

## Equity and Inclusion Resources:

to assist therapeutic court professionals in their efforts to promote equity and inclusion

### All Rise: [Adult Treatment Court Best Practice Standards](#)

#### Standard II: Equity and Inclusion

*“All persons meeting evidence-based eligibility criteria for treatment court receive the same opportunity to participate and succeed in the program regardless of their sociodemographic characteristics or sociocultural identity, including but not limited to their race, ethnicity, sex, gender identity, sexual orientation, age, socioeconomic status, national origin, native language, religion, cultural practices, and physical, medical, or other conditions. The treatment court team continually monitors program operations for evidence of cultural disparities in program access, service provision, or outcomes, takes corrective measures to eliminate identified disparities, and evaluates the effects of the corrective measures.” (p. 32)*

### Therapeutic Court Specific

1. [Adult Treatment Court Best Practice Standards](#) (All Rise)  
Standard II: Equity and Inclusion (p. 32-53) emphasizes:
  - a) Staff Diversity
  - b) Staff Training
  - c) Equity Monitoring
  - d) Cultural Outreach
  - e) Equitable Admissions
  - f) Equitable Treatment and Complementary Services
  - g) Equitable Incentives, Sanctions, and Dispositions
  - h) Fines, Fees, and Costs
2. [Equity and Inclusion Toolkit](#) (All Rise)
3. [Identifying and Rectifying Racial, Ethnic, and Gender Disparities in Treatment Courts](#) (Journal for Advancing Justice – Volume I)
4. Assessment Tools for Therapeutic Courts:
  - a. [RED \(Racial and Ethnic Disparity\) Program Assessment Tool for Treatment Courts](#)
  - b. [Equity and Inclusion Assessment Tool](#) (All Rise)
5. [Podcast: It’s all about relationships: Drug Courts – what are they and how do they work?](#)  
*Part 2 of 2: Dr. John Gallagher discusses racial disparities in drug court outcomes. He identifies four themes from his qualitative research with Black/African American drug court participants.*
6. [Lesbian, Gay, Bisexual and Questioning Participants in Treatment Court](#) (All Rise Webinar)
7. [Gender Identity and the Participant of Transgender Experience in Treatment Court](#) (All Rise Webinar)

## Race-Based Trauma & Bias

1. [Understanding Racial Trauma](#) (Newsy Video - 4:23 min)
2. [Impact of Racism and Trauma on Black Mental Health](#) (NAMI Webinar)
3. [Implicit Bias](#) - Take the Harvard University Implicit Association Test: [Take a Test \(harvard.edu\)](#)

## Trauma-Informed Services

1. [Six Key Principles of Trauma-Informed Care](#) (SAMSHA):
  - Safety
  - Trustworthiness
  - Transparency
  - Peer support
  - Collaboration and mutuality
  - Empowerment, voice and choice
  - Cultural, historical and gender issues
2. [Key Assumptions & Principles of SAMSHA's Trauma-Informed Approach](#)
3. [Trauma Training for Criminal Justice Professionals](#) (SAMSHA)

## Inclusive Language for Substance Use Disorder

1. [It's Time to Change How We Talk About Disorders of Addiction](#): Word choice may help reduce stigma linked with those suffering from addiction.
2. [The Real Stigma of Substance Use Disorders: Does it Matter How We Talk About People with Substance Use Disorder?](#) Research shows language matters and may affect clinical judgement regarding treatment.
3. [Addiction-ary: Glossary of Substance Use Disorder \(SUD\) Terms](#)

The Recovery Research Institute's glossary of terms related to substance use disorder. Where research indicates terms may induce bias, they are flagged with a "stigma alert".

*"This goes beyond political correctness. . . It's not just a matter of being nice. What we now know is that actual exposure to these specific terms induces [an] implicit cognitive bias. If you really want to solve the problem, you want to remove any barriers and obstacles."* - Dr. John Kelly, Recovery Research Institute Founder & Director