

To the DOC Team,

It has been a while since we have talked to you about the Oregon Way; however, the transformational work has continued despite COVID-19! While our focus has shifted the last two years, the Oregon Way has not gone by the wayside because of the hard work and dedication of this agency's employees. Our commitment to improving employee wellness, morale, and safety shows through the work we've accomplished.

Recently, [AMEND](#) – the organization aiding in our efforts from the beginning – has been working at Powder River Correctional Institution (PRCF), Snake River Correctional Institution (SRCI), and Two Rivers Correctional Institution (TRCI). Below are summaries of the recent work and training.

PRCF: In March, PRCF hosted a Contact Officer Training. During this two-day training, approximately 15 correctional professionals from both California's Valley State Prison and Oregon Department of Corrections (DOC) were trained and introduced to what normalization and humanization in a correctional setting looks like. The training was a success with professionals from Norway, California, and Oregon sharing experiences and information between teams. Since corrections is a people business, the importance of building connections both nationally and internationally was invaluable. Participants exchanged phone numbers and email addresses so they can continue to work collaboratively as we all carry on this important work.

SRCI: Members of Amend, the Norwegian Resource Team Task Force, Norwegian Contact Officers, and staff from Salinas Valley State Prison in California, were at SRCI for a two-day Resource Team Training. The primary goal was to assess a situation and de-escalate it through conversation and empathy, and approach it at the appropriate level of response.

The Resource Team trained on interpersonal communication skills, de-escalation techniques, risk assessments, and using controlled movement and apprehension for out-of-cell activities. The team utilizes dynamic security principles such as verbal and non-verbal communication to include tone, positioning, body language, and patience the goal is to safely inject humanity into the life of high-risk AICs for a more desired outcomes without using force, ultimately reinforcing staff safety and wellness.

TRCI: AMEND along with a filming crew, arrived at TRCI on April 4th and 5th to film at the institution. DOC team members from PRCF, TRCI, CCCF, and OSP all came together to tell their stories and speak



about the personal wellness during their careers. They also spoke about how the overall engagement with both employees and AICs has changed since the implementation of the Oregon Way without sacrificing safety and security.

Employees and AICs alike were able to talk about their day-to-day efforts to normalize and humanize the work occurring in Oregon's prisons. AMEND captured some incredible material to create a short film that describes The Oregon Way. This video will be shared in the future and will show how this work benefits all involved.

In the coming months, teams are scheduled to travel to Norway to continue their training and learn more about the Norwegian corrections system. The Norwegians place a strong emphasis on humanizing and normalizing the prison environment and have built an entire system around those values. However, they struggle with many of the same issues we do in special housing, staff assaults, refusals to leave cells, and lack of healthy work environment.

Our hope – as an agency – is to continue to learn and share with our Norwegian partners. In turn, growing the Oregon Way every day. **Be proud, but not satisfied.**

Sincerely,



Colette S. Peters
Director



Heidi Steward
Deputy Director