

The MASCA Connection

Volume 3 Issue 1

October, 2013

President's Message

On Behalf of the MASCA Board of Trustees, I welcome you to another edition of the MASCA Connection. The "Connection" is our way of sharing news, events and perspectives across the region and staying connected with membership throughout the year. October has been a challenging month for those of you employed in the federal government and had to endure the 16 day shutdown. Some of our MASCA membership employed in corrections, probation and parole are essential employees and worked tirelessly through the shutdown and we applaud them for their hard work and commitment. In addition, the shutdown/furloughs also impacted the budgets of some non-federal agencies and their ability to provide some treatment services which in community corrections can create hardship to the population we serve as well as impact public safety. While the issue is not fully resolved we are glad the government has

reopened and everyone's hard work will be compensated.

The Board of Trustees is continuing to develop strategies to grow our membership, revamp our website and organize and develop more training opportunities in areas of relevance to membership. On October 23, 2013 we completed our third One Day Conference; **Partnering Together to Provide Hope and Help for Justice Involved Veterans** in Bronx New York that was well attended and we look forward to our fourth presentation in other member states in the near future. We also continue to develop our annual training conference that will be held in Washington DC in June 2014. We appreciate your interest and membership in MASCA and encourage you to spread the word, join a committee, and submit articles for the newsletter. If you are not already a MASCA member we encourage you to join for a low membership fee of \$20 a year.



Inside this issue:

Get Involved	2
Polar Bear Plunge	2
Join MASCA	2
Connecticut	3-4
Delaware	5
Who We Are	5
Newsletter Dates	5
District of Columbia	6
Maryland	7
New Jersey	8
New York	9
Determining Resource Demand Level For Child Pornography Offenders	10-11
MASCA's Vice President	12
Advertise in MASCA Connection-	13
Save the Date—MASCA 2014 Con-	13

Get Involved—MASCA Committees



The Middle Atlantic States Correctional Association (MASCA) is looking for talented members to share their knowledge, skills, and abilities by volunteering to participate on one or more of our committees. For more information, please contact the committee chairperson for the committee of interest. The MASCA

Committees and Chairpersons are:

Finance & Audit Committee

Chair: Larry Glover
glover200v@gmail.com

Membership Committee

Chair: LaVonya Douglas
lavonya.douglas@cscosa.gov

Policy & Procedure Committee

Chair: William Payne
wpayne@hvc.rr.com

Publications & Communications Committee

Chair: Dawn Pearson
dawn.pearsons@gmail.com

“18th Annual Maryland State Police Polar Bear Plunge”

The 18th Annual Maryland State Police—Polar Bear Plunge will be held at Sandy Point State Park in Annapolis, MD on Saturday, January 25th, 2014. Come out and join hundreds of dedicated volunteers for a dip in the Chesapeake Bay.

To join a team or submit your donation, visit their website at [Maryland State Police—Polar Bear Plunge](http://www.marylandstatepolice.org/polarbearplunge).

If you are unable to access this link, copy and paste the link listed below into your web browser.

<http://www.kintera.org/site/c.9pLGLPPwEflWH/b.8744099/k.BFAD/Home.htm>

This event benefits Maryland's children and adults with intellectual disabilities.

We look forward to hearing about your experience



Join the Middle Atlantic States Correctional Association

“Join MASCA”

For more information, visit us on the web at <http://masca.corrections.com/>
For membership, visit us at:

[MASCA Membership](#)

Or apply using your smartphone



Connecticut

Inmates on the move at federal prison in Danbury

by
Denis J. O'Malley
 Published October 21,
 2013

DANBURY – Situated high atop sloping fields, set back from Pembroke Road by a curving, tree-lined drive, the property offers the added privacy of a stand of pines that all but mask the barbed-wire fencing behind them.

But the Federal Correctional Institute's most significant value is not in the prime real estate it sits upon, but in the hundreds of beds it holds inside its low-security walls.

After the activation of a similar facility in Aliceville, Ala., introduced more than 1,500 new low-security beds into the federal prison system earlier this year, the Bureau of Prisons settled on FCI Danbury as the site that would undergo a "mission change," transferring out the female population for males to alleviate crowding across the entire federal prison system.

