

# History of Equity, Diversity and Inclusion, (EDI) in Corrections

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Part 2

Bureau of Justice Assistance (BJA)

Residential Substance Abuse Treatment (RSAT)  
Program for State Prisoners

Training and Technical Assistance Resource

*This project was supported by grant No. 2019-J2-BX-K001 awarded by the Bureau of Justice Assistance. The Bureau of Justice Assistance is a component of the Office of Justice Programs, which also includes the Bureau of Justice Statistics, the National Institute of Justice, the Office of Juvenile Justice and Delinquency Prevention, the SMART Office, and the Office for Victims of Crime. Point of view or opinions in this document are those of the author and do not represent the official position or policies of the United States Department of Justice.*



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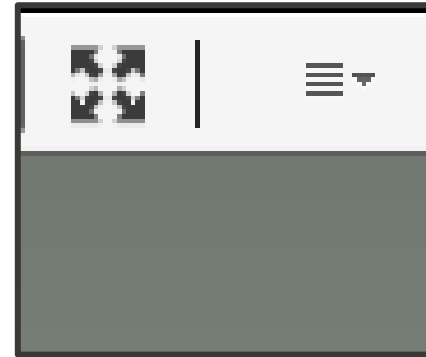
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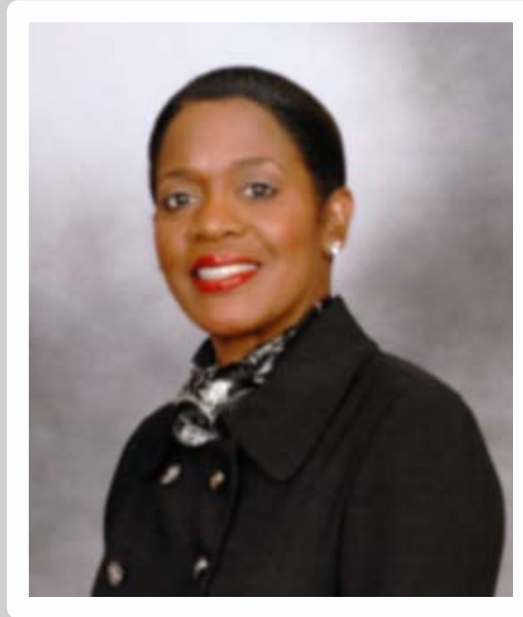
Training and Technical Assistance Resource

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# Today's Speakers

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**Angelia Turner, MS**

*Director for Health and Justice*

TASC's Center for Health and Justice



# *History of Equity, Diversity, and Inclusion (EDI) in Corrections – Part II*

***Presenter: Angelia Turner, MS***

***Director of Health and Justice***

***TASC – Center for Health and Justice (CHJ)***

***RSAT Webinar – March 3, 2021***



CENTER FOR  
**HEALTH & JUSTICE**

---

AT TASC

**Jac Charlier**  
**Executive Director**  
**TASC's Center for Health and**  
**Justice**  
**RSAT Webinar**



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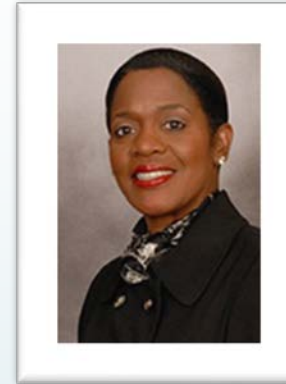
**National  
Technical Assistance Team**



Jac Charlier,  
Executive Director-  
Project Executive Lead



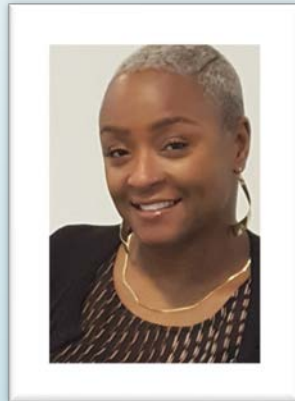
Ben Ekelund,  
Director  
Project Lead



Angelia Turner,  
Director of Health and Justice



Hope Fiori,  
Administrator-  
Project Specialist



Nikki Muñoz,  
Administrator-  
Project Specialist



Jon Ross  
Technical Writer



Chico Tillman,  
Director of  
Research

## ***In Addition to RSAT -TTA, CHJ Is...***

- **Grounded in 45+ years of *operational experience* providing specialized case management to individuals with a SUD and MH across the justice system**
- **An international/national TTA leader with expertise in deflection, pre-arrest diversion, first-responder diversion (FRD) and the DOJ BJA TTA provider for COSSAP FRD grantees since 2017 (112 grantees)**
- **Also, doing the same for *diversion along the justice continuum* at the intersection of justice and health for jails, courts, and reentry**
- **A recognized leader in Community Treatment Capacity (Deflect/Divert to What), Sustainability, Alternatives to Incarceration, and Specialized Case Management**

