

Governor's Task Force for Racial Equity in Criminal Justice



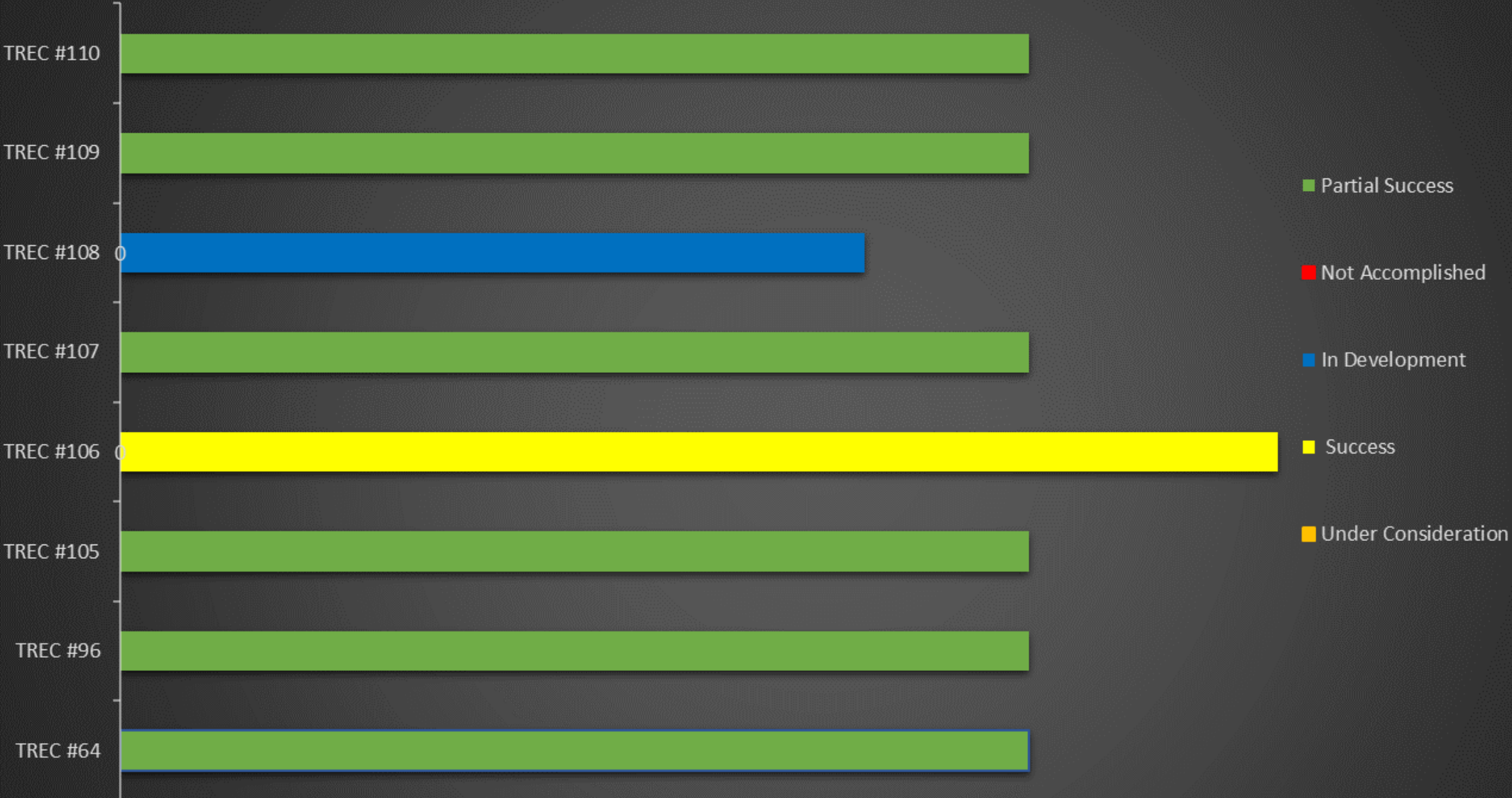
Division of Prisons Updates March 15, 2022