But over the course of about three months since that announcement, a range of obstacles have limited the female Danbury inmates' exodus.

First, letters from members of Congress bought some time to reconsider the plan. Then the partial government shutdown put another hold on the transfers.

Now the action is conditional on the outcome of a meeting to be held in the coming weeks between U.S. Attorney General Eric Holder and a delegation of Northeast congressmen.

Should the mission change resume, despite the intervention, it will mark the first time in nearly two decades that the neighbors on top of the hill on Route 37 will be men.

Through the years, many famous people have called FCI home, albeit reluctantly, while local people drive back and forth on the busy street outside.

In terms of the physical plant, there is not much that will change, if anything, to effect the switch.

"Really no major changes other than the gender of the inmate," said Ed Ross, a spokesman for the Bureau of Prisons.

The only significant expense required to accommodate male inmates in Danbury amount to \$260,000 in clothing and "general inmate care items," as BOP Director Charles E. Samuels Jr. said in a letter responding to an inquiry by U.S. Sen. Chris Murphy, D-Conn.

"The BOP does not have to remodel, construct or make significant changes to FCI Danbury to accommodate male inmates," the letter read.

Programs geared toward inmates' education, vocational training or re-entry into

society will continue to be offered for the new population as well.

"All those kind of things – the programming that goes on at any prison – that won't be changed because the mission is changing," Ross said.

But converting the prison back to a male facility after almost 20 years as a female facility will naturally have a certain effect on the day-to-day operations inside FCI Danbury, according to a federal corrections officers union representative.

"There's a difference obviously in aggressiveness. Male inmates, even at the low-security facilities, can be more aggressive," said Philip Glover, northeast regional vice president of the council of prison locals.

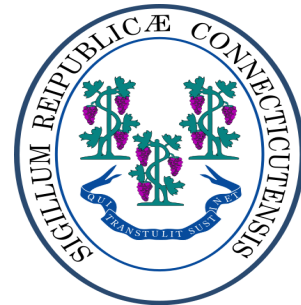
Violence among inmates and gang activity are likely to increase, problems that the staff at FCI Danbury will have to deal with on a more frequent basis if the conversion to male inmates is completed.

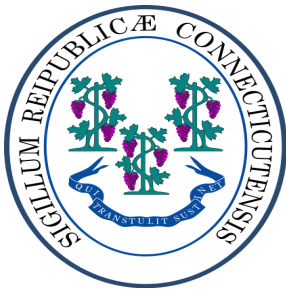
"Those kinds of things happen at even low (risk) males," Glover said.

Another difference for the staff will be the manner in which certain operations, particularly inmate searches, are carried out.

(Continued on page 4)

(Story from: <http://www.ctpost.com/news/article/Inmates-on-the-move-at-federal-prison-in-Danbury-4912188.php>)





Connecticut

Inmates on the move at federal prison in Danbury

by
Denis J. O'Malley

(Continued from page 3)

"There's a difference in how you pat-search an inmate," Glover said.

"The requirements of how you can search a female inmate as opposed to a male inmate. Cross-gender issues are much more highlighted because of (the Prison Rape Elimination Act)."

But, as far as the corrections officers are concerned, changing to a male population could be a benefit at FCI Danbury, which Glover said "has historically had trouble getting enough female workers."

"Cross-gender searches will eventually be prohibited ... which makes it more difficult obviously to run a female population when you have a large number of male staff," he said.

Glover said he could not gauge the staff's collective feeling on the conversion because the start-and-stop nature of the process thus far has made it difficult for them to come to a consensus.

"Obviously, there's a mix. The female staff I'm sure would rather keep things the way they are. The male staff, it'll probably be easier for them to work there," he said. "There really hasn't been a chance to sit down as a union and say 'OK, what are our issues here,' because they

started it then they stopped it."

Of course, for the voices speaking out against the conversion, its potential effect on the staff is of much less concern than its effect on the inmates and their families.

U.S. Sen. [Richard Blumenthal](#), D-Conn., who previously served as a U.S. attorney, said the separation of a female inmate from her family could strain her rehabilitation and eventual re-entry into society, "particularly for mothers."