# *Corrections in America*

## *Equity, Diversity, Inclusion*

### *[EDI] Tools*

**Today, we will address the following:**

- ✓ ***Equity, Diversity, & Inclusion Explained***
- ✓ ***Staff & Client - Statistics***
- ✓ ***Race & Gender Data***
- ✓ ***EDI - Tools***
- ✓ ***Re-Entry – Best Practices***

# *Bureau of Prisons - EDI Policies*

- Diversity Day Program – Federal Bureau of Prisons
- Residential Drug Abuse Treatment Program
- US DOJ – Special Emphasis Programs
- First Step Act (FSA) 2018 – Re-entry Program
- ASSERT Yourself for Female Offenders
- BRAVE – Bureau Rehabilitative and Values Enhancement program
- BOP Literacy Program
- Challenge Program
- Life Connections Program

[https://www.bop.gov/inmates/fsa/docs/fsa\\_program\\_guide\\_202010.pdf](https://www.bop.gov/inmates/fsa/docs/fsa_program_guide_202010.pdf)

# *Bureau of Justice Assistance (BJA)*

## *State and Local Programs*

- RSAT
- JOSAT
- Adult Education & Literacy
- Religious Activities
- Gender Specific Programming
- Domestic Violence & Assault Therapeutics
- Mental Health intervention
- Re-entry Tools

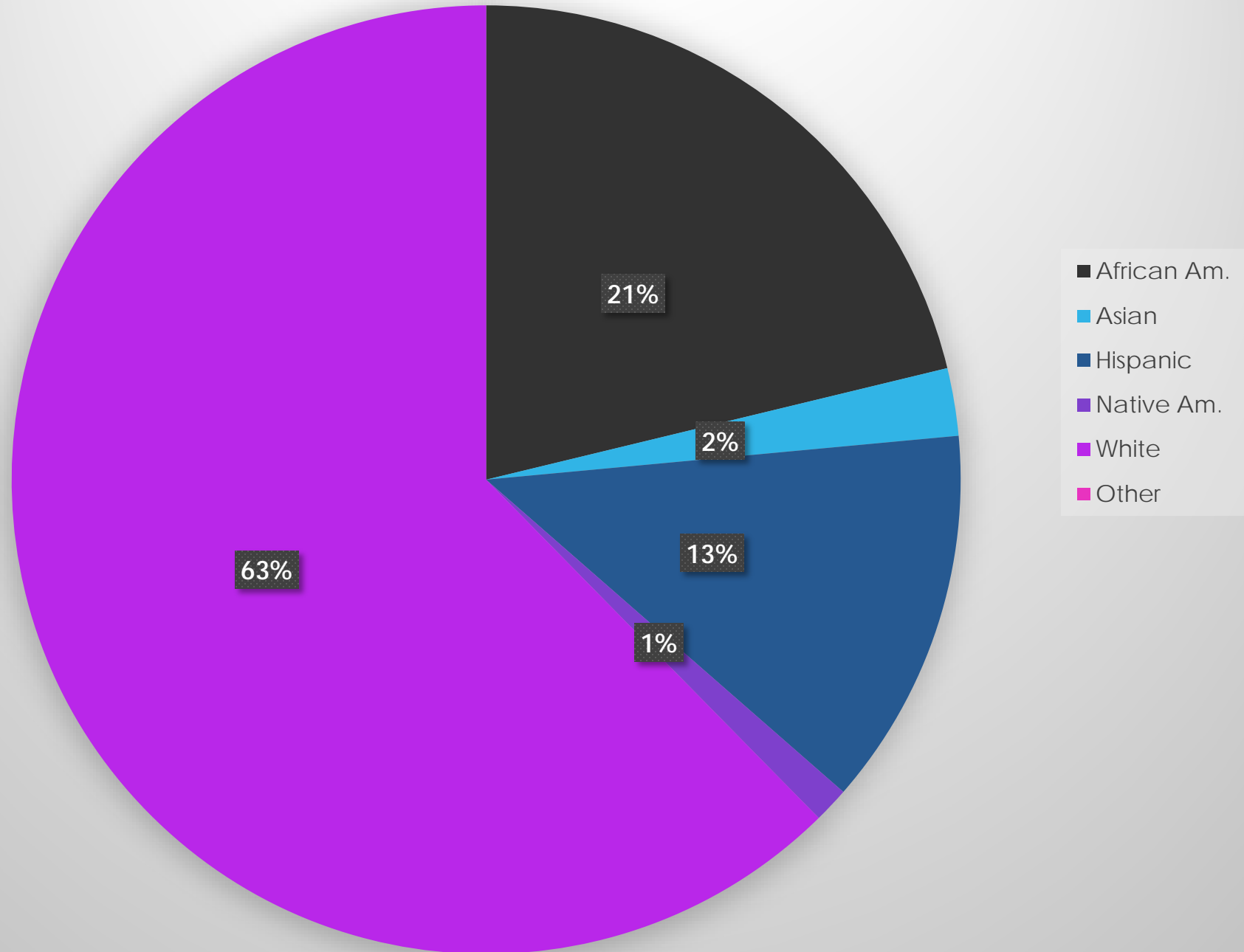
# EDI – By the numbers.....





