

Governor's Advisory Panel on Gender Responsive Practices in Corrections

OFFICE OF GOVERNOR TINA KOTEK



AGENDA

Governor's Advisory Panel
on Gender Responsive
Practices in Corrections

Kickoff Meeting
September 7, 2023

- Welcome and Introductions
- Discussion: Group Agreements
- Gender Informed Practices Assessment (GIPA) Overview
- Advisory Panel: Short/Long-Term Objectives and Deliverables
- Oregon Department of Corrections: Internal Implementation Team Update
- Discussion: Advisory Panel Charter, Workgroups, and Panel Membership
- Next Steps



GROUP AGREEMENTS

We agree to:

- Actively and consistently participate in discussions and engage in the work of the group
- Listen attentively with the goal of hearing what others have to say
- Be respectful of the ideas and opinions of others
- Remain open to new ideas and perspectives
- Maintain confidentiality - talk about the lessons we learned, not the stories we heard
- Be inquisitive, with the goal of increasing our understanding of the issues and their impacts
- Strive for inclusivity, inviting diverse viewpoints and perspectives
- Others?



The Gender Informed Practices Assessment (GIPA)

Evaluates a prison's alignment with gender responsive, trauma-informed, and evidence-based practices, providing an analysis of strengths, challenges, and opportunities across 12 intersecting domains:

1. Leadership and Philosophy
2. External Support
3. Facility
4. Management and Operations
5. Staffing and Training
6. Facility Culture
7. Resident Discipline
8. Classification and Assessment
9. Case and Transitional Planning
10. Research-Based Program Areas
11. Services
12. Quality Assurance and Evaluation



ADVISORY PANEL PURPOSE AND CHARGE

Provide information and advice to the Governor on the utilization of evidence-based, trauma informed, and gender responsive practices at CCCF and throughout Oregon's criminal justice system.

Specifically, the Advisory Panel is charged with providing guidance regarding implementing the recommendations set forth in the GIPA, including identifying necessary resources and developing policy proposals.

The work of the Advisory Panel will be guided by input from women impacted by the criminal justice system, their families, and representatives from stakeholder agencies and organizations.

The group will generate periodic status updates, including information regarding existing barriers to successful implementation and recommendations to effectively address those challenges.



Oregon Department of Corrections Coffee Creek Correctional Facility

Internal Implementation Team Update



DISCUSSION: ADVISORY PANEL CHARTER, WORKGROUPS, AND MEMBERSHIP

- Please review the Panel Charter prior to our October meeting
- Topical Workgroups
 - Parenting/Family Connections
 - Medical/Behavioral Health Services
 - Reentry Planning and Support
 - Telecommunications Technology and Access
 - PREA Policies and Procedures
 - Best Practices in Serving Transgender AICs
 - Others?
- Membership: Core Panel or Workgroups – Are there additional voices we need to include in this process?



NEXT STEPS

- Listening Sessions
 - Staff and AICs at CCCF
 - Women previously housed at CCCF
 - Children of incarcerated parents
 - Service providers and advocacy organizations
 - Interested community members
- Adopt Charter and Preliminary Workplan
- CCCF Internal Teams Progress Reports
- Formation of Topic-Specific Workgroups



