpson, MD, PHD

For over half a century, federal law has prohibited firearm possession by people with a history of involuntary psychiatric commitment. Many states also have laws addressing this issue. In the past several years, high-profile mass shooting tragedies have focused a great deal of attention on the efficacy, or lack thereof, of this type of law, as well as on the nexus between mental illness and violence generally. The past few years have seen the emergence of new laws seeking to enhance public safety, including New York's Secure Ammunition and Firearms Enforcement Act (SAFE Act) and Gun Violence Restraining Orders or Extreme Risk Protection Orders, also known as "Red Flag Laws," which have been passed in California and a number of other states.

The complex patchwork of state and federal firearm laws generates confusion for patients and mental health providers alike. This area of forensic mental health law has often been neglected in training programs and educational conferences, leaving many practitioners unsure of the answers to questions such as:

- What causes a person to lose the right to own a firearm?
- What is the process to restore that right?
- What is a "Red Flag Law?"

This presentation will provide a framework for understanding federal and California mental health firearm laws, California's Gun Violence Restraining Order, and restoration of firearms rights in California.

CE: CPA/BBS/BRN

1.5 CE hrs



### WORDS TO DEEDS - SUCCESSFUL RE-ENTRY/TRANSITION FROM THE CALIFORNIA DEPARTMENT OF CORRECTIONS AND REHABILITATION: IDENTIFICATION OF BARRIERS AND SOLUTIONS TO ADDRESS THEM

Brenda Grealish, MA

Lisa Heintz, JD

Jamal Rowe, BS

Kevin Hoffman

Successful re-entry (also called transition) from state prisons into the community, especially for justice-involved people with behavioral health needs, requires systemwide collaboration to ensure adequate programmatic support for the complex challenges they face. The California Department of Corrections and Rehabilitation (CDCR) Transitions Team and the Council on Criminal Justice and Behavioral Health (CCJBH) have drafted an inventory of identified barriers to re-entry at the system, provider, and individual levels. In addition, the presentation highlights ongoing



## **THURSDAY, APRIL 1** *(continued)*

interventions that seek to address those barriers and metrics used to assess the impact of those interventions.

Moving forward, the inventory will be a living document that organizes and defines the ongoing collaborative work of addressing those barriers. While CDCR has already made major investments in re-entry support services, more work needs to be done to ensure positive reintegration outcomes for all. This presentation provides participants from the field with the opportunity to inform the development of the reentry barriers document. Given the focus of the SB 369 veto message, the presentation focuses on re-entry from prisons, rather than jails, to the community. However, because many people are released from prison to Post-Release Community Supervision through county agencies, local partners are an essential part of successful prison reentry. In addition, many of the barriers that are found at the prison level also exist for those transitions from jails to the community. The presentation will be interactive and attendees will be encouraged to participate in a facilitated discussion.

**4:45 — 5:45 pm**

### **FMHAC BUSINESS MEETING**

## **FRIDAY, APRIL 2**

**9:00 — 10:30 am**

### **SOCIAL DETERMINANTS OF MENTAL HEALTH**

Ruth Shim, MD, MPH

**CE: CPA/BBS/BRN**

**1.5 CE hrs**

The relationship between social justice and mental health is multi-faceted, complex, and has significant implications – not only for individual patients, but also for society. To understand social justice as it relates to mental health, one must consider the framework of the social determinants of mental health – the conditions into which we are born, grow, live, work, and age – as they are most responsible for the physical health and mental health inequities that exist in society. Certain segments of our population (especially people with serious mental illnesses) disproportionately experience striking inequities and disparities in health outcomes. Furthermore, people who have serious mental illness have an increased vulnerability to the deep-rooted inequities in major systems such as criminal justice, child welfare, and healthcare. This presentation aims to introduce forensic mental health practitioners to the concept of social justice and to the role of social injustice in perpetuating these inequities.

## FRIDAY, APRIL 2 *(continued)*

10:45 am — 12:15 pm

CE: CPA/BBS/BRN

1.5 CE hrs

### **SAVING LIVES: CARING FOR INDIVIDUALS WITH OPIOID USE DISORDER AND/OR CO-OCCURRING SUBSTANCE USE, MENTAL HEALTH AND PHYSICAL HEALTH DISORDERS**

Thomas Freese, PhD

This presentation will provide current information of the current opioid crisis, including the impact of increasing availability of fentanyl. Information will be provided on how use and mortality rates in California compare to national data. Specific evidence-based treatments for opioid use disorder and for opioid overdose prevention and intervention will be discussed. The presentation will then turn to a review of current strategies for addressing co-occurring disorders in patients with a substance use disorder. Data on how physical health, mental health and substance use disorders are interconnected, and specific ways of adapting interventions to address them simultaneously will be discussed. Finally, the presentation will end with a question and answer session.

1:00 — 2:30 pm

NO CE AVAILABLE  
FOR THIS SESSION

### **MENTAL HEALTH INNOVATION: BARRIERS AND OPPORTUNITIES**

Sharmil Shah, PsyD

Jake Segal

Innovation and continuous improvement in the public mental health system are essential to closing the gap between practice and potential. A decade and a half ago, California voters passed the Mental Health Services Act (MHSA), and dedicated a specific funding stream to counties to fuel community-driven innovation. That idea, and the work it has funded across the state, has been extraordinary.

At the same time, though, counties and communities face barriers to building transformative innovation projects that drive system-level improvements. Too rarely do these projects develop and disseminate the kind of learning that would inform other communities around what works, and for whom; many struggle to meaningfully engage mental health consumers in planning projects themselves; and the process of accessing MHSA innovation funds can itself cause confusion and misalignment.

Last fall, through a series of interviews with county leaders, stakeholder advocates, consumers, and service agencies, Social Finance attempted to understand and summarize barriers to designing and implementing transformative innovation programs, and to identify promising solutions for overcoming them. This webinar will explore those barriers--which, while specific to the MHSA, also reflect struggles faced at many levels of the social sector--and will consider opportunities to better realize the promise and potential of innovation in mental health service delivery.

# WORDS TO DEEDS

CHANGING THE PARADIGM FOR CRIMINAL JUSTICE AND MENTAL HEALTH



A PROJECT OF THE FORENSIC MENTAL HEALTH ASSOCIATION OF CALIFORNIA

Since 2003, Words to Deeds has provided a unique forum that has evolved into a standard best practice for creating a true shift in the paradigm between criminal justice and mental health by fostering successful and ongoing collaboration among courts, criminal justice agencies, mental health professions, and governmental and non-governmental organizations.

### Mission

The leaders in criminal justice and mental health participating in this effort strive to end the criminalization of individuals with mental illness by supporting proven strategies that promote early intervention, access to effective treatments, a planned reentry and the preservation of public safety.

### Vision

A true shift in the paradigm between criminal justice and mental health will embody an effective jail diversion system that fosters a successful and ongoing exchange of information among courts, criminal justice agencies, mental health professions, government and non-government organizations, to achieve a substantial positive change in the way individuals with mental illness are treated within our communities.

## THANKS TO OUR SUPPORTING PARTNERS!



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## CONTINUING EDUCATION

All sessions approved for CE certification (except Mental Health Innovation: Barriers and Opportunities).