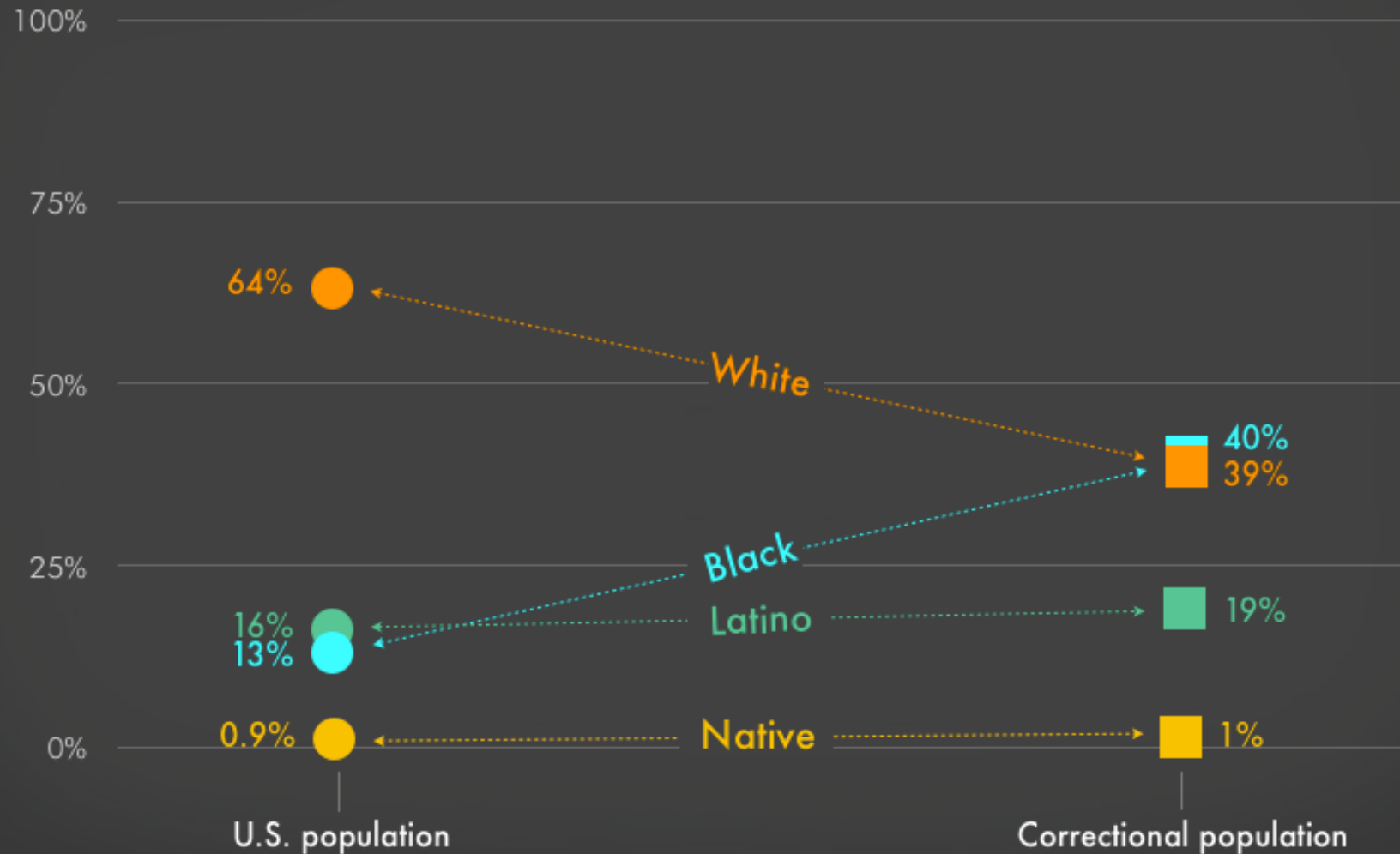
# BOP Staff - Race/Ethnicity

17



# Racial and ethnic disparities in correctional facilities

Whites are underrepresented in the incarcerated population while Blacks are overrepresented.