Commissioner Todd Ishee

Assistant Commissioner Brandeshawn Harris

Director of Rehabilitative Services-Sarah Cobb

Chart Title



TREC work group #64 - Screen incarcerated individuals for victimization and provide appropriate services-**partial success**



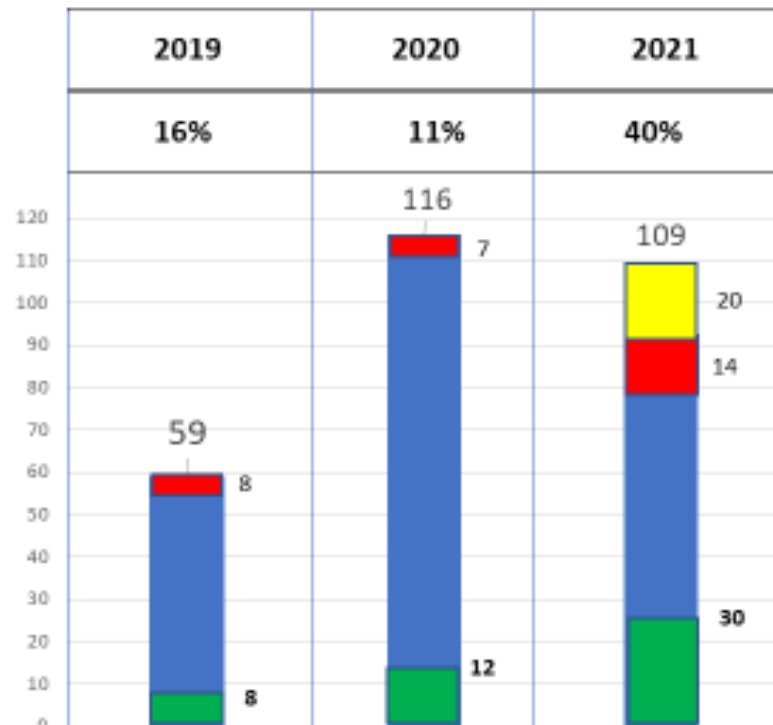
- 30-day reassessment of risk screening for abusiveness and victimization including physical, emotional and sexual abuse continues to serve as a prevention tool for offender's risk.
- Timeframe change from 72 hours to within 24 hours for staff to review the DPS dashboard and acknowledge new arrivals to determine if any offenders transferring into the facility have been identified as high-risk abusers or high-risk victims. This information is used to make appropriate housing and job decisions for offender safety.



TREC work group #96 Increase NCDPS flexibility on incarcerated individuals' release dates- **partial success**

- Discretionary credits to release offenders continues to be given. All eligible offenders with release dates through June 30, 2022, have been reviewed and given credits. Division staff are now reviewing and issuing credits for offenders that are eligible through December 30th, 2022.
- The total number of documented early releases is 5,677. This total includes ELC offenders released during COVID to include Discretionary or Commission releases during April 2020 through December 31, 2021.
- Approval for early medical release has increased from 11% to 40% for 2021.

NCDPS- PRISONS EARLY MEDICAL RELEASE



Early Medical Release (EMR) Program provides for early release of offenders who are significantly ill that they pose no risk to public safety. Justifications include;

- Severe debilitation due to age / terminal illness or
 - Permanent and total disability due to injury or medical illness
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- **Process summary:**
 - Facility medical provider submits request
 - Review/ approval by Chief Medical Officer
 - Review/ approval by Classification
 - Coordination of after care plan (social work)
 - Review/ approval by Parole Commission

 - **Approval/ release rate increased from 11% in 2020 to 40% in 2021**
 - Released 12 offenders in 2020 and 30 offenders in 2021
 - 20 cases from 2021 are still being processed

TREC work group
#106 – Protect
Pregnant people
in prisons and
jails - **Success**

- Dignity law passed effective December 1st, 2021. The Division of Prisons has implemented all the Dignity law requirements
- The New Policy is being finalized to include an automatic review of all pregnant offenders upon arrival to prison.
- New Mothers Program is being explored at NCCIW



TREC work group #107 – Enhance Prison Personnel- Partial Success

- Budget was approved for Step Pay Plan with payout in January 2022 paycheck. Retroactive to 7-1-2021.
- Salary compression funding was approved in Governors Budget and is currently being finalized.
- The budget also extended the High Needs Facility Salary Supplement for FY 21-22. The following prisons facility employees will receive this annual supplement.

