



# THE RESIDENTIAL CIRCLE-UP

Virginia Department of Juvenile Justice

May 2021

## 431 Staff, Residents Get Vaccinations

Last month, Bon Air JCC received word from the local health department that we would receive enough Pfizer vaccine doses for all staff and residents who showed interest in getting vaccinated.

The medical team quickly sprang into action to organize a three-day vaccination clinic for Bon Air residents, frontline staff, and other residential services staff. Health Services Director Mark Murphy led the charge and enlisted assistance from other residential staff to begin a mass scheduling effort for anyone who had signed up through the internal process. When we discovered that several employees were able to receive their vaccines elsewhere prior to

*(See "Vaccinations," page 2)*



## *An Open Mind Is Best Way to Handle Change*



### **Deputy Director's Message**

*Joyce Holmon*

The DJJ Express is steadier on its tracks and the Residential railroad car is hitched and full steam ahead. To ensure our car doesn't come unhitched, it's time to accelerate our focus on changing the culture for you, our staff. This is not an endeavor that can be accomplished overnight. It may even take a year or more, but with your help, we can take the steps necessary to create a safer and more connected work environment for everyone.

The number one way we plan to achieve this culture change is through consistent and positive communication. Well-known businessman Richard Branson has said that leaders must "lead by listening – to be a good leader, you have to be a great listener," and that is what residential leadership is striving to accomplish.

Last year, Residential Program Manager Shaun Parker took charge of conducting exit surveys with recently separated staff. During these conversations, Parker and his team attempted to determine why the staff left, what they feel we are doing right, and, most importantly, what it is that we can do better. It is our mission to determine how we can

*(See "Message," page 5)*

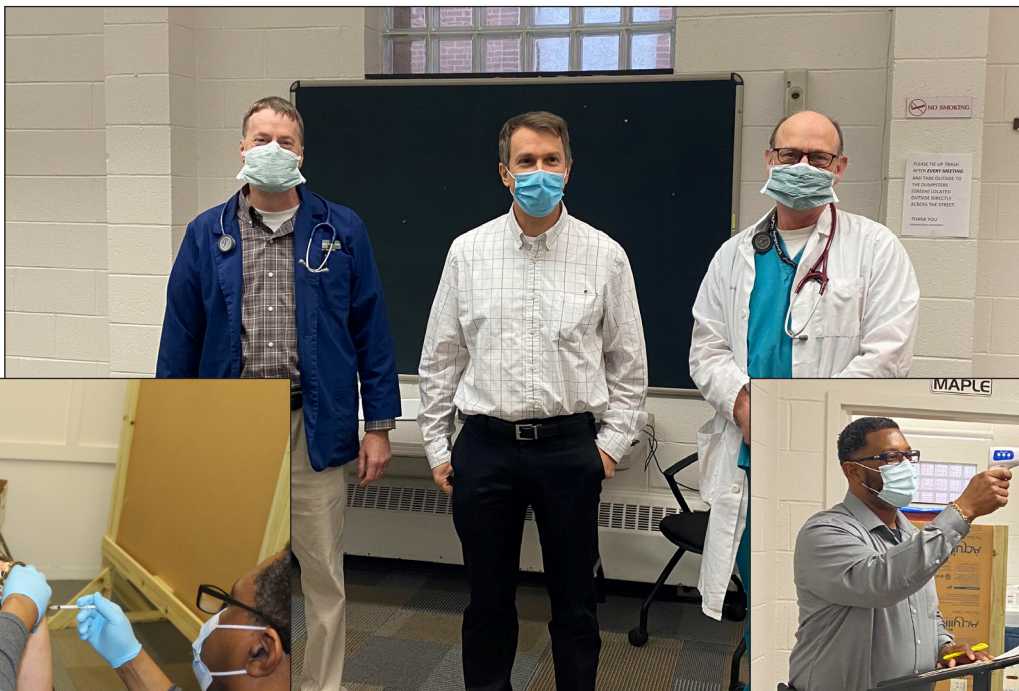


Above, from left: RS-II Donald Richardson, Deputy Director for Residential Services Joyce Holmon. Below, from left: Counselor Ashley Leigers; medical team of Dr. Chris Moon, Mark Murphy and Bryan Graham; Bon Air Superintendent Russell Jennings welcomes Technology Specialist Tommy Turner to the clinic with a temperature check.

## Vaccinations *(Continued from page 1)*

our clinic, we were able to open up the clinic to other DJJ personnel as well as some community members. The clinic was an enormous success, vaccinating a total of 416 people including our Deputy Director. Bon Air hosted another clinic in April to provide second vaccine doses as

well as another chance for those who did not participate in the March clinic to get their first doses. Through this clinic, approximately 15 additional staff were able to receive their first vaccination. These clinics are a crucial step in Bon Air's efforts to return to normal.