# Corrections – Current Statistics

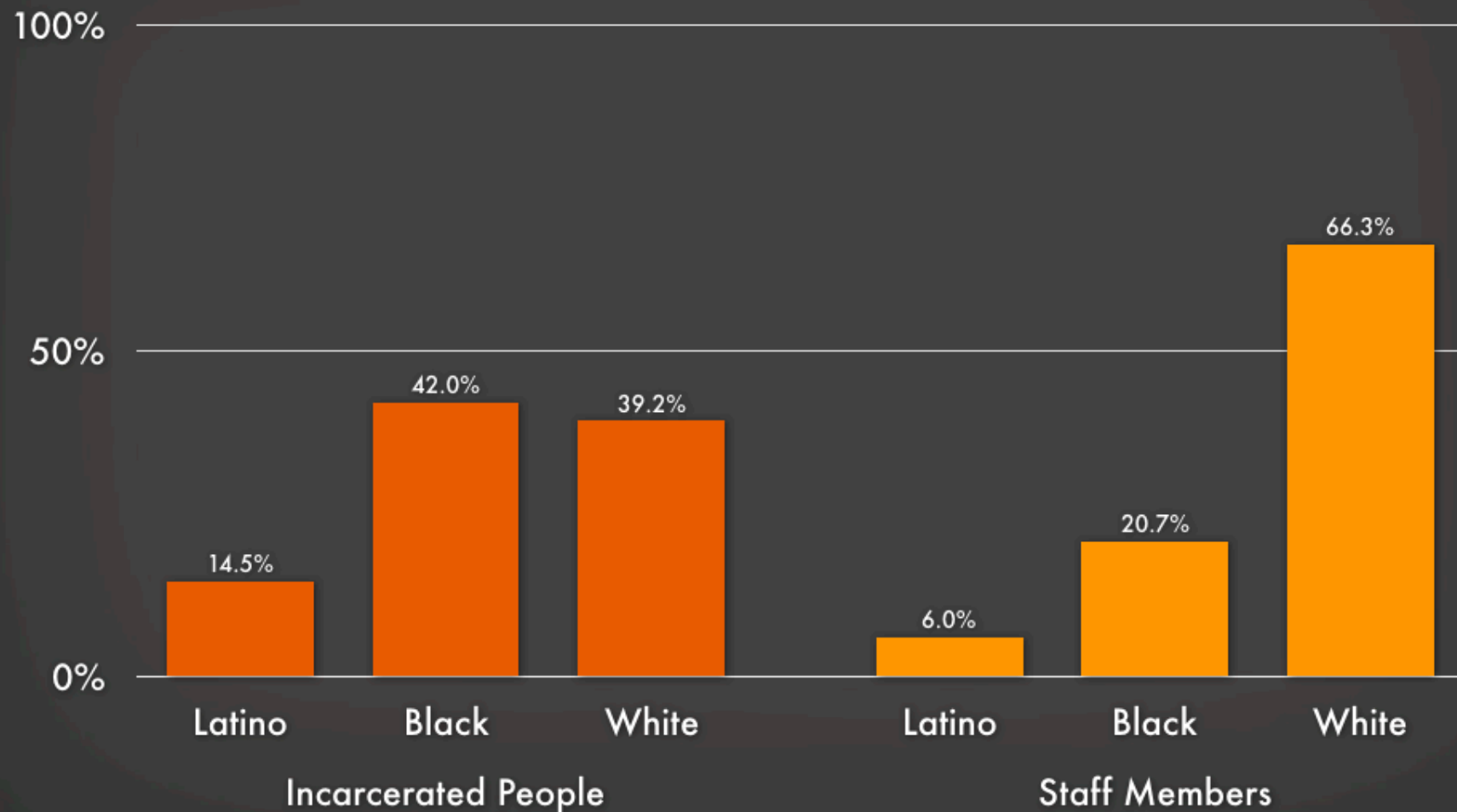
## Key Statistics:

- ▶ Percent of Black Americans in the general U.S. population: 13% +
- ▶ Percent of people in prison or jail who are Black: 40% +
- ▶ Incarceration rate for Black vs white Americans: 2,306 vs. 450 per 100,000 +
- ▶ Percent of people serving life, life without parole, or “virtual life” sentences who are Black: 48% +
- ▶ Arrest rate for Black vs white Americans: 6,109 vs. 2,795 per 100,000. +
- ▶ Number of arrests of Black Americans in 2018: 2.8 million +
- ▶ Percent of people on probation or parole who are Black: 30% +