CE Statement: FMHAC is approved by the California Psychological Association to provide continuing professional education for psychologists. FMHAC maintains responsibility for this program and its content.

### CE - CPA/BBS/BRN - All Workshops Approved (except Mental Health Innovation: Barriers and Opportunities)

CPA (Psychologists) - Provider #FOR005

BBS (MFT, LCSW) - The Board of Behavioral Sciences accepts CEs approved by the CPA

BRN (RN, NP, LVN, Psych Tech) - Provider #CEP 5965

In order to obtain continuing education credit, attendees must be on time and **LOG IN ONLINE**. A brief evaluation and certification process will follow each presentation. Fill out the Evaluation Surveys to receive credit.

### MCLE - See Courses Marked MCLE

CA State Bar Provider #15388

In order to obtain continuing education credit, attendees must be on time, **LOG IN ONLINE**, and complete a series of online prompts. A brief evaluation and certification process will follow each presentation out the Evaluation Surveys to receive credit.

### CJER

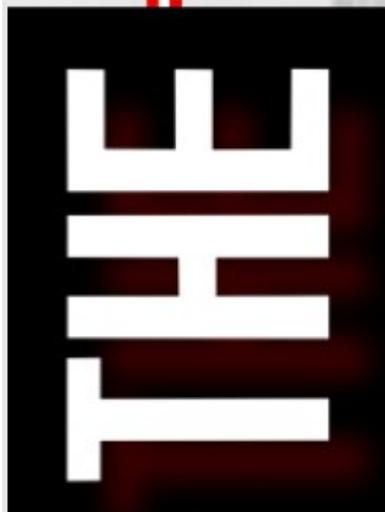
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### STC - Special Certification

The FMHAC Conference does not qualify for the Pre-Certification of STCs. However, you may still be able to receive STCs if you apply for Special Certification through your STC training manager/coordinator.

COMING  
JUNE 7, 2021

ADDRESSING COMPASSION  
FATIGUE AND BOUNDARY  
ISSUES IN FORENSIC MENTAL  
HEALTH PRACTICE



~~PAIN~~

~~STRUGGLING~~

~~STRESS~~

# PRESENTER BIOS



**Sheri Akins, LMFT** — Sheri Akins currently supervises eight Kern County clinicians and specialists in the provision of mental health services to individuals involved in the criminal justice system who have serious mental illness. Prior to this position, she provided direct Assertive Community Treatment (ACT) for over ten years.



**Allen Azizian, PhD** — Allen Azizian holds the dual positions as Senior Psychologist Data Analytics Treatment and Assessment Unit Clinical Operations Division, California Department of State Hospitals and is Assistant Professor, Department of Criminology, Forensic Behavioral Sciences, California State University, Fresno, California. He has extensive teaching experience at the college level

in courses specific to forensic psychology, as well as extensive research and clinical experience in the treatment and assessment of those hospitalized either pre or post California SVP civil commitment. Allen was previously Chief of Psychology, California Department of State Hospitals, Coalinga State Hospital (2008-2010), and previously an assessment psychologist (2008-2009). He has extensive research experience and publications in the arena of criminology, SVP issues, most recently with publications related to sexual recidivism rates among those released from SVP hospital placement.



**Audrey Bordeaux, JD** — Audrey Bordeaux has worked as a Deputy Public Defender for the County of San Diego since 2013. After working as a trial deputy for five years, Audrey transitioned to her current role in the Collaborative Courts Division, where she's worked since January 2018. In this role, Audrey represents participants of three Drug Court programs across the county. Representing up to 300 clients in these programs, Audrey's responsibilities include coordinating referrals of qualified candidates, advocating for candidates' acceptance into the program, supporting participants upon entry and throughout their time in the program, and collaborating with justice and treatment team members to encourage participant success and program growth.



**Ashley Breth, MA** — Ashley Breth is a Staff Services Manager II with the California Department of State Hospitals (DSH). She is a project lead for the California DSH Pre-trial Felony Mental Health Diversion Program. She works closely with county stakeholders to provide technical assistance and guidance for counties implementing DSH Diversion programs.



**Alexa Carbajal, PsyD** — Alexa received her PsyD from the University of San Francisco. In her studies, she focused her training on forensics, social justice, and interdisciplinary health care. She is currently the lead psychologist for a program in the San Mateo County Jail that serves people struggling with severe mental illnesses.



**Amber Carda, PsyD** — Amber began her career in the California Department of Corrections and Rehabilitation (CDCR) in 2006, and has maintained active involvement in suicide prevention initiatives throughout her career. Amber developed statewide suicide prevention policies and procedures for CDCR, as well as other juvenile facilities. She has conducted evaluations and consultation for suicide prevention practices in both adult and juvenile correctional facilities offered in other states. Amber developed and implemented a variety of statewide suicide prevention trainings, and has

trained and certified numerous suicide prevention trainers within the department. She provided trainings that not only focus on direct suicide prevention approaches, as well as indirect and proactive means such as crisis intervention, trauma informed care, and suicide risk assessment and formulation. Amber has developed the training and mentoring program for all suicide case reviewers in CDCR. She has conducted hundreds of suicide case reviews, to varying degrees and she shares her expertise through guidance and consultation in CDCR, as well as providing consultation to other correctional departments.



**Will Cash** — Will Cash is principal consultant for Kmodity Corp, a corrections management consulting firm that provides implementation support, training and technical assistance from pretrial to parole, to federal, state, and local agencies working with justice-involved individuals. Prior to founding Kmodity Corp, He served as an Implementation Specialist with the Colorado Department of Public Safety's Division of Criminal Justice and previously worked with the City and County of Denver's Crime Prevention and Control Commission (CPCC) to implement an evidence-based reentry model that helps individuals successfully transition back into the community after their release from jail. He is a seasoned public speaker and trainer, and has extensive experience assisting criminal justice administrators, practitioners, and service providers with implementing evidence-based practices that enhance program outcomes and services to justice-involved populations. Will is a certified facilitator trainer for the National Institute of Corrections Thinking for a Change Program, a member of the Denver CPCC's Racial, Ethnic and Gender Disparity Committee and an advisory board member on the Alabama Prison Arts & Education Project.



**Brenda Chiu, PsyD** — Brenda Chiu is a clinical psychologist at California Department of Correction and Rehabilitation (CDCR) Division of Juvenile Justice (DJJ). She is currently working in the Sexual Behavior Treatment Program. Brenda also provides training to staff in trauma awareness and brain development. Prior joining DJJ, Brenda worked with various populations in the community and her own private practice.



**Holly Cundiff, MA** — Holly Cundiff serves as Care Access and Client Rights Coordinator for The County of Summit, Ohio, Alcohol, Drug Addiction and Mental Health Board. Holly has worked in the behavioral health field for over 30 years. She has a wide variety of experience working with the severally mentally ill dual diagnosed population including justice involved individuals. She has worked in community agencies, criminal justice settings, hospitals, and most lately county government.



**Andrea Dauber-Griffin, PhD** — Andrea Dauber-Griffin is the Senior Program Director of Project In-Reach and Project In-Reach Ministry at the Neighborhood House Association. The In-Reach programs provide pre-release engagement, discharge planning and post-release wrap around services to offenders with serious mental illness and co-occurring disorders in County custody. Andrea has a background in research, teaching and coaching and has focused her energy on applying her theoretical and practical knowledge to advancing policies and programs to improve services for individuals living with serious mental illness in San Diego County detention facilities. She is passionate about policy and advocacy and has fostered closer collaboration between the San Diego and Los Angeles Reentry Roundtables. As a member of the Association for Applied and Clinical Sociology, she has as set out to explore how Sociology can contribute perspectives and knowledge to developing clinical interventions for communities, organizations and groups.

## PRESENTER BIOS *(continued)*



**Darci Delgado, PsyD** — Darci Delgado is a Senior Psychologist, Supervisor with the California Department of State Hospitals. She is a project lead for the California DSH Pre-trial Felony Mental Health Diversion Program. She works closely with county stakeholders to provide technical assistance and guidance for counties implementing DSH Diversion programs.



**James Densley, PhD** — James is a Professor of Criminal Justice and University Scholar at Metropolitan State University, part of the Minnesota State system. He is co-founder of The Violence Project think tank and a Fellow of the Hamline University Center for Justice and Law, where he is co-PI on the NIJ-funded mass shooter database. James has received global media attention for his work on street gangs, criminal networks, violence, and policing. He is the author of three books, including the award-winning, *How Gangs Work* (Palgrave, 2013), 40 refereed articles in leading social science journals, and over 50 book chapters, essays, and other non-refereed works in outlets such as *The Los Angeles Times*, *USA Today*, *The Wall Street Journal*, and *The Washington Post*. James earned his doctorate in sociology from the University of Oxford.



**Shivika Dharamrup, PsyD** — Shivika moved to the Bay Area in 2002 for graduate school. She received her doctorate in psychology from California School of Professional Psychology in 2009 with an emphasis in forensics. For the last four years, she's worked as a Supervising Psychologist in San Mateo County at both of their correctional facilities. Her focus has been starting and supervising the Behavioral Health Program as well as their Intern Program. She is an experienced psychologist with almost 15 years of experience working with a forensic population in three different Bay Area county jails as well as on two different mobile crisis teams.



**Melinda DiCiro, PsyD, ABPP** — Melinda is Board Certified in Forensic Psychology and is a Fellow of the American Academy of Forensic Psychology. She received her doctoral degree in clinical psychology from Spalding University in Louisville, Kentucky. She completed her pre-doctoral internship at Austin State Hospital in Texas and post-doctoral supervision in forensic assessment in Sacramento. She worked as the clinical director of inpatient and crisis assessment units and the behavioral management team in a maximum security California prison for 10 years. Melinda is currently a Chief Psychologist for the Mentally Disordered Offender (MDO) civil commitment program for the California Department of State Hospitals. She also has a private forensic evaluation practice. Melinda frequently presents on civil commitment-related topics at state and national conferences.



**Dawnté Early** — is the Chief of Research and Evaluation for the Mental Health Services Oversight and Accountability Commission. In her role Dr. Early guides evaluation activities to transform California's mental health system. Her work helps to ensure that Californians receive timely and effective mental health services when needed. As a public health researcher, she has led several notable statewide initiatives including research on the Affordable Care Act and its impact on the recidivism of individuals released from California's prisons. Dr. Early has also led racial and gender equity policy reforms at the California Department of Corrections and Rehabilitation; this work supported changes in work culture and practices. Dr. Early is a well-respected and sought out thought leader in California on key issues around mental health, public safety and health equity. Her mission is to use data to solve problems and answer questions for underserved communities, giving voices to individuals often unheard. Her expertise was recently called upon by West Sacramento leaders to help draft and adopt a new policing strategy for the community as part of Obama's My Brother's Keeper initiative. Dr. Early received her PhD in Human Development with a minor in Quantitative Psychology and Master's in Child Development from the University of California, Davis.



**Thomas Freese, PhD** — Thomas Freese received his PhD in Clinical Psychology from the California School of Professional Psychology in 1995. He is currently Co-Director of the UCLA Integrated Substance Abuse Programs (ISAP). Prior to this, Thomas served as ISAP Director of Training for 20 years. Co-Director of the Pacific Southwest (HHS Region 9) Addictions Technology Transfer Center (PSATTC) funded by SAMHSA. He has conducted trainings on a wide variety of topics including addressing the opioid epidemic, medication assisted treatment, methamphetamine use, culturally responsive care for LGBTQ individuals, implementing integrated treatment, and screening and brief interventions for risky substance use. Thomas has been a featured presenter at conferences and meetings nationally and internationally.



**Geoffrey Glowalla, LMFT, MPA, CCHP** — Geoffrey Glowalla is a Service Chief for Orange County Correctional Health Services where he oversees the Jail to Community Re-entry Program including developing policies and procedures, and guidelines, managing data collection to show program outcomes, supervising program operations, and leading a team of clinical and support staff. He was the first Service Chief assigned to JCRP since it's commencement in 2019 and has been working collaboratively with other correctional health departments, the Orange County Sheriffs Department and community stakeholders to drive community impact. Geoffrey is a Licensed Marriage and Family Therapist and a Licensed Psychiatric Technician who has been working in the mental health field for eight years. He has worked in a variety of settings that include correctional health, private practice, acute inpatient psychiatric care, inpatient behavioral modification, community mental health clinics, and full service partnerships. He holds master's degrees in Counseling Psychology and Public Administration.



**Tom Granucci, LCSW** — Tom worked for 13 years in the mental health field before joining the U.S. Probation Office in 1999. His mental health career included outpatient work with severely mentally ill adults and adolescents (including adolescents who had committed sex offenses), residential treatment with adolescents involved in the juvenile justice system, and managed mental health and substance abuse care. As a U.S. Probation Officer/Mental Health Treatment Specialist, Tom managed a specialized caseload of mentally ill clients and sex offenders for 8+ years. As a Supervisory U.S. Probation Officer for 8 years, he led a team of six officers. In 2015, he assumed the role of the Central District of California's first EBP Coordinator. As such, he was responsible for evidence-based practices implementation district-wide, which included 7 counties and 12 field offices. Tom was an original member of the California State University, Los Angeles Forensic Social Work Advisory Board and has been a part-time faculty member in the School of Social Work since 2003 teaching DSM with a forensic emphasis, recovery in mental health, and forensic social work. He also serves on the Board of Directors, and serves as Chair of the Conference Planning Committee of the Forensic Mental Health Association of California. Tom recently retired from the U.S. Probation Office after 20 years of service. He is a Senior Associate with Kmodity Corp, a corrections management consulting firm that provides implementation support, training, and technical assistance from pretrial to parole to federal, state and local agencies working with justice-involved individuals.



**Jasmine Gonzalez, BS** — Jasmine Gonzalez is a Deputy Probation Officer and has been employed with the Yolo County Probation Department for the last 13 years. Currently assigned to Mental Health Court, she has developed a diverse expertise, and perspectives to theories, applications and ethics related to crime and justice. She represents the Probation Department on various boards and intra-agency groups. She received her Bachelor of Science in Criminal Justice in 2018 from Sacramento State University. She received an Associate of Arts in Performance/Dance from Sacramento City College in 2005.



