

MOVING FROM CORRECTIONS FATIGUE TO FULFILLMENT

Desert Waters
Correctional Outreach
wellness for correctional staff and families

WHY FOCUS ON WELLNESS FOR CORRECTIONS WORKERS?

WORK STRESSORS

OPERATIONAL

→ MANDATORY OVERTIME IS BEYOND BRUTAL

→ MANY STATES HAVE CUT PAY, BENEFITS, AND TIME OFF

DIRECT/INDIRECT TRAUMA

ORGANIZATIONAL

THESE FEELINGS BUILD UP OVER THEIR CAREERS

↑ THERE IS A MENTAL HEALTH PANDEMIC

I CAN'T BE IN PLACES WITH CROWDS

I'M AFRAID TO ASK FOR HELP

NOBODY CARES

I DON'T TRUST ANYBODY

WHAT I COME ACROSS AT WORK WOUNDS MY SOUL

MY REACTION TO EVERYTHING IS ANGER

IT'S US AGAINST THEM

STAFF WELLNESS

WORKFORCE CULTURE CHANGE

HOW DO YOU BUILD TRUST AND PROMOTE PARTICIPATION?

RESPONSE TEAMS

BOTTOM-UP TOP-DOWN APPROACH

YOU NEED CHAMPION BUY-IN AND LEADERSHIP SUPPORT

LEADERSHIP BRIDGES THE GAP

BOTTOM-UP

CREATES AN EMPOWERING SPHERE OF INFLUENCE

“I DIDN'T FEEL ALONE ANYMORE”

“THIS TERMINOLOGY AND LANGUAGE WAS VALIDATING AND PROVIDED COMFORT”

ADDRESS RACIAL AND ETHNIC DISPARITIES

MENTAL HEALTH RESISTANCE

UNDERSTAND CULTURAL STIGMAS

EX:) I WAS RAISED NOT TO CRY, I WAS RAISED NOT TO GET HELP.

SAFETY+JUSTICE CHALLENGE

SITUATIONAL DISPARITIES

EX:) RURAL OFFICERS IN A MAJORITY MINORITY FACILITY

CORRECTIONAL OUTREACH

- TEACH COPING SKILLS (EX: MEDITATION, BREATHING EXERCISES)
- BUILD RELATIONSHIPS AND SHARED UNDERSTANDING OF DIFFERENT STRESSORS
- HAVE COMPASSION
- NOT A ONE-SIZE-FITS-ALL SOLUTION