"Separating them from their children really imperils and endangers a bond that is vital to their coming back to a normal life and avoiding repeating criminal activity," he said.

As of July, 59 percent of the women housed in FCI Danbury had children under the age of 21, said Samuels, the BOP director, in his letter to Murphy.

And an increased distance from their mother could increase the likelihood that those children will one day find themselves incarcerated, Blumenthal said.

"Separating mothers from children creates more crime and more criminals with much larger, longer-term costs," he said.

In his letter to Murphy, Samuels conceded that the transfer of female inmates from Danbury would cause some women to be further from their "release residences."

But, ultimately, Samuels said the transfers will result "in the transfer of a much greater number of women closer to

their release residences."

That is also true of the men who would be transferred into FCI Danbury. A total of 7,421 male inmates in the low-security facilities across the country would be closer to their release residences if transferred to Danbury, though there would only be room for several hundred of them, Samuels said.

A number of the female inmates now at Danbury could also remain at the minimum security camp on the site, which will remain female, if they qualified for the appropriate reduction in their security level, Samuels said.

Across the system, the shifting of inmates between facilities if Danbury becomes a male prison would reduce crowding in low-security female prisons by more than half and low-security male prisons by 2 percent.

One thing Samuels stressed and Blumenthal later reiterated was the need to review individual inmates on a case-by-case basis to determine what effect any transfer would have on their relationships with their families.

"The numbers are almost irrelevant," Blumenthal said. "These decisions should be made woman-by-woman, case-by-case ... I'm not in favor of keeping women in Danbury, per se. It's the women who can be kept in the Northeast who should be kept in Danbury."

(Story from: <http://www.ctpost.com/news/article/Inmates-on-the-move-at-federal-prison-in-Danbury-4912188.php>)

Delaware

Perry Phelps (09/26/2013)



The Delaware Department of Correction has named Perry Phelps the new chief of the Bureau of Prisons. Formerly the warden of James T. Vaughn Correctional Center in Smyrna, Del., Phelps brings

with him 25 years of experience in adult and youth corrections. The new chief began his career in 1988 as a correctional officer at Howard R. Young Correctional Institution in Wilmington, Del. Prior to his appointment as warden in 2008, Phelps was the director of the Division of Youth Rehabilitation for the Delaware Department of services for Children, Youth and Fami-

lies. Phelps' new responsibilities will include overall administration support to the state's four correctional facilities.

(Story from <http://www.correctionalnews.com/articles/2013/09/26/perry-phelps>)



MASCA Who We Are

MASCA is the leading regional interdisciplinary organization for professionals in the related fields of institutional corrections, community corrections, and juvenile services. We are your regional affiliate for both the American Correctional Association and the American Probation and Parole Association.

Our membership includes

professionals at the state, county, and federal levels, primarily in the seven member jurisdictions, but we welcome criminal justice professionals and students from anywhere in North America. We are committed to providing the best training opportunities in our region and are looking for other ways to serve our membership as well.

Visit our website at www.corrections.com/masca for more information.



MASCA Connection Schedule

The MASCA Connection is the Newsletter for the Middle Atlantic States Correctional Association.

We invite you to share your stories. If you have a story you are interested including in our publication, please forward it to masca.connection@gmail.com. All submissions should be in word format.

Should you have any questions or need additional information, please do not hesitate to contact us at: masca.connection@gmail.com.

Please see MASCA's schedule for newsletter submissions.

Month of Newsletter	Content Due Date
January	12/01/13
April	03/01/14
July	06/01/14
October	09/01/14





District of Columbia

Reforms in prosecution of D.C.'s young offenders trail states

By **Jeffrey Anderson**, *The Washington Times*

A new national report shows almost half of the states are taking tangible steps to reform their youth criminal justice systems.

The District is not among them.

In the past eight years, some 40 pieces of legislation in 23 states have been passed to remove juveniles charged with crimes from the adult criminal justice system, where there is little chance of turning their lives around, according to a report by the Campaign for Youth Justice.

Eleven states, including Virginia, Pennsylvania and Ohio, have passed laws to prevent juveniles from being placed in adult prisons.

Twelve states, including Virginia, Maryland and Delaware, have passed laws to prevent prosecutors from charging youths in adult court, or to allow a judge to order that such cases be refiled in juvenile court.

Connecticut, Illinois, Mississippi and Massachusetts have expanded juvenile court jurisdiction so that older youth — those ages 17 and 18 — are no longer tried and sentenced in adult court.

"It's very hard to compare states," said Carmen Daugherty, the campaign's policy director who authored the report. "Only 13 states report their data on a national basis, and there's so many different ways for youth to enter the adult system."

In the District, however, where

youth recidivism is declining but roughly 75 percent of youths charged with crimes are prosecuted in federal court, there is no mechanism for a judge to review the case and possibly direct it to the juvenile court system, Ms. Daugherty said.

The District is the only jurisdiction where federal prosecutors bring those charges, and the law states that youths 16 or older can be tried as adults for murder, armed robbery and certain other violent crimes.

A spokesman for the U.S. attorney's office in the District said the office works with the Metropolitan Police Department and the D.C. attorney general's office in making that determination. Decisions are made on a case-by-case basis, the spokesman said, taking into account the severity of the offense, whether a firearm was used and the juvenile's criminal history.

But rarely does that determination result in a child 16 or older being tried for a violent crime in juvenile court, Ms. Daugherty said. The result is that those youth are detained before trial in an adult prison, where they are subject to lockdowns and solitary confinement as if they were adults, she said.

Once sentenced, they remain in such facilities until the federal Bureau of Prisons can place them in a juvenile detention facility, usually in another state.

"They don't have access to their families," Ms. Daugherty said, "and we can't tell if they receive any education in those facilities. It's heartbreaking."

In Virginia, legislation was passed in the past couple of years to prevent youths from

being detained in an adult prison before trial, which she characterized as a "huge victory."

In Maryland, an active campaign to reform the system has resulted in a task force to study the problem, she said. Not so in the District.

Youth advocates say a change in the law is needed to reduce the number of youths who can be tried as adults and to install judicial safeguards so that someone other than a prosecutor can make the charging decision.

"The Supreme Court has said that youth are in a fundamentally different class, but at the local level we don't treat them that way," said R. Daniel Okonkwo, executive director of D.C. Lawyers for Youth. "How often do prosecutors send juveniles [who by law can be tried as adults] back to juvenile court? If there is no discretion being exercised by prosecutors, at least let a judge decide."

Mr. Okonkwo said the system in the District suffers not from complacency but from indifference. In 2009, the Juvenile Justice Improvement Act died from "lack of political will," he said.

"Our politicians seem to think that this issue won't resonate with people in D.C. There's no movement on the D.C. Council to fall in line with other jurisdictions to make sure our young people can take advantage of what the juvenile system offers in terms of rehabilitation," he said. "We know there's no rehabilitation at the adult level."

(Story from <http://www.washingtontimes.com/news/2013/oct/10/reforms-in-prosecution-of-dcs-young-offenders-trail/?page=all>)

Maryland

Correctional Officers, Community Supervision Agents, and Public Safety Employees Raise Close to \$10,000 For Special Olympics in Annual Tug of War

Towson, MD—
(September 13, 2013)

More than twenty teams of rope-pullers and dozens of walkers and runners helped DPSCS raise close to \$10,000 for Special Olympics Maryland on September 13, in the annual Torch Run, Walk, and Tug of War. The event was held at the Public Safety Education and

Training Center in Sykesville, and featured men and women from correctional facilities, Community Supervision offices, and other DPSCS entities from all across the state.

Heavyweight winners this



year in the colorful Tug of War were from North Branch in Cumberland, with their next-door neighbors from Western Correctional

Institution placing second. Lightweight winners were the members of the DPSCS K-9 Unit, with North Branch second. And the all-ladies division featuring Baltimore's Maryland Reception, Diagnostic, and Classification Center winning, with Hagerstown's MD Correctional Training Center ladies finishing second.

(Story from [http://](http://www.dpscs.state.md.us/publicinfo/pdfs/pressreleases/20130913a.pdf)



www.dpscs.state.md.us/publicinfo/pdfs/pressreleases/20130913a.pdf



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New Jersey

Organizations Commended for Commitment to Union County Community Service Youth Offender Program

**FOR IMMEDIATE
RELEASE: October 18,
2013**

Community Service Youth Offender Program. The organization are Family & Children's Services of Elizabeth, St. Joseph's Social Service Center of Elizabeth, Fanwood-Scotch Plains Recycling Center, the Watchung Stables and Reservation in Mountainside, the City of Plainfield Department of Public Works,

Program is a Union County initiative, which focuses on delinquency prevention and helping restore communities. (Photo by Jim Lowney/County of Union)



Union County Freeholder Vernell Wright (R) presents resolutions to representatives of nine organizations commending them for their support and commitment as volunteer worksite members of the Union County

Downtown Westfield Corporation, the Kenilworth Veteran's Center/VFW Post 2230, Rose of Sharon Church in Plainfield and the Community Food Bank of New Jersey in Hillside. The Community Service Youth Offender

Story from <http://ucnj.org/newsevents/organizations-commended-for-commitment-to-union-county-community-service-youth-offender-program/>

New York

Partnering Together to Provide Hope and Help for Justice Involved Veterans - Bronx, NY

By Henry Alexander

On October 23, 2013, MASCA partnered with the Veterans Administration to present the third conference on Veterans in the Correctional systems. "Partnering Together to Provide Hope and Help for Justice Involved Veterans" was held at the James J. Peters VA Medical Center in the Bronx, New York. The approximately 100 attendees included professionals from New York City and surrounding areas' corrections, parole and probation, re-entry teams, and Veterans Administration specialists. After MASCA President-elect Joe Rinaldi (NY), and Morjorie White-Ezimoha, VISN3 Deputy Mental Health and Homeless Care Line Manager, welcomed the attendees, NYC Deputy Commissioner of the Mayor's Office of Veterans Affairs, Clarice Joynes, discussed the State of Veterans in the New York City area. NY DOC Veterans Guidance Specialist Susan Verbeke then described the state of veterans in New York corrections (both institutions and parole and probation). Her presentation also included a showing of a video about the Veterans' dorm at the Mt. McGregor Correctional Facility. Sandy Browning, Homeless Veter-

ans Outreach Coordinator from the Veterans Benefit Administration, then spoke on the topic of veteran eligibility. The morning ended with a presentation by Valerie Johnson, Veterans Justice Outreach Specialist from the Veterans Administration. She spoke on a variety of issues including outreach and identification of justice involved vets, eligibility and referral, ineligible persons who served in the military, services provided by the VA, referrals for services, and coordination between the VA and the various correctional agencies. At the conclusion of Ms. Johnson's presentation, three veterans spoke to the attendees about their legal problems and how they were helped through referrals and services from the VA.

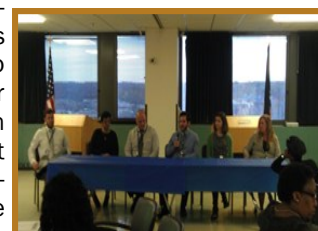
After lunch, Julie Irwin, VISN3 Homeless Care Line Manager, provided an overview of the VA Homeless Program. Ann Feder, VISN3 Mental Health Care Line Manager, discussed the VA Mental Health Program. Included in the Mental Health Overview was a presentation on Suicide Prevention by Evan Podolak, Bronx Suicide Prevention Coordinator.

The day concluded with three additional plenary sessions. First, Kyle McEvilly from the National Coalition for Homeless Vets spoke to the attendees about how the NCHV deals with veteran homelessness. Second, Judge Marcia Hirsch, Queens Veterans Court, and Joe Madonia, Project Director II, Brooklyn Treatment Court, lead a panel discussion about what works and

promising practices in Veterans Courts. Other panelists included Elan Robin, Brooklyn Veterans Treatment Court Coordinator, Denise Lukowski, Manhattan VA, and a mentor and Veterans Treatment Court Graduate. The day concluded with a discussion of Offender Re-entry in the New York City area, which was lead by Debbie Boar of the Manhattan Re-entry Team and Chris McLaughlin of the Bronx Re-entry Team. Thanks to all of the speakers and presenters for their support and commitment to the issue

of veterans in the correctional system. Special thanks go to the James J Peters VA Medical Center for hosting this event and to the Veterans Administration for providing a continental breakfast. MASCA provided the lunch and afternoon break snacks for the participants. We were once again able to offer this training conference free of charge to attendees.

The material presented was well received by both corrections and Veterans Administration professionals in attendance. MASCA is currently beginning the planning for a fourth veterans conference with more to follow. We are looking for locations and dates in Connecticut for the next conference. Your membership dues and attendance at the MASCA Annual Conference helps make these one-day conferences possible. If you are not already a member, please join or renew you membership today!



Determining Resource Demand Level For Child Pornography Offenders

by

David L. Delmonico, Ph.D. &
Elizabeth Griffin, MA, LMFT

As a probation officer responsible for managing a heavy caseload, determining which client receives which resources is a difficult decision. Allocating too many resources to a client that does not need them is a waste of time, money, and energy. Not allocating enough resources to a client who is a high risk can have significant consequences for the community.

This brief article provides basic information about determining the Resource Demand Level (RDL) for child pornography offenders. Although there are no guarantees, the suggestions presented here are evidence based and represent the most current research on risk and recidivism related to child pornography offenders.

There are two basic questions to consider with regard to establishing the RDL for child pornography offenders. First, does the offender have a history of contact offenses? And second, what risk does this offender pose to the community in the future?

Regarding the first question, Seto, Hanson, and Babchishin (2011) conducted a meta-analysis of research that investigated past contact offenses of child pornography offenders. Their conclusion was an estimated 50% of child pornography offenders are likely to have a past contact offense. Other researchers have found the percentage to be even lower – as low as 12%. It is important not to assume that all child pornography offenders have a past contact offense in their history, and unless there is evidence to the contrary, it should be assumed there is no history of a contact offense. Individuals with no evidence of contact offense in their history would have a lower RDL.

The second question regarding future risk of a sexual offense can be partially answered by examining the recidivism rates for child pornography offenders. Research has found that child pornography offenders (with no known contact offense history) have a recidivism rate of about 2% - 4% over a five year period - much lower than the 13% recidivism rate for contact offenders. (e.g., Endrass, et. al, 2009; Seto, 2013).

The question of risk can also be examined by considering risk factors for child pornography offenders. Although there are no actuarial risk assessments validated on child pornography offenders with no known contact offense, there has been research that can be used to help determine the RDL of a client.

Hanson and Morton-Bourgon (2005) conducted a meta-analysis consisting of nearly 30,000 sex offender and determined that there were two main predictors of sexual recidivism in both adults and adolescent sexual offenders. These two factors were:

- Deviant sexual preferences (e.g., interest/arousal to prepubescent children, etc.); and,
- An antisocial orientation (e.g., criminal history, pattern of rule violations, antisocial personality, etc.).

An individual with one of these factors would likely have a moderate RDL, and if both factors are present it is safe to assume that the RDL would be higher.

Eke, Seto, and Williams (2011) empirically identified several other risk characteristics for child pornography offenders. These factors could also be used in establishing a client's RDL. The list includes:

- Age at first offense (younger equates to higher risk)
- Substance abuse problems
- Child pornography content focused on male prepubescent children
- Never married
- Low education (less than high school diploma)

Although there is no equation for determining a client's RDL based on these factors, it is safe to assume that more of these factors will equate to a higher level RDL and ultimately the client will require more of your time, energy, and management strategies.

(continued on page 11)

Determining Resource Demand Level For Child Pornography Offenders

by

David L. Delmonico, Ph.D. &
Elizabeth Griffin, MA, LMFT

(continued from page 10)

Counterbalancing these risk factors, there are also any “protective” factors which can help predict success in treatment and decrease the RDL. Some of these factors include:

- long-term stable employment or educational commitment
- good relationships with co-workers and other acquaintances
- presence of adequate and appropriate social supports
- positive family relationships and support
- willingness to participate and amenability to treatment
- presence of adequate and appropriate social skills
- history of healthy adult relationships (romantic and otherwise)
- acknowledgement of the seriousness of offense behavior
- guilt / remorse about offense behavior

There is no set number of these factors that will reduce risk, but as Rogers (2000) wrote, a comprehensive assessment should not only focus on what is working against the client, but should also consider factors they may have in their favor. Clients who have a number of protective factors are likely to be lower in their RDL.

Another important piece to remember about child pornography offenders can be found in research by Webb, Craissati, and Keen (2007) that concluded child pornography offenders with no known history of a contact offense were “significantly less likely to fail on community supervision, and significantly less likely to miss treatment appointments.”

There are not enough hours in a day to give 100% of our resources to all of your clients. Developing an evidenced-based decision making system, in which you consider the current research in tandem with your experience, expertise, and professional judgment will serve both you and your clients well. Once an RDL is determined, you can begin adjusting variables such as the frequency of visits, the level of computer monitoring necessary, and other community management strategies.

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Meet MASCA's Vice President LaVonya Douglas



Ms. Lavonya Douglas' career is marked by a commitment to selfless service within the field of Community Corrections and the community, itself. She earned her Bachelor of Arts degree in Sociology with a Concentration in the Administration of Justice from Virginia State University in 2002. Since that time she has focused her professional career on the needs of offenders and underprivileged populations with a keen eye on public safety.

Ms. Douglas began her career as a Counselor for Virginia Cares where she collaborated with Faith Based Institutions, non-profit resource providers, and other community partners to support the reentry efforts of offenders. Ms. Douglas' service with Virginia Cares laid the foundation for her to transition into her career with the Court Services and Offender Supervision Agency for the District of Columbia (CSOSA).

Ms. Douglas' work as a Community Supervision Officer (CSO) for CSOSA revolved around the day-to-day supervision and monitoring of offenders, but was

supplemented by a host of additional activities and specializations to include: a focus on women's issues, serving as an Adjunct Trainer, providing mentorship for new Officers, and perhaps most importantly, developing productive working relationships with offenders under her supervision. Ms. Douglas' extensive experience with offenders, belief in the capacity of offenders to change, distinct leadership abilities, and irreproachable integrity resulted in her subsequent promotion to a Supervisory Community Supervision Officer (SCSO) with CSOSA. In that capacity, she is charged with the direct supervision of CSO's and is responsible for the oversight of 300-400 offenders under their supervision. Most significantly, she empowers her Team to be dynamic, creative change agents who foster pro-social attitudes and behaviors among the offender population.

Aside from Ms. Douglas' numerous professional accolades and projects, one of her greatest accomplishments is successfully achieving a healthy work-life balance. In addition to

her consecutive years of Special Achievements awards, organizing Women's Reentry forums, developing initiatives to collaborate with local schools, serving as a Sponsor for the American Probation and Parole Leadership Institute, and her collateral duties as Equal Employment Opportunities Counselor for CSOSA, Ms. Douglas also demonstrates the qualities of a capable, versatile, effective leader through community volunteerism and performing arts. She serves as a Director of Dance for her Church Ministry, is a certified Zumba Instructor for the community, and a budding actress for theatre festivals in major US cities. Ms. Douglas' effortless management of professional and extracurricular responsibilities pale in comparison to her most significant responsibility. That is, her responsibility as a mother to her 11 year old daughter, Janiya.

A Force for Positive
CHANGE.

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Quarter Page

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For additional information, please contact Dawn Pearson at masca.connection@gmail.com.



Save the Date — MASCA 2014 Annual Conference

MASCA's 2014 Annual Conference and Training Event will be held from June 11, 2014 through June 14, 2014.

Washington, D.C.

For more information, please visit our website at www.masca.us.

Call for presenter information can be found on our website at <http://www.masca.us/presenter.html>

Our 2014 conference will be held at the Kellogg Conference Hotel at Gallaudet University, 800 Florida Ave N . E .

Please visit our website at <http://www.masca.us/registration.html> for our 2014 conference flyer.

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