## No Power? No Problem.



*Rukiya Bellamy*

### *Outage Provides Two New RPICs Teachable Moment*



*Pamela Williams*

In our transformation efforts over the last five years, we have been building and tweaking our Community Treatment Model with the help of outside experts. Now that our CTM has been fully established and implemented, it's time for us to sustain our practices on our own.

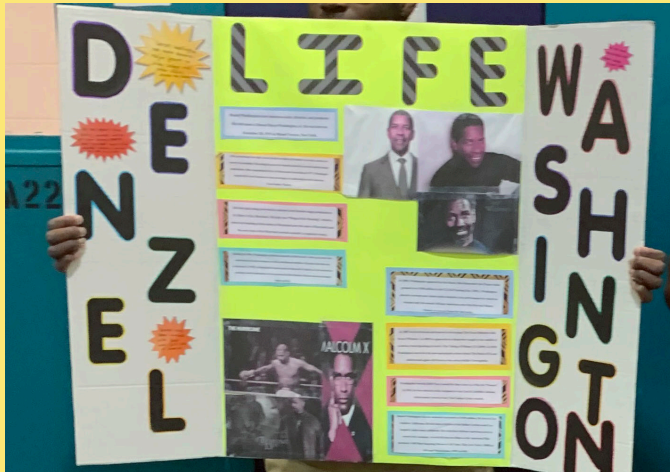
This called for the addition of two Residential Practice Improvement Coaches (RPICs) to provide on-the-spot support and training for staff implementing CTM elements. New RPICs Rukiya Bellamy and Pamela Williams have risen through the ranks and been a part of the CTM since its inception. They are expertly qualified to lead the way to improved and consistent implementation of CTM practices.

Early in March, the RPICs hosted a CTM

training course with newly hired unit team members. RPICs invited subject matter experts from other areas to also work with the new team members and ensure they were getting the knowledge they would need in their day-to-day work. During one session, CC Michael Lowery enlisted a resident to assist in his presentation on PAP, a standard presentation type with which new staff will need to be familiar.

During this presentation, the meeting location lost power, but the team did not skip a beat. The RPICs and CC Lowery used this as a teachable moment and simply relocated their meeting outdoors. This was a perfect demonstration to teach staff that they must be flexible and use problem solving skills daily in their new roles at Bon Air JCC.

# CELEBRATING BLACK HISTORY MONTH



Each year units come together to celebrate Black History Month through presentations, demonstrations, and performances. This year units had to celebrate a little differently because of the pandemic. Unit 66 decided to have each resident collaborate with their personal advocate to develop a presentation for their peers.

Staff led mutual help groups through which they explored such topics as diversity, identity, history, and culture. These dialogues helped residents gain a greater understanding of Black History Month's context. Each resident chose a significant figure of the African American community to celebrate through their presentations. Residents worked on their projects throughout the month of February, and they presented their final products to their community during a town hall meeting.

ElHajj Malik ElShabazz Internationally Known as...  
**MALCOLM X**

Malcolm X was an African-American Muslim Minister and a Human Rights Activist who was a Very Important Figure during the Civil Rights Movement.

**Born:** Malcolm Little  
 May 19, 1925 in Omaha, Nebraska, U.S.

**Died:** February 21, 1965  
 (39y) New York City, U.S.  
 By Assassinations

**Married to:** Betty Shabazz  
 6 kids (All girls)

**Education:**  
 Dropped out in 8<sup>th</sup> grade  
 Because his teacher told him that being a lawyer wasn't a realistic goal for a black person

**Background:**  
 Growing up Malcolm X lived in multiple foster homes and with his older siblings after his father's death and his mother's hospitalization. He engaged in several illegal activities, eventually being sentenced to 10 years in prison. In prison he joined the Nation of Islam, adopted the name Malcolm X (which symbolizes his unknown African ancestral surname), and quickly became one of the 60's most influential leaders after being paroled in 1952. Malcolm X then served as the public face of the organization for 12 yrs, where he advocated for black empowerment, black supremacy, and complete separation of black and white Americans, and publicly criticized the mainstream Civil Rights movement for emphasis on nonviolence and racial integration. In the end, Malcolm X began to grow disillusioned with the Nation of Islam, along with its leader Elijah Muhammad. He subsequently abandoned Sunni Islam and the Civil Rights movement after completing the Hajj, returning to a brief period of travel across Africa, where he founded the Islamic Muslim Mosque of Afro-American Unity, which he based for an action program des...

**Gordon Parks**  
 Born Nov. 30<sup>th</sup> 1912  
 Fort Scott, Kansas  
 Died Mar. 7<sup>th</sup> 2006  
 Manhattan, New York

Full Name: Gordon Roger Alexander Buchanan Parks

Married and Divorced 3 times

93 years old

What did he do?  
 Photography  
 Musician  
 Writer  
 Film Director

Died in a Plane crash 1979 in Kenya

Children: Gordon Parks, David Parks, Leslie Campbell, Toni Parks-Park

Parks received more 20 honorary doctorates in his lifetime

1972 NAACP awarded Parks the Spanghero Medal  
 2001 Kitty Carlisle Hall Award

Working at the FSA as a trainee under Roy Strucker Parks created one of his best photos American Gothic Washington D.C. This photo shows a black woman Ella Watson who worked on the cleaning crew of the FSA Building Standing Staff in front of the American flag holding a broom and mop. Parks had been inspired by the image after encountering racism regularly in restaurants and shops in the segregated Capital City

**PATRICIA ERA BATH OPTHALMOLOGIST**

**Early Childhood:** Patricia Era Bath was born on November 11, 1929, in New York City. She was the daughter of a Baptist pastor and a nurse. She was the first African American woman to receive a Ph.D. in Ophthalmology from Johns Hopkins University in 1965. She was also the first African American woman to receive a medical degree from the same university in 1964. She was the first African American woman to be elected to the National Academy of Sciences in 1981. She was the first African American woman to be elected to the National Academy of Medicine in 1991. She was the first African American woman to be elected to the National Academy of Arts and Letters in 1991. She was the first African American woman to be elected to the National Academy of Design in 1991. She was the first African American woman to be elected to the National Academy of Sciences in 1981. She was the first African American woman to be elected to the National Academy of Medicine in 1991. She was the first African American woman to be elected to the National Academy of Arts and Letters in 1991. She was the first African American woman to be elected to the National Academy of Design in 1991.

**Education:** Patricia Era Bath received her Bachelor's degree in Ophthalmology from Johns Hopkins University in 1951. She received her Master's degree in Ophthalmology from Johns Hopkins University in 1953. She received her Ph.D. in Ophthalmology from Johns Hopkins University in 1965.

**Professional Career:** Patricia Era Bath worked as an ophthalmologist at the Johns Hopkins Hospital from 1951 to 1965. She was the first African American woman to be elected to the National Academy of Sciences in 1981. She was the first African American woman to be elected to the National Academy of Medicine in 1991. She was the first African American woman to be elected to the National Academy of Arts and Letters in 1991. She was the first African American woman to be elected to the National Academy of Design in 1991.

**Research:** Patricia Era Bath's research focused on the treatment of glaucoma, a leading cause of blindness. She developed a new surgical technique for the treatment of glaucoma, which is now known as the "Bath procedure". She also developed a new method for the treatment of cataracts, which is now known as the "Bath procedure".

**Awards:** Patricia Era Bath has received numerous awards for her contributions to the field of ophthalmology. She was the first African American woman to be elected to the National Academy of Sciences in 1981. She was the first African American woman to be elected to the National Academy of Medicine in 1991. She was the first African American woman to be elected to the National Academy of Arts and Letters in 1991. She was the first African American woman to be elected to the National Academy of Design in 1991.

# Take A Walk, Ride A Bike–It Will Help Your Outlook



Throughout the pandemic there has been a significant mental health crisis among Americans, caused by isolation and worry resulting from extended quarantine periods, increased working from home, and constant news of COVID cases and deaths across the country. Some Residential staff have good strategies for dealing with this pandemic-induced anxiety and increased need for mental wellness. Residential Program Manager Shaun Parker, for example, makes time to ride his bike as often as possible. Even during the colder months, Parker discovered indoor, stationary cycling equipment he could ride with others in a virtual setting using an app. On warmer days, you can see his car at the State House with his bike in tow, so he doesn't waste any time between work and cycling.

“Cycling is essential to the mind, body and soul,” Parker says – and he has science on his side. According to an article from the Mayo Clinic, “Research on depression, anxiety and exercise shows that the psychological and physical benefits of exercise can also help improve mood and reduce anxiety.”

## Message *(Continued from page 1)*

better support you as a valued employee doing meaningful work in difficult situations.

In an effort to connect with employees across the agency and to increase two-way communication, the DJJ executive team began hosting listening sessions last fall. Residential leadership recently began our own version of these sessions called “Residential Let’s Connect” where we make ourselves available through a webinar format to listen to your needs and suggestions. We have already hosted five of these Let’s Connect sessions with plans to host many more in the future. We want to hear from you and connect with you more frequently and more sincerely. Our hope is to use the feedback provided through this outlet to improve your experience, thereby improving the work we do with our young people.

If we believe in our residents’ capacity to change, we must also believe in our own capacity to change. Leadership cannot change the

workplace culture alone. We need your input, but we also need your buy-in. We need staff who are dedicated to the work we do, our guiding principles, and our “why” statement. This often means you must come to work with an open mind.

There will always be new endeavors and new strategies we will want to develop with your input and implement for the best possible outcome for our residents. Be willing to accept the implementation of new programs and initiatives with the understanding that your leadership is not implementing them arbitrarily. It is not enough for any of us to just show up from day to day. We must all do our part to inspire change in our residents and in each other.

If you bring a positive attitude into the workplace, not only will the course of your day be a little brighter but you will also spread that positivity to your colleagues. Before you know it, you will be working in a completely transformed environment.