Source: OJP, 2020

# RACIAL AND ETHNIC DISPARITIES AT U.S. CORRECTIONAL FACILITIES, 2005

(Percent of incarcerated people and staff members that belong to specific racial/ethnic groups)



## *Female Incarceration - Rate Increase*

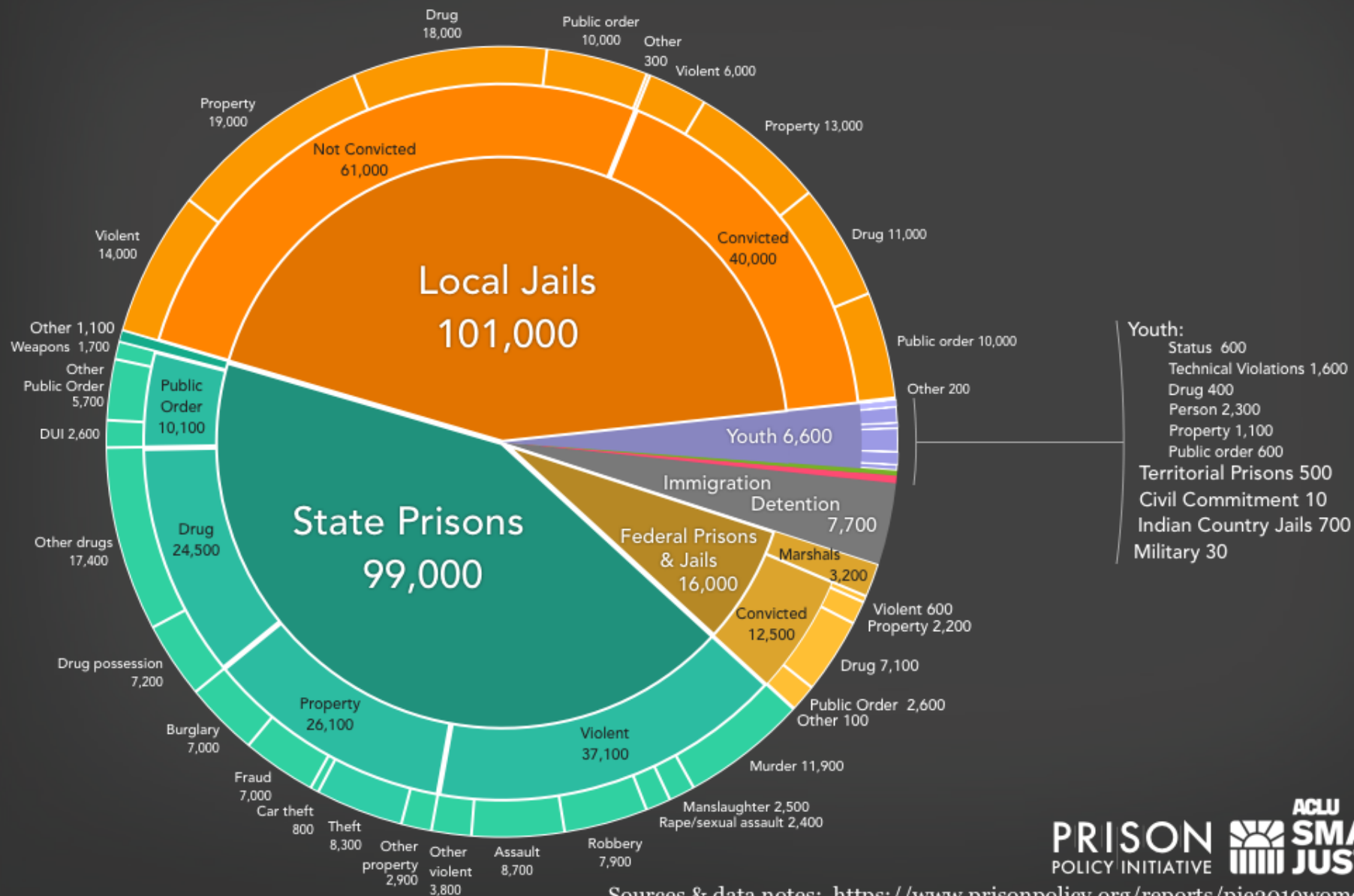
Between 1980 – 2019, the number of incarcerated women increased by 700% - (as follows)

- *Total: 26,378 1980*
- *Total: 222,455 2019*

*Source: Bureