

# ASSOCIATION OF STATE CORRECTIONAL ADMINISTRATORS

**Executive Committee**  
*President, John Wetzel*  
*Vice President, Colette Peters*  
*Treasurer, Anne Precythe*  
*Past President, Leann Bertsch*



**Regional Representatives**  
*Northeast, Marcus Hicks*  
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## **ASCA Managing Complex Populations Committee Meeting Minutes January 12, 2019 New Orleans Marriott**

Committee Chair Heidi Washington (MI) provided an overview of the meeting topic, transgender persons, and then introduced a panel of subject matter experts:

- Gary Mohr, President-elect, ACA, former Director Ohio Department of Rehabilitation and Correction
- Leann K. Bertsch, Director North Dakota Department of Corrections and Rehabilitation
- Andie Moss, The Moss Group
- Dr. Newton E. Kendig, George Washington University and former Medical Director, FBOP
- Lia Gullick, Health Services Administrator, Michigan Department of Corrections

Dr. Newton E. Kendig began by highlighting a symposium on “Improving the Care and Management of Incarcerated Transgender Patients” held in Washington D.C. in August 2018. Dr. Kendig, Gary Mohr, Leann Bertsch, and Quincy Booth (DC) were in attendance. Transgender offenders are a small percentage of the correctional population. The symposium was closed to the press. With the exception of legal, all of the stakeholders in this area were in attendance. Symposium content: The symposium focused on the following four areas:

- Identifying correctional policy and practice considerations for screening, searching, housing and managing incarcerated transgender populations that protects them from abuse and creates a culture of safety
- Training correctional staff to enhance respectful attitudes towards transgender inmates and transgender co-workers
- Identifying clinical practice considerations for better defining medically necessary health care for incarcerated transgender patients and improving their access to quality medical care
- Identifying effective reentry strategies for transgender persons

Symposium outcomes: Consensus “considerations for correctional policies, practice, and clinical care” as well as “identified gaps in knowledge and practice” will be published in early 2019 and shared with ASCA members.

Leann Bertsch discussed her experience at the symposium. Leann stated that people in the business want to do the right thing. There was also a transgender ex-offender and transgender law enforcement officer in attendance who discussed their experiences. Leann noted that this is a gray area. The symposium gave attendees resources to work with and made certain recommendations.

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Dr. Kendig noted that ASCA surveyed its' members before the symposium and 97% of respondents reported the need for training around transgender offenders.

Andie Moss provided her perspective on training in this area. There are some core issues that people need to understand:

- It requires a change in social practice
- Need more than just a 2-hour training block
- Must be patient
- Requires thoughtful T4T
- Helpful to have someone who can tell their story as part of the training

Gary Mohr provided his perspective on the symposium:

- An enormous amount of work needs to be done in this area
- It's an opportunity to train our leaders now
- Leaders need to be the first level of training
- Mid-level managers need to understand not just the policy, but why
- The environment for this training is important
- Training cannot just be training the "what", but also must include training the "why"

Best practices around housing:

- Most challenging area
- Advocacy groups disagree on this area
- Recommend a case by case basis
- Not based solely on gender identification or where offender wants to be housed
- Need to train staff and inmates
- Assess the needs with a multi-disciplinary team

Dr. Kendig stated that transgender medicine was his most challenging experience:

- Major change with community level of care
- Hormone treatment
  - 2010: FBOP changed policy from continue to initiate as well
  - More and more states now changing their hormone treatment policies
  - MI policy change resulted in negative media coverage
  - Be prepared when changing policy

Dr. Kendig discussed sexual reassignment surgery:

- Litigation in CA, MA, ID
- Need to know what state Medicaid covers
- Know what the litigation is around the issue