\$2,500 annually for Level I facilities

\$5,000 annually for Level II facilities

\$7,500 annually for Level III facilities

- Established a Diversity Equity Inclusion Manager Division of Prison.
- Establishment of Prisons Career Division (24 Total Positions) to include:

Region Retention Coordinators

Diversity, Equity, and Inclusion Coordinator

Career Progression Coordinator

Correctional Officer Field Training

Regional Recruiters



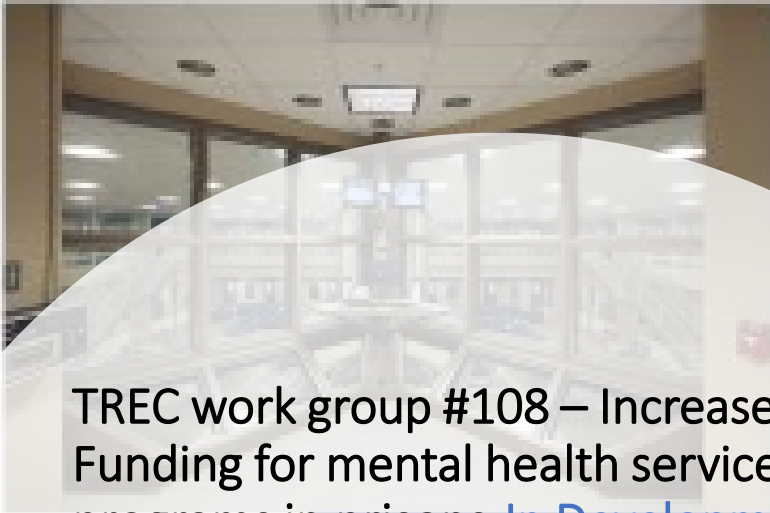
TREC work group #107

Enhance Prison Personnel-Partial Success

- OSDT developed a lesson plan on Racial Equity and Implicit Bias for Correctional Officer Basic Training that began January 2022.
- Online LMS implicit bias training continues to be assigned to existing staff.
- Since the implementation of CIT 8,144 staff have completed the training.
- Behavioral Health has developed a new Correctional Crisis training as a 2-hour annual in-service training administered through OSDT for both certified and non-certified staff beginning in the 2023 training cycle.
- As we prepare for the ACA accreditation audit of a Restrictive housing facility all ACA expected practices will be met regarding training of correctional staff working in Restrictive housing and correctional behavioral health certification.



Eastern Region Adult Correction congratulates its December 2021 Crisis Intervention Training graduates.



TREC work group #108 – Increase Funding for mental health services and programs in prisons-**In Development**

- The proposed Outpatient Treatment Unit has been implemented at Maury Correctional. This treatment initiative has already added three 48 treatment beds for a total of 144 beds.
- The work group continues to review and make proposals to implement a START now treatment program/model which is a prison-based adaptation of dialectical and cognitive behavioral therapy.
- Behavior Health has developed psycho-educational resources for offender tablets that enhance Behavioral Health support services within Restrictive housing.
- Currently there are 5 Facilities that have Therapeutic Diversion Units





TREC work group #105 Transform the use of restrictive housing-**Partial Success**

- There are 8 fully American Correctional Association accredited facilities
- ACA accreditation audits are scheduled for Wilkes June 6th-June 8th, 2022, and Lincoln June 8th-10th, 2022.
- 5 to 6 facilities are to be scheduled for 2022. At least two of these facilities will be the Divisions first restrictive housing audit.
- Pending contract with Dr. James Austin.

TREC work group #109 – Increase due process protections for people accused of disciplinary offenses-**Partial Success**



Pending Disciplinary Infraction and Sanction Revisions

- Work Group continues to work towards disciplinary policy revisions
- A Class Infractions being reviewed for category
 - Violent & Institutional Security Risk Related
 - Non-Violent Offenses
- Reviewing B and C class infractions for possible reduction in types of offenses
- Reviewing all class infractions for reduction in restrictive housing days and utilization of non -restrictive housing sanctions
- 474 offenders went from Restrictive Housing to a Diversion unit utilizing RDU and TDU.

TREC work group #109 – Increase due process protections for people accused of disciplinary offenses-Partial Success

- Seriously Mental Ill (SMI) Alert implemented for utilization by Behavioral Health Staff
- Completed refresher training for field staff regarding the disciplinary process
- Revised disciplinary standards to review Disciplinary Hearing Officer reports for potential Bias
- Work Group made recommendations for revisions on the SRG policy to include a complete guide on offender validations and clearly details the necessary criteria for full validation, introduces and explains a new concept for the offender Renunciation, allows offenders to de-affiliate from SRG groups by providing an avenue for renunciation.



TREC work group #110
Expand use of restorative justice and
rehabilitation programming-**Partial Success**

Opportunity for Change

Creating a productive environment centered around safety.

- Right Bed-Right Person Initiative
- Implementing core program offerings at each custody level.
- Close Custody- Security/Behavior Modification/Education
- Medium- Education/Vocational, Skill Training (Correction Enterprise)
- Minimum- Preparing to go home R-Step/Work release
- Collaborative Environment that fosters respect, responsibility, repair and restoration



TREC work group #110
Expand use of
restorative justice
and rehabilitation
programming-**Partial
Success**



- Carey Guides (evidence-based worksheets) were implemented during 2021 and every case manager has access to use these with their caseload during correctional counseling. There are numerous topics covered and here are a few of those topics:
 1. Empathy (Access your empathy)
 2. Maximizing Strengths (Identify Strengths)
 3. Mental Health (Understanding my symptoms)
 4. Anger (Emotional triggers)
 5. Emotional Regulation (Identifying feelings)
 6. Female Offenders (Relationships)
- Plans to implement Carey Guide training to new case managers on a quarterly basis in 2022.

TREC work group
#110 Expand use of
restorative justice
and rehabilitation
programming-
Partial Success



BJA FRESH (Family Reentry Support & Help) Grant-**Partial Success**

Goals:

Identify offenders at 5 designated Reentry Facility locations and provide evidence-based services to approximately 405 incarcerated individuals who have one or more minor children. Programming includes:

- Strengthening Families Parenting Program- an evidence-based program designed for high-risk families
- Helping Men Recover -an evidence-based trauma curriculum designed specifically for men
- Seeking Safety – an evidence-based trauma curriculum designed specifically for women

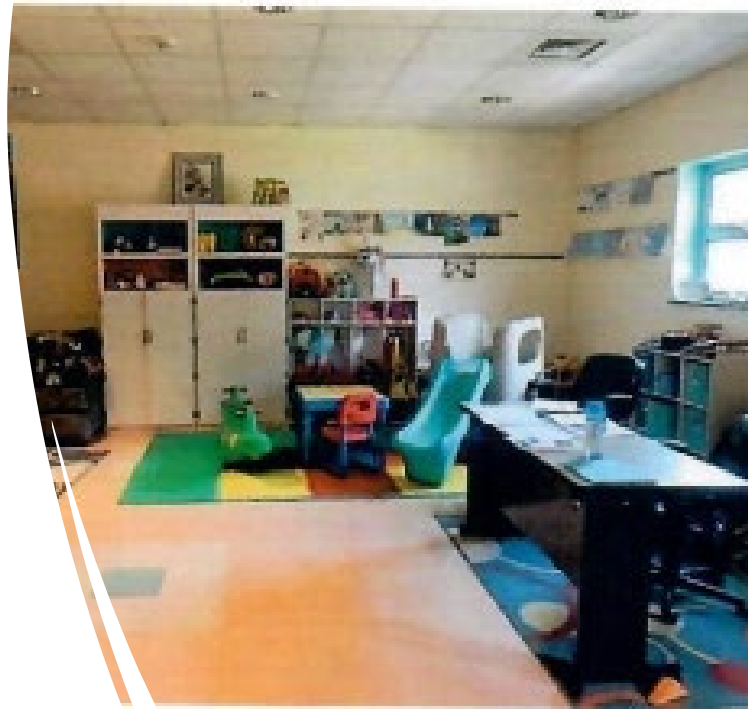
Provide Care Managers to further assist the 405 incarcerated individuals both inside and outside upon reentry to strengthen the bonds of the family and provide additional community resources

All 13 designated Reentry Facility Locations will receive technical support:

- Correctional staff training on importance and role of the family in the reentry process
- Review of policies and procedures to ensure protection of minor children and make additional recommendations to leadership
- Support to create child-friendly visitation spaces

TREC work group #110 Expand use of restorative justice and rehabilitation programming- Partial Success

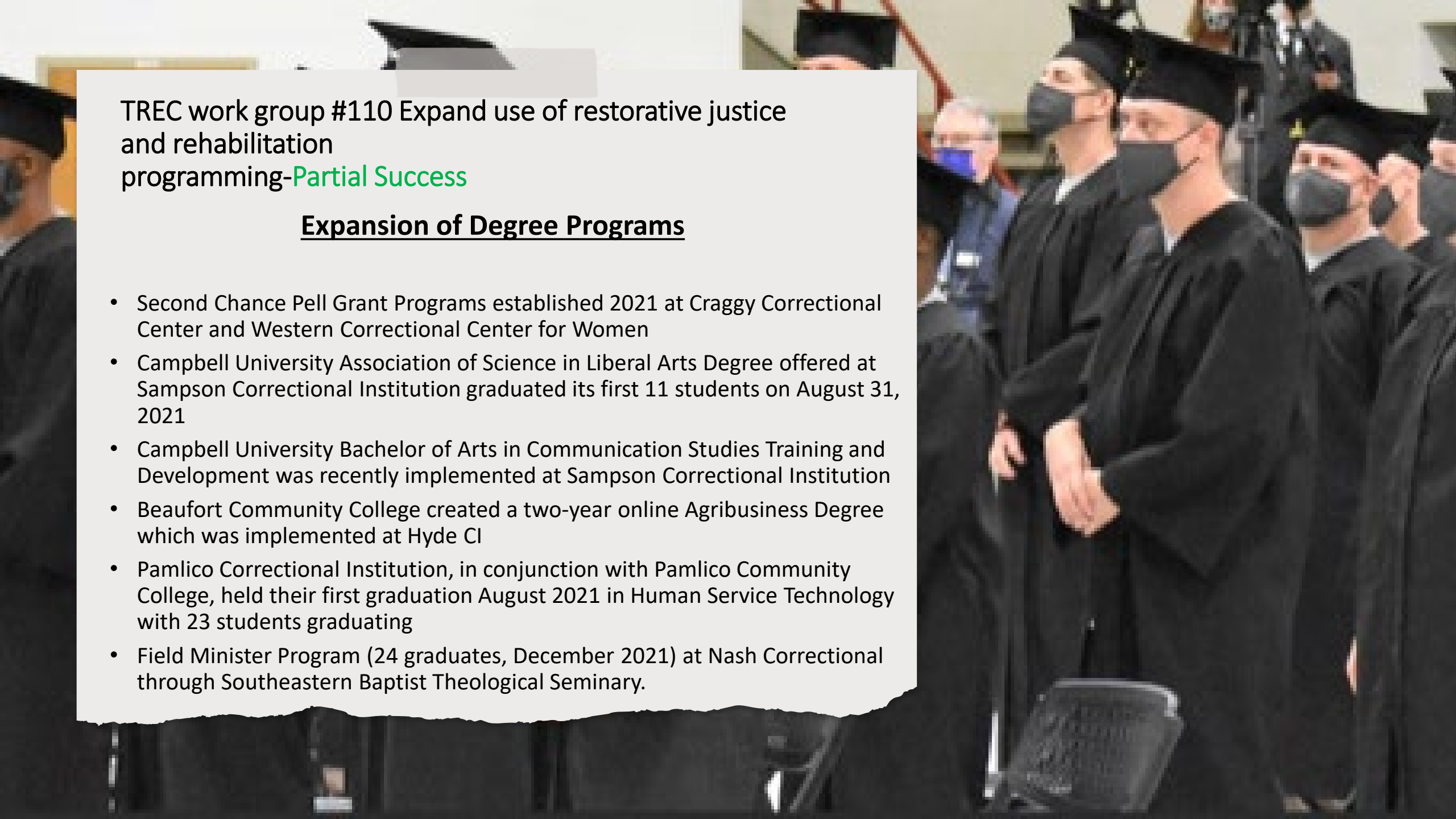
- Restorative Justice Circles initiated at Central Prison and NCCIW during 2021.
- STOP & Change Direction: Albemarle CI plans to resume class in 2022 with expansion in numbers as staffing allows
- Planned expansion of Rehabilitative Diversion Unit (RDU) at Pasquotank CI
- SRG liaison position created that reviews STGMU referrals which has resulted in more efficiency and effectiveness in processing referrals
- Meeting conducted with Executive Director of MATCH/MATCH-type programs regarding expansion for Anson CI and WCCW. Funding remains an issue and funding options are being explored.



TREC work group
#110 Expand use of
restorative justice
and rehabilitation
programming-**Partial
Success**



- Working with DMV to expand state-issued IDs to offenders prior to release
- Approval of a new training position in Food & Nutrition Services which will help expand apprenticeship programs to more offenders; plans to expand Servsafe certification to more staff and offenders
- Expanding Reaching Out from the Within to additional facilities with focus on self-help, community, kindness, courage and speaking up against violence
- POKKET-Reentry application on APDS tablets built to help them succeed upon release
- Motherread at Anson. Motherread and B.A.B.Y at NCCIW
- Fatherread at Central Prison



TREC work group #110 Expand use of restorative justice and rehabilitation programming-**Partial Success**

Expansion of Degree Programs

- Second Chance Pell Grant Programs established 2021 at Craggy Correctional Center and Western Correctional Center for Women
- Campbell University Association of Science in Liberal Arts Degree offered at Sampson Correctional Institution graduated its first 11 students on August 31, 2021
- Campbell University Bachelor of Arts in Communication Studies Training and Development was recently implemented at Sampson Correctional Institution
- Beaufort Community College created a two-year online Agribusiness Degree which was implemented at Hyde CI
- Pamlico Correctional Institution, in conjunction with Pamlico Community College, held their first graduation August 2021 in Human Service Technology with 23 students graduating
- Field Minister Program (24 graduates, December 2021) at Nash Correctional through Southeastern Baptist Theological Seminary.



TREC work group #110 – Expand use of restorative justice and rehabilitation programming-**Partial Success**



Tablets

- 6 Facilities are 100% live
- 5 Facilities are scheduled for infrastructure installation in March/April
- 5 Facilities currently working towards completion of installation
- 13 Facilities have infrastructure/cabling 100% complete
- 8 Facilities are scheduled to go live in the upcoming weeks

Content on Tablets: Current

- Tablet use acknowledgement
- Library - regular
- Library – religious
- Kahn Academy
- Merriam Webster Dictionary
- Calculator
- Calm app
- Facility Information and Help





Content on Tablets: Current

- Music streaming
- ESPN
- Stingray radio app
- Game apps
(angry birds, chess, crossword, solitaire)
- News Feeds
- Silver Movies (subscription)
- Messaging Application
- Phone Application

Content on Tablets: Current

- Facility Messages – Conley papers from Behavioral Health Services
- Westlaw Library – law library enhances Prisoner Legal Services
- Breaking Free - evidence-based substance use/abuse app – self-initiated or group sessions



FUTURE Content

- Offender Request Form
- Learning Management System – Edovo
 - CORE: Prison Fellowship, Amachi of Pittsburgh, i-pathways, Peace Education, Right Thinking Foundation, Starter-U, Dr. Christian Conte, Shining Light, 2nd Chance Employment, Edwin’s Restaurant & Institute
 - Course Editor
- Diagnostic/Intake Services
- Offender ADA information – how to request an accommodation
- PREA information – brochure and who to contact
- Administrative Remedy Procedure / grievances



Questions?