ACRONYMS & TERMS

ACRS: Automated Criminal Risk Score

AIC: Adult in Custody

AIP: Alternative Incarceration Program

BHS: Behavioral Health Services

CCCF: Coffee Creek Correctional Facility

CCM: Correctional Case Management

CDC: DOC's Central Distribution Center

CO: Correctional Officer

CRU: Correctional Rehabilitation Unit

DOC: Oregon Department of Corrections

GIPA: Gender Informed Practices Assessment

Kyte: Written communication system used by AICs

MAT: Medication Assisted Treatment

MDT: Multidisciplinary Team

MOUD: Medications for Opioid Use Disorder

OCE: Oregon Correctional Enterprises

OMS: Offender Management System

PAC: Prison Advisory Committee

PREA: Prison Rape Elimination Act

SHU: Special Housing Unit

UIR: Unusual Incident Report

WRNA: Women's Risk and Needs Assessment



Governor's Advisory Panel on Gender Responsive Practices in Corrections

Meeting 1, September 7, 2023

1. Welcome, Introductions, and Agenda Overview
2. Discussion: Group Agreements (Group)
 - Discussion of how group agreements support a collaborative and equitable approach to the panel's work.
 - Overview of initial proposed agreements on slide deck with invitation for questions and suggested modifications.
 - Suggested additions from panel members:
 - Respect lived experiences and truths;
 - Approach the work with a trauma informed lens;
 - Assume good intentions;
 - Be aware that sharing these issues can be challenging for people;
 - Be prepared for tough and challenging discussions.
3. Gender Informed Practices Assessment (GIPA) Overview (Mia Ruston)
 - Prior legislative workgroup (2020-2021) recommended bringing the GIPA to Coffee Creek. Legislation to fund the assessment passed during the 2022 session.
 - GIPA team from the Women's Justice Institute and the Center for Effective Public Policy visited Coffee Creek in January and February 2023. The team conducted extensive interviews and performed a comprehensive review of documents, records, and existing policies and procedures.
 - Overview of the structure of the GIPA report – strengths, challenges, and opportunities across twelve intersecting domains.
 - The GIPA report is a lengthy, comprehensive document. The Executive Summary on pages 6 through 12 provides a concise overview of the findings and recommendations within each domain as well as a list of priority implementation items.
 - [Report Link](#)
4. Advisory Panel Purpose and Charge (Mia Ruston)
 - The GIPA provides not just a list of strengths and challenges but also concrete best practice recommendations within each of the twelve intersecting domains.
 - While those recommendations are aimed primarily at the Department of Corrections, it's not advantageous or often even possible or for DOC to implement those within a vacuum.

- How those recommendations, particularly those that are resource-intensive, are prioritized and implemented impacts a variety of other stakeholders. The best possible outcomes are going to be informed by a variety of perspectives.
- The guidance of this panel will be helpful to DOC and the Governor's Office for future legislative sessions.
- Implemented improvements should be both impactful and sustainable.
- There is great interest in ensuring transparency and accountability in the GIPA implementation work and in general. The Advisory Panel will be providing ongoing status updates regarding its work and supporting the creation of protocols for ongoing assessment of adherence to gender responsive, trauma informed, and evidence based practices.
- There is currently a lot of enthusiasm behind this work and we want to use that momentum to ensure continued progress and alignment with best practices.

5. CCCF Updates (Nichole Brown/Joan Palmateer)

- Nichole Brown – CCCF Superintendent:
 - Joan Palmateer has been hired on a limited duration basis as an Analyst overseeing CCCF's internal GIPA implementation efforts.
 - CCCF leadership has made copies of the GIPA Report available to AICs and let them know there will be opportunities for future engagement.
 - Formation of AIC GIPA Council – First meeting will be held on 9/11/23. The panel includes selection of individuals who applied. The AIC GIPA Council will receive regular updates on GIPA implementation progress.
 - CCCF is actively working towards gender responsive clothing, i.e. women's jeans and bras.
 - Request for info/proposal – seeking new vendor for gender responsive clothing
 - Corporal Carrillo is leading this effort.
 - CCCF is also looking at making immediate improvements regarding expanding out-of-cell time for AICs. This was a challenge that emerged during COVID-19 and still remains.
 - Working on shared leadership model - bringing together multiple groups within the facility to facilitate more effective communication and collaboration.
 - Leadership, staff, and AICs are excited for opportunity to make changes toward trauma informed and gender responsive practices.
- Joan Palmateer:
 - 12 staff teams created, one dedicated to each GIPA domain
 - Kickoff session w/ managers already completed.
 - One area of focus will be on reentry support and programming.

- Often small changes can have a large impact for AICs
- Joan would like to see CCCF programming include more gender responsive prosocial life skills training.
 - Oregon correctional facilities have come a long way but much work remains. This work has the potential to be a model for other women's facilities nationwide.
 - Need for staff training, particularly on gender responsive practices: Post-COVID, this is a time to reset and take a deeper look at what we do, why, and what could be improved.
 - Staffing shortages have slowed implementation, difficult to go faster without increased staffing capacity.
- Questions/Comments from Panel:
 - The CCCF internal implementation teams formed quickly. What is the plan for their work?
 - Governor Kotek has requested a list of changes that can be implemented without significant additional resources. DOC is anticipating providing that list by 10/3/23. These will be primarily short term goals that do not require additional staffing.
 - Internal teams will continue meeting and will be available for questions/input from Advisory Panel members.
 - Many programs are opening back up post COVID, but the process has been slow.
 - CCCF and DOC leadership are brainstorming regarding new programs.
 - To streamline communication, CCCF is establishing a shared folder for GIPA resources. Access will be provided to the Governor's Gender Responsive Analyst and CCCF/DOC leadership.
 - How can DOC collaborate better with ODHS, especially with regard to child welfare cases?
 - CCCF has no Family Advocate to coordinate communication with DHS right now. Lisa Hall is working to remedy that situation and they expect to fill the position soon.
 - For AIC phone appearances at DHS court hearings, there is a lack of uniformity among facilities and also among the local courts. It may be useful to bring OJD/DOJ into these conversations.
 - Many important matters in DHS cases are handled in scheduled family team meetings rather than in court. Since COVID, these meetings primarily occur by phone it would be helpful if AICs could participate in these as well.

- There are continuing unresolved issues with being able to schedule calls with AICs but CCCF is working on them.
- AIC many times don't have legal/institutional resources to address family/child issues, which presents another challenge. There may be opportunities to expand access to technology to make improvements in this area.

6. Discussion: Panel Charter, Workgroups, and Membership (Group)

- Members will review the draft Panel Charter before Oct. 2023 meeting.
- In addition to the core panel, we'll be forming topic-specific workgroups. Some have been identified but the list can expand/change based on discussion.
 - Members can self select into relevant workgroups.
 - Additionally, panel members are invited to consider colleagues and others with subject matter expertise to join topical workgroups.
 - The Governor's Office will reach out to panel members in the coming weeks gauging workgroup interest.
 - Members may join as many workgroups as they desire.
- Questions
 - Process for current AICs to submit anonymous contributions to panel?
 - Panel will be holding listening sessions w/ AIC at CCCF facilitated by The Governor's Office without DOC personnel present.
 - Responses from listening sessions will be compiled without identifying information and shared w/ panel members.
 - Panel members will have the opportunity to attend community listening sessions
 - Specific conversations regarding genderqueer/nonbinary AICs?
 - The GIPA does speak to addressing the needs of genderqueer and nonbinary persons in custody, so those individuals will be included in this work.
 - Voices from community corrections and counties?
 - Working closely with community corrections can positively impact the success of the reentry process-- support from inside facility translates to support leaving facility.
 - When forming the panel, we did do outreach with local community corrections colleagues and OACCD for panel representation but have not identified a representative yet.
 - Lisa Hall is also in contact with some community probation/parole officers focused on reentry who are part of the CCCF GIPA implementation team and may be appropriate for this panel or our reentry workgroup.

- AIC family members (parents/spouses/SO/children)
 - Opportunities are available for these individuals to join workgroups or listening sessions.
- Can we look at how we are meeting the needs of domestic violence survivors in corrections system?
 - The GIPA does speak to the need to expand DV/SA support services, so this is something that we as a panel can work on together or form a workgroup around.
- How will racial equity and intersectionality play into core panel and various workgroups?
 - Racial equity and intersectionality are critical components. We are looking at ways to tie the work of the Racial Justice Committee to our work. The Advisory Panel should have specific conversation to strategize on this, possibly during Oct 2023 meeting.
- Compensation for panel participation for individuals with lived experience?
 - The Governor's Office does not have a mechanism to fund this but is investigating the possibility of partnering with a community-based agency to offer stipends to those with lived experience whose participation is not part of their paid work duties.

7. Next Steps (Mia Ruston)

- Listening sessions:
 - These will include CCCF staff and current/former AICs, program and service providers, individuals who were children of incarcerated parents, advocacy organizations, and other interested community members.
 - Dates not yet set but we are working on logistics and facilitation and anticipate holding these soon.
 - Panelists should expect outreach regarding publicizing/announcing these sessions and should pass invitations along to their colleagues and other groups.
 - Input from the listening sessions will be compiled and shared with the Advisory Panel and workgroups.
- Charter/Workplan: At our next meeting, please plan to discuss/adopt the Advisory Panel charter and work on developing our preliminary workplan.
- Recurring meetings will be held the first Wednesday of each month from 4:00 to 5:00 p.m. Next meeting is October 4.
- Panelists would like to do a tour of CCCF. Staff from DOC and the Governor's Office will work together to set this up.