**Brenda Grealish, MA** — Brenda Grealish is currently the Executive Officer of the Council on Criminal Justice and Behavioral Health, which is part of the California Department of Corrections and Rehabilitation. She served as Chief for the Medi-Cal Behavioral Health Division at the California Department of Health Care Services since 2019, where she has served in several positions since 2013, including Chief of the former Mental Health Services Division and Assistant Deputy and Acting Deputy Director for Mental Health and Substance Use Disorder Services. She held several positions at the California Department of Corrections and Rehabilitation, Office of Research from 2009 to 2013, including Deputy Director, Research Manager III and Research Manager II. Brenda held several positions at the former California Department of Mental Health from 1999 to 2009, including Research Program Specialist I, Research Analyst II and Research Analyst I. She earned a Master of Arts degree in psychology from California State University, Sacramento.



**Heather Haslem, MS** — Heather Haslem received her BA and MS from the University of Nevada, Reno, in Psychology and Human Development & Family Studies. She is a Duke University trained Integrative Health Coach and a National Board-Certified Health & Wellness Coach (NBC-HWC). Heather is a qualified Mindfulness-Based Stress Reduction (MBSR) teacher and yoga instructor. With over a decade of experience in building programs that enhance whole-person wellbeing, Heather has worked as an entrepreneur, program director, researcher, educator, advocate, leading and teaching others to enhance their own well-being.



**Lisa Heintz, JD** — Lisa Heintz serves as the Director of Legislation and Special Projects for the Federal Court Receiver and is the Project Executive for the Integrated Substance Use Disorder Treatment (ISUDT) program. Prior to this assignment, Lisa served as an Associate Director for the Division of Adult Parole Operations, and as the Chief Clinical Program Administrator for the California Department of Corrections and Rehabilitation (CDCR), overseeing the CDCR's Mental Health Continuum, including implementation of the Affordable Care Act for all CDCR inmates. Lisa has over 25 years of applied program experience specializing in state and federal program design, implementation, and focusing on obtaining successful outcomes to support recovery. Lisa's administrative experience is focused on addiction policies, barriers to treatment for substance use disorder, correctional operations, adult parole operations, mental health program administration, court administration, project management, and community-based program development.



**Amy Hoffman, JD** — Amy Hoffman is the supervising attorney for the SVP unit for the San Diego Public Defender's Office. She was licensed in 2007 and was hired by the San Diego Public Defender's Office where she spent her first 8 months helping create the newly formed SVP unit. After 8 months on the unit, she transitioned to the Central Misdemeanor unit where she spent almost 4 years racking juries for misdemeanor cases. After her time on the misdemeanor unit, she transferred and practiced in the San Diego Public Defender's Juvenile branch for 2 years. Following her juvenile practice, Amy went to a downtown felony team where she represented adult clients facing serious violent felonies. In 2015, Amy went back to the SVP unit and began to really cut her teeth on initial petition trials. After attending multiple trainings surrounding the efficacy of sex offender treatment, Amy began litigating conditional release trials irrespective of whether a person had completed the Sex Offender Treatment Program at Coalinga State Hospital. This past year, Amy spearheaded bringing Circles of Support and Accountability (CoSA) to San Diego County to assist with

the reintegration of SVPs in the community while on conditional release. Bringing CoSA to San Diego has been a highlight of her career and she is hopeful that one day, all clients leaving Coalinga State Hospital will have the support of a CoSA, as it is truly the human connection between people that reduces recidivism and makes the community a safer place for all.



**Kevin Hoffman** — Kevin Hoffman has been the Deputy Director of Program Operations for the Division of Rehabilitative Programs with the California Department of Corrections and Rehabilitation since 2016. He served as Associate Director of Program Operations for the Division of Rehabilitative Programs with the California Department of Corrections and Rehabilitation in 2015. He served as Deputy Director and Deputy Executive Director at the Mental Health Services Oversight and Accountability Commission from 2011 to 2015. He has held multiple managerial positions within the Division of Juvenile Justice and the California Department of Corrections and Rehabilitation from 2000 to 2011, including the position of Youth Correctional Officer, and Youth Correctional Counselor. He attended California State University, Sacramento where he studied Psychology.



**Robert Horron, PhD** — Robert has worked in a number of capacities for the California Department of State Hospitals (DSH) and the California Department of Corrections and Rehabilitation (CDCR) since 1994. He has been involved in DSH studies on the neuropsychology of schizophrenia and on predictors of violence risk, and was the principal investigator on studies of violence risk, and suicide risk within DSH patients. He has worked in both community and institutional inpatient settings for many years. In 2006, Robert became the director of an APA-Accredited internship and earned a postdoctoral fellowship at the DSH facility in Vacaville, CA (DSH-V). While at DSH-V, he designed and was the principal investigator on a large study of suicide risk assessment tools and suicide risk factors in an incarcerated sample. Specifically, a group of 620 psychiatrically hospitalized inmate/patients were evaluated on a battery of standardized and experimental suicide risk assessment measures while collecting data on prior attempts, personal and criminal history, etc. Robert developed and co-developed instruments designed specifically for incarcerated populations; one to aid cultural suicide risk formulation, another to evaluate prisoner's degree of readiness for death by suicide, and a third employing a structured professional judgment (SPJ) approach to suicide risk formulation. Data collection on this study was completed with several manuscripts published, submitted, or in preparation. From 2015 to 2017, Robert served as the DHCS (Headquarters) Suicide Prevention and Response Focused Improvement Team (SPR FIT) Coordinator for the CDCR. In this role, he presented monthly suicide prevention video conferences, developed and conducted related webinars and workshops, conducted suicide reviews, and participated in statewide policy and practice development. Robert is currently the Chief Psychologist at the California Health Care Facility (CHCF), a modern prison dedicated to treating a variety of mental health and medical needs. Prior to assuming his current position, he served as the Chief Deputy Warden at the California Institution for Women (CIW).



**Parker Houston, PsyD, ABPP** — Parker is a licensed clinical psychologist and board-certified organizational psychologist. For the last 9 years, he has been leading teams in some of the most challenging correctional and forensic environments. Parker is currently a Chief Psychologist with the Department of State Hospitals Forensic Services Division and has held prior senior executive roles for the state of California leading large departments. He is a lifelong student of the science behind healthy organizations and thriving leadership. Parker is passionate about adventure, his family, and is active in his local church.

## PRESENTER BIOS *(continued)*



**Breawna Lane, LMFT** — Breawna Lane started her career as a cheer coach working with underprivileged youth in the Bay Area. A huge part of the job was to assist the teens in navigating difficult family life obstacles such as involvement in the justice system, substance use, and mental health. She also worked as a preschool teacher that specialized in working with children that had parents in the justice system. She transitioned to working with adults, primarily, when she worked at a homeless shelter in San Diego, where she was able to assist in developing a program that worked with adults and their children. Once she became a licensed Marriage and Family Therapist, she found her passion for working with adults in the justice system that have severe mental health diagnoses. Breawna has taken the aspects of creativity, play, and innovation to her interactions with adults. She is the Administrator for three justice-involved mental health programs in San Diego that collaborate with San Diego Superior Court, Parole, Probation, San Diego City Attorney, District Attorney's Office, Public Defenders Office, San Diego County, and the Sheriff's Office.



**John Lewis, PhD** — John Lewis is a licensed clinical psychologist and former Forensic Services Manager for the Santa Barbara County Department of Behavioral Wellness, where he oversaw several programs aimed at facilitating access to treatment for adults and juveniles involved in the criminal justice system. John completed his doctoral degree at George Mason University and over the course of his career has worked in a variety of inpatient and outpatient settings, to include a maximum security forensic psychiatric hospital and community behavioral healthcare clinics. At present time, John serves as the Interim Crisis Services Manager for Santa Barbara County and is focused on efforts to increase opportunities for diversion among individuals with criminal justice system involvement.



**Teri Lipelt** — Teri Lipelt is a Mental Health Rehabilitation Specialist for Yolo County Health and Human Services Agency (HHSA) and has over 30 years experience working in the mental health field. Prior to joining Yolo County, she worked in a Special Education classroom for Seriously Emotionally Disturbed children, ages 6-10 years old before moving into the Crisis Intervention Specialist role at a Non-Public school. Terri came to Yolo County 14 years ago where she has worked with the Transition Aged Youth population before joining HHSA's Forensic Mental Health team 5 years ago. While Terri has always played a pivotal case management role on the Forensic team, she has recently moved into a lead role providing coordination, oversight, and collaboration with partner agencies involved in the Mental Health Court program, the Addiction Intervention Court program and the Misdemeanor Incompetent to Stand Trial (IST) program. All of these programs involve significant coordination and collaboration with the District Attorney's office, to the Public Defender's office, the Probation department, the Courts, Jails, and hospitals.



**Joseph Lockhart, PhD, ABPP** — Joseph has been involved in forensic mental health, correctional mental health, and forensic assessment for over 20 years. He is Board Certified in forensic psychology, and is a Fellow of the American Academy of forensic psychology. Joseph received his PhD from the University of Illinois in Chicago, and completed his internship at Camarillo State Hospital. He worked for the County of Ventura with a forensic alternative sentencing program, assessing and providing alternatives to incarceration for mentally ill offenders in the criminal justice system. Joseph then worked for the Federal Bureau of Prisons, as the Drug Abuse Treatment Program Coordinator at the Lompoc federal prison. Joseph worked as a forensic psychologist within the Santa Barbara County court system, providing consultations and risk assessments for Judges, defense attorneys, and prosecution attorneys. For the past five years, Joseph has worked as a Consulting Psychologist and SVP Evaluator with the Department of State Hospitals, where he conducts risk assessments for post-prison civil commitment (such as mentally disordered offender and sexually violent predator assessments) of inmates nearing release.



**Kristen Mason, PsyD** — Kirsten Mason is a clinical psychologist at California Department of Correction and Rehabilitation Division of Juvenile Justice. She is currently working in the Sexual Behavior Treatment Program. Kirsten is CASOMB certified and has been working with juvenile sex offenders in correctional and outpatient settings. Prior to joining DJJ, Kirsten has worked with juvenile forensic youth providing court ordered treatment and provided services to children and their families in school and outpatient settings.



**Barbara McDermott, PhD** — Barbara McDermott is a Professor at UC Davis in the Department of Psychiatry. She also serves as the Research Director for the Department of State Hospitals and manages all data aspects of the DSH Diversion programs.



**Terri McDonald** — Terri McDonald has 40 years of public service, working in mental health treatment facilities, state and local corrections. Terri began her working career in 1981 serving as a mental health worker and supervisor in a variety of mental health and drug treatment facilities. She began her correctional career in 1988, working as a correctional officer with the California Department of Corrections and Rehabilitation. While working for the state prison system, Terri served in a variety of facilities and assignments and was promoted from correctional officer through various ranks and ultimately served as the Undersecretary of Operations, responsible for executive direction and oversight of the supervision and rehabilitative services to over 300,000 parolees, juveniles, and inmates in the California state correctional system. In 2013, Terri transitioned to the Los Angeles County Sheriff's Department to lead reforms within the Los Angeles County Jail system. In Los Angeles, Terri was responsible for envisioning and overseeing significant reforms to virtually every aspect of the Los Angeles jail system - the largest jail system in the nation. In 2017, Terri transitioned again and was appointed as the Chief Probation Officer in Los Angeles County, retiring in 2020. The Los Angeles County Probation Department is the largest in America supervising over 50,000 probationers and 1,200 juveniles in the largest county in the United States. Terri currently consults on a variety of complex correctional initiatives. Terri holds a Bachelor of Science Degree in Leadership in Law Enforcement, graduating with Honors, from the University of San Francisco. She is an active member of several criminal justice associations, has served on a variety of non-profit boards, and continues to serve as a subject matter expert on numerous criminal justice related projects.



**Mona Minton, PhD** — Mona Minton is the General Manager of Programs and Clinics at The Neighborhood House Association located in San Diego, CA. She has an extensive background working with children, adolescents, adults, and older Americans struggling with chemical dependency, homelessness, life skills, and mental health disorders.



**Elijah Morrow, PsyD** — Elijah is employed as a bilingual Psychologist at the Department of State Hospitals Coalinga where he performs psychological assessments, conducts treatment planning, and conducts group psychotherapy for individuals deemed by the state of California to be Sexually Violent Predators. His graduate work was completed at The Chicago School of Professional Psychology, where he studied clinical forensic psychology. In 2019, the Journal of Sexual Abuse published a meta-analysis conducted by Elijah investigating the levels of empathy within individuals convicted of a sex offense compared with the general population. Elijah has a history of working on a variety of forensic psychological assessments, including risk assessments, workers' compensation evaluations, competency to stand trial evaluations, and not guilty by reason of insanity evaluations.



**David Naimark, MD**— David has been a Psychiatrist for the Superior Court of San Diego since 1996. He has evaluated and testified in hundreds of forensic health matters in criminal and civil court. He is a Clinical Professor of Psychiatry at UC San Diego and an Adjunct Professor of Law at the University of San Diego.



**Susan Napolitano, PhD** — Susan is a Sexually Violent Predator Evaluator (SVPE) with the Department of State Hospitals (DSH). Specializing in clinical and forensic psychology, Susan has more than 20 years experience as an expert witness in civil, criminal and family, and federal court cases. As an expert, Susan has testified on behalf of prosecutors, plaintiffs, and defendants in close to 100 cases involving sexual abuse allegations, child custody, violence and sexual violence risk assessments, malpractice, and personal injury. Susan earned her Ph.D. from the California School of Professional Psychology in Fresno, CA in 1991 followed by two years of post-doctoral training in child, adolescent, and adult clinical psychology.



**Ariana Nesbit, MD, MBE** — Ariana is a recent graduate of the University of California, Davis Forensic Psychiatry Fellowship Program, where she trained under Dr. Charles Scott. She is the Psychiatrist-Lead of the Crisis Recovery Units of the San Diego County Psychiatric Hospital. She additionally works part-time at the Forensic Psychiatry Clinic of San Diego County.



**Joseph Obegi, PsyD** — Joseph is a licensed Senior Psychologist with the California Department of Corrections and Rehabilitation. In the community, he presents on topics related to suicide, delivers customized training for mental health agencies, and writes about suicide risk assessment, suicide and liability, and suicidality as a psychiatric condition. He has a part-time practice working with adults.



**Mark Olver, PhD** — Mark Olver is Professor and Registered Doctoral Psychologist in the Clinical Psychology Program at the University of Saskatchewan, Canada, where he is involved in graduate and undergraduate clinical and research supervision, teaching, administration, and applied forensic research. Prior to his academic appointment, Mark worked as a clinical psychologist in various capacities, including providing assessment, treatment, and consultation services for young offenders in the Saskatoon Health Region and for adult federal offenders in the Correctional Service of Canada. He has published over 125 journal articles and book chapters and his research interests include offender risk assessment and treatment, young offenders, psychopathy, and the evaluation of therapeutic change. He is the co-developer of the Violence Risk Scale-Sexual Offense version (VRS-SO) and the Violence Risk Scale-Youth Sexual Offense version (VRS-YSO) and he provides training and consultation services internationally in the assessment and treatment of psychopathic, sexual, and violent offending populations.



**John Philipsborn, Med, MAS, JD** — John has been a criminal defense lawyer for more than 40 years. He has published for and lectured to audiences of mental health professionals and lawyers for many years. He has qualified as an expert on competence to stand trial in both State and Federal courts. He was recognized by FMHAC in 2015 with the Christine West Award.



**Melissa Piasecki, MD** — Melissa Piasecki is a forensic psychiatrist and Professor of Psychiatry at University of Nevada, Reno School of Medicine where she teaches medical students and psychiatry residents on topics of neuroscience, psychiatric diagnosis, forensic psychiatry and addictions. As a faculty member of the National Judicial College, she teaches judges on topics of mental health, adolescent brain development and the neuroscience of addiction. Melissa trained at University of Vermont and University of Hawaii. She has

authored articles, chapters and books on topics related to addiction, correctional psychiatry and capital cases. She is a practicing forensic psychiatrist and a consultant to the US Department of Justice.



**Norbert Ralph, PhD, MPH** — Norbert is a clinical psychologist at the Juvenile Justice Center in San Francisco. He is Coordinator of the Juvenile Sexual Responsibility Program, Coordinator for the Juvenile Court Alienist Panel, Coordinator for Psychological Training, and Chair of the Competency Evaluation Committee. He is Chair of the CCOSO research committee and a member of the Adolescent Guidelines Committee. Norbert is also a psychiatric epidemiologist, and neuropsychologist, who has nearly 40 publications including articles, book chapters, blogs, or books. He was formerly Associate Clinical Professor in Family Practice, University of California School of Medicine at Davis, and Lecturer and Research Biostatistician in the Program in Maternal and Child Health, School of Public Health, at the University of California, Berkeley. He is a Trainer for Aggression Replacement Training, through the California



**Jonathan Raven, JD** — Jonathan Raven is the Chief Deputy at the Yolo County District Attorney's Office, an office with approximately 40 prosecutors. He received his law degree from Loyola Law School in Los Angeles in 1991 after graduating with honors from the University of California Santa Barbara in 1986. California Attorney General Bill Lockyer appointed Jonathan Director of the Office of Victims' Services (OVS) in September 2002. OVS advocates on behalf of crime victims, interfaces and works with law enforcement, and works on policy and legislative issues pertaining to crime victims' issues. In November 2010, Yolo County District Attorney Jeff Reisig appointed Jonathan to the Chief Deputy position, the number two position in the office. He manages a number of divisions. Due to his interest in mental illness and substance abuse issues, he is the District Attorney's representative on the Mental Health Court and Addiction Intervention Court teams. In March of 2019, Jonathan was appointed by Yolo County Supervisor Jim Provenza to become a member of the Local Mental Health Board. Jonathan is an adjunct professor at UC Davis King Hall School of Law teaching trial advocacy since 2005. He is also an instructor at the Museum of Tolerance in Los Angeles where he trains officers on the POST-mandated racial profiling course. He teaches a segment on the "Criminalization of the Mentally Ill" for the regional Crisis Intervention Training (CIT).



**Jamal Rowe, BS** — Jamal Rowe was appointed to Chief Deputy Administrator of Re-entry Services in the Division of Adult Parole Operations on January 1, 2021. He has held several positions with the division since 2006 including Parole Administrator, Parole Agent III, Parole Agent II and Parole Agent I. Jamal worked at California State Prison, Sacramento from 2002-2006 and in 2014 where he served as a Correctional Officer and Correctional Counselor. Jamal has held several positions with the division since 2002 including Correctional Counselor, Background Investigator, and Correctional Officer. Before joining the CDCR team, he worked for Sacramento County Probation for 4 years. He served as a member of the California Sex Offender Management Board (CASOMB) from 2018 to 2021 and has served on multiple workgroups and task forces throughout his career. He was a Subject Matter Expert (SME) in electronic monitoring and sex offender treatment and spearheaded the creation and implementation of DAPO's first California POST-Certified Parole Academy. Additionally, he designed customized Principled Policing training for DAPO and has presented in several conferences as an ambassador of the Division. Jamal holds a Bachelor of Science degree from California State University, Sacramento and is a graduate of the Los Angeles Police Department Leadership Program, formerly West Point Leadership Program. He is also a nominee for the American Leadership Forum's (ALF) prestigious Fellows Program. He possesses a great deal of experience and knowledge of CDCR, community corrections, re-entry efforts and public safety. Jamal is proud to be a leader in California Department of Corrections and Rehabilitation as it embraces its mission to not only rehabilitate, but habilitate the people entrusted to its care and their transition into our communities, understanding that this is key to the safety of the people of the State of California, and to the future of the State.



**Preston Schaub, JD** — Preston Schaub is a Deputy District Attorney for Yolo County, CA and represents that office in Yolo County's Collaborative Mental Health Court partnering with the Superior Court, Public Defender's Office, Health and Human Services Department, and Probation Department. Preston also prosecutes a variety of serious and violent felonies while acting as the West Sacramento Community Prosecutor.



**Todd Schirmer, PhD** — Todd Schirmer is the director of the newly created Forensic/Criminal Justice Division within Marin County's Behavioral Health and Recovery Services Department. He oversees programs including Jail Mental Health, Proposition 47-funded care coordination, Support and Treatment After Release full-service partnership, Behavioral Health Diversion, and Assisted Outpatient

Treatment.



**Justine Schmollinger, JD, PhD** — Justine has worked with incarcerated male offenders for the State of California over the last 13 years. She recently transferred to the Board of Parole Hearings as a Forensic Psychologist. She completed a joint degree program obtaining her law degree at Golden Gate University School of Law in San Francisco with a specialization in Litigation. She completed her Doctorate degree in Clinical Psychology at Pacific Graduate School of Psychology in Palo Alto with a focus in Forensic Psychology. She completed an APA accredited internship at Vacaville Psychiatric Program, currently known as CMF-Psychiatric Inpatient Program (PIP). It was here she worked with Principal Investigator Robert Horon, Ph.D. on the DMH/DSH suicide risk assessment research study from 2007-2015.



**Jake Segal** — Jake Segal is Vice President of Advisory Services at Social Finance, where he leads the firm's California office. In this role, he works with state and local governments to implement data-driven, outcomes-oriented funding to help programs achieve their goals, delivering greater impact alongside improved transparency and accountability. As a leader of the organization's Health team, Jake's work focuses on improving the social determinants of health, and on building safer and more engaged communities. Recent examples of his work include launching a project to improve housing stability Anchorage, Alaska; supporting Ventura County in efforts to reduce recidivism, and to better understand the costs of homelessness; and publishing a series of issue briefs for government officials interested in pursuing Pay for Success approaches.



**Sharmil Shah, PsyD** — Sharmil has over 20 years of non-profit experience in providing clinical services, management, business development, and community outreach. She is currently the Chief of Program Operations at the Mental Health Services Oversight & Accountability Commission. She directs, supervises, and manages the day-to-day operations of a complex, highly visible program that includes the following units: Plan Review, Innovation, and Prevention and Early Intervention. Prior to this she has worked at Child Guidance Center, Inc, an Orange County based non-profit as a Child Therapist and then with Family Service Association and the Department of Social Services, as the Director of the Child Abuse Prevention Council of Riverside County. Sharmil received her Bachelor's degree in Psychology at UC Riverside, her Master's degree at Chapman University, and her PsyD at California Southern University, with a specific emphasis on Children and Trauma. She also served as a Citizen Review Panel Member for the Prevention of Child Abuse and Neglect for two years. Sharmil has presented on innovation for the MHSA Boot Camp for the past three consecutive years.



**Ruth Shim, MD, MPH** — Ruth Shim is holder of the Luke & Grace Kim Professorship in Cultural Psychiatry in the Department of Psychiatry and Behavioral Sciences at the University of California, Davis School of Medicine. She is an Associate Professor of Clinical Psychiatry, Director of Cultural Psychiatry, and Chair of the Vice Chancellor's

Advisory Committee on Faculty Excellence in Diversity at UC Davis Health. Ruth received an MPH in health policy from Rollins School of Public Health at Emory University and an MD from Emory University School of Medicine. She is a member of the Board of Trustees of the Robert Wood Johnson Foundation and the American Association of Community Psychiatrists. She serves on the Editorial Boards of Psychiatric Services, Community Mental Health Journal, and American Psychiatric Publishing, and is co-editor of the book, The Social Determinants of Mental Health, and an upcoming book on social justice and mental health, to be published in the fall of 2020. She is a 2018-2019 Fellow of the Executive Leadership in Academic Medicine (ELAM) Program, and an at-large member of the National Academies of Sciences, Engineering, and Medicine Forum on Mental Health and Substance Use Disorders. Ruth's research focuses on mental health disparities and inequities, and she provides clinical psychiatric care in the UC Davis Early Diagnosis and Preventative Treatment (EDAPT) Clinic.



**Joseph Simpson, MD, PhD** — Joe Simpson is a supervising psychiatrist with the Los Angeles County Department of Health Services, Correctional Health Services, which provides health and mental health care for the Los Angeles County jail system. He is a clinical associate professor at the University of Southern California Keck School of Medicine and serves on the faculty of the forensic psychiatry fellowship program at the USC Institute of Psychiatry and Law. He has presented at local and national professional meetings, and published several articles in peer-reviewed journals on the subject of mental health firearms prohibitions.



**Doug Smith, MD, DFAPA** — Doug Smith completed his Medical Degree at the University Of Maryland School Of Medicine and his Internship and Residency in General Psychiatry at the Sheppard and Enoch Pratt Hospital in Baltimore, Maryland, where he served as the Outpatient Chief Resident in his final year. He then completed a Fellowship in Forensic Psychiatry through a combined program at the University of Maryland School of Medicine and Johns Hopkins School of Medicine. For over 10 years he served in the role of Medical Director for three Northcoast Behavioral Healthcare inpatient and three outpatient sites until April, 2020. Since May of 2012, he has served as the Medical Director for the Summit County Alcohol, Drug Addiction, and Mental Health Services Board. During the past 22 years in Ohio, Doug has been involved academically, serving as Clinical Associate Professor of Psychiatry at the University of Toledo and at the UHHS-Case School of Medicine. In 2012 he additionally joined the Psychiatry Faculty at the Northeast Ohio Medical University (NEOMED) where he is an Associate Professor, the Director of Community Psychiatry, the Medical Director of the ECHO Superhub, and Co-Director of the Integrated Community Psychiatry and Primary Care Fellowship (when funded). From November 2019 through August 2020 Doug served as the Interim Chair of the NEOMED Department of Psychiatry.



**Shoba Sreenivasan, PhD**— Shoba Sreenivasan is a forensic psychologist with extensive experience in conducting SVP evaluations, having done so since the inception of the law in California in 1996 (as a contract provider and independent expert for many years, and as a state employee since January of 2019). Shoba received a Ph.D. in clinical psychology from UCLA in 1986 and completed a forensic post-doctoral fellowship at USC in 1987. She has testified in SVP in California and the State of Washington. Her current position is as an SVP Evaluator for the California Department of State Hospitals, Forensic Services Division. Shoba also had the privilege of serving our nations veterans for over 28 years when she was employed by the Department of Veterans Affairs, Greater Los Angeles VAMC. She has held an academic position through the Keck USC School of Medicine and faculty member of the USC Institute of Psychiatry, Law and Behavioral Sciences since 1987 where she teaches and trains forensic post-doctoral psychiatry fellows. In addition, Shoba has numerous peer-reviewed publications concentrating on SVP topics, military veterans, and ethical issues.



**Alan Stillman, LCSW** — Alan has been involved in the Forensic (Mental Health, Substance Abuse, Developmental Disabilities, and Dual Diagnosed Clients) field for over 50 years. He has extensive experience in program development, management, direct treatment, supervision, training, and consultation. He is an LCSW (licensed therapist), a Certified Sex Offender Treatment Provider (California Sex Offender Management Board), a Certified Criminal Justice Specialist, and Master Social Worker for Addictions Counseling (National Association of Forensic Counselors), and holds certifications in Criminal Justice. He has provided trainings for local, state, and national conferences. He has provided trainings for local agencies like the San Diego Regional Center (Developmental Disabilities) in identifying and developing programming for sexual related behaviors, and presented at the California Public Defenders Association and CA District Attorneys Association. He is also an approved provider for treatment for CA Regional Centers. During his time in the Philadelphia area, Alan developed outpatient programs for Developmentally Delayed clients, including individual, group and family modalities with the use of specially designed workbooks. Alan continues to provide direct treatment and training for staff of DD programs with special attention to forensic areas. Alan was the Executive Director of CACONREP for 8.5 years. This is a state-wide program responsible for the supervision and treatment of Court ordered Sexually Violent Predators returned to their communities throughout California. Alan is considered an expert witness regarding sexual offending and community placement. Alan is now the Executive Director of a new state-wide program called 'Intensive Individualized Transitional Services' (IITS), whose mission is to support the transition of Developmentally Delayed clients at Porterville Developmental Center in CA to their respective communities. This consumer population is currently in a secure section of PDC and they struggle with severe behavior problems and co-occurring disorders (Mental Health, Substance Abuse, Physical limitations, etc.) further complicated with forensic involvement. IITS assess' consumers who are ready for community transition and will provide any needed services not available in their community. This is a unique and highly mobile program providing services where the consumer is located.



**Adelene Tsujiuchi, PsyD, LMFT, CCHP** — Adelene Tsujiuchi's background includes work with the former Chicago Asian Human Services to assist in developing education and human services programs for victims of domestic violence and people living in poverty with mental health issues. Adelene moved to Los Angeles in 2007 and became the direct provider as well as the program coordinator for the Full-Service Partnership (FSP) and Conditional Release Program. Since then, she has devoted her career to the field of correctional mental health and spent the last 9 years providing leadership to the mental health team in Orange County Correctional Health Services. She has dedicated her career to providing effective evidence-based interventions in helping people who are justice involved and have complex mental and behavioral health challenges. Her goal is to be an agent of positive change through the work of research and also as a practitioner.



**Sarah Vinson, MD** — Sarah Vinson is a triple board-certified physician who specializes in adult, child and adolescent, and forensic psychiatry. In addition to maintaining an active clinical practice where she sees a socioeconomically diverse clientele, she is the founder of Lorio Forensics, a multidisciplinary culturally and structurally informed forensic mental health consultation company. She has consulted on cases in over a dozen states and testified, and has been admitted as an expert in state, federal, criminal, and family courts. Sarah graduated Summa Cum Laude from Florida A & M University. After graduating from medical school at the University of Florida with Research Honors and as an Inductee in the Chapman Humanism Honors Society, she completed her general psychiatry training at Cambridge Health Alliance/Harvard Medical School. While there, she also received specialized training in trauma through the Victims of Violence Program. She then returned to the South to complete fellowships in both child and adolescent, and forensic psychiatry at Emory University School of Medicine, where she continues to serve as adjunct faculty. Sarah is an Associate Clinical Professor of Psychiatry Pediatrics at Morehouse School of Medicine, where she was the lead architect and is the Program Director for the Child

Psychiatry Fellowship, the first and only at an HBCU medical school. She has been elected and/or appointed to national and statewide office by her professional peers and is on the board of both the American Association of Community Psychiatry and the Bazelon Center for Mental Health Law. She is also one of two National Psychiatric Advisors for the Judges and Psychiatrists Leadership Initiative, a collaboration between the Council of State Governments and the American Psychiatric Association that designs and delivers trainings for Judges regarding mental health and criminal justice. Additionally, at the invitation of the Conference of Chief Justices (CCJ) and Conference of State Court Administrators (COSCA), she serves on the National Judicial Task Force to Examine State Courts' Response to Mental Illness. She is the co-editor of two texts, *Social (In)Justice and Mental Health and Pediatric Mental Health for Primary Care Providers*.



**Katherine Warburton, DO** — Katherine is the Medical Director, and Deputy Director of Clinical Operations for the California Department of State Hospitals. She is board certified in adult and forensic psychiatry. Katherine is an Associate Professor on the Clinical Faculty at the UC Davis School of Medicine. She has lectured and published on forensic topics related to violence and competence to stand trial. She is editor of a textbook titled *Violence in Psychiatry*.



**Brandon Yakush, PsyD** — Brandon graduated from Loma Linda University with his doctorate in 2006. Ever since, he has practiced forensic psychology, first for about 11 years at Department of State Hospitals (DSH) - Atascadero. During that time, he completed forensic evaluations for the courts and Board of Parole Hearings on patients committed to the hospital for trial incompetency, insanity, and as Mentally Disordered Offenders (MDOs). While at DSH-Atascadero, Brandon also organized and led the forensic training of the predoctoral psychology interns. Since July 2017, he has worked for DSH's Forensic Services Division out of Sacramento where he conducts pre-commitment MDO evaluations. Brandon has published in the area of California's definition of wrongfulness in the insanity statute.



**Adam Yerke, PsyD** — Adam is a licensed psychologist in California and specializes in topics related to gender and sexuality. He is currently Interim Department Chair of the Clinical Forensic Psychology Program at the Chicago School of Professional Psychology in Los Angeles. Adam first began working with sexual offenders over a decade ago at SHARPER FUTURE where he conducted evaluations and treatment with individuals mandated by probation or parole. Adam was also responsible for supervising clinicians and overseeing assessment services provided at the Los Angeles SHARPER FUTURE clinic. Further, Adam is a SARATSO appointed risk assessment trainer and has enjoyed teaching the STABLE-2007/ACUTE-2007 and LS/CMI to practitioners and evaluators throughout California. Currently, Adam assesses Sexually Violent Predators (SVPs) as a Liaison Evaluator for Liberty Healthcare's Conditional Release Program (CONREP) and serves as Chair of the South Los Angeles CCOSO Chapter.



**Allison Zuvela** — Allison currently serves as the Chief Deputy Public Defender for the Yolo County Public Defender's office where she is in charge of training and operations. She is also a Criminal Law Specialist certified by the Board of Legalization of the State Bar of California. Prior to her employment with the office in 2003, Allison served as a Deputy Public Defender in Tulare County following her graduation from the California Western School of Law in 1994. Outside of her attorney service, Allison has participated in leadership roles in the Yolo County Bar Association (as both Secretary and President), as well as the California Attorneys for Criminal Justice (where she is a member of the Board of Governors). In addition, Allison is a member of several legal organizations including the California Public Defenders Association, the National Association of Criminal Defense Attorneys, the American Council of Chief Defenders, and the Swartz/Levi Chapter of the American Inns of Court in Davis. Since 2012 Allison has also served as an attorney coach for River City High School's Mock Trial Team.

# DOUGLAS TAYLOR SMITH SCHOLARSHIP

**FORENSIC  
MENTAL HEALTH**  
Association of California



## DOUGLAS TAYLOR SMITH SCHOLARSHIP

### ELIGIBILITY CRITERIA

- ✓ Early career professionals are those who have completed their training, but have been working two years or less in the field of Forensic Mental Health and experience a financial hardship in covering the cost of the conference.

### ABOUT DOUGLAS

Douglas Taylor Smith, LCSW, was a dedicated leader and ardent advocate in the field of Forensic Mental Health. For nearly 30 years, he worked for the San Diego County Behavioral Health Department, serving as the Program Manager for the Conditional Release Program for most of those years.

Douglas was also a member of FMHAC since almost its inception over 40 years ago. He served on the Board of Directors as Secretary, and as Treasurer. In acknowledgement of his contributions to the field, he was the proud recipient of the Christine M. West Award in 2011.

One of the many qualities Douglas is fondly remembered for is his passion for the field of Forensic Mental Health and for FMHAC's role in advancing the field. He was always eager to warmly welcome early career professionals into the field, sharing with them what he had learned over the years and assisting them in networking at the annual FMHAC conference. Those he welcomed could go on to reach out to him any time for advice as they navigated the challenges inherent in this work. He would always have a story, a wise euphemism from his childhood, or words of camaraderie that would make the burdens of doing this challenging work more bearable.

Although Douglas passed in March 2019, his passion for the field will live on in the Douglas Taylor Smith Scholarship. Each year, one early career professional will be selected as the recipient of the scholarship and will be awarded free tuition to the FMHAC conference.

*for more info:*

### CLICK HERE TO APPLY

Candidates need to complete the on-line application and submit their cover letter, resume, and letter of recommendation by Wednesday, February 19, 2020.



Visit us: [www.fmhac.org](http://www.fmhac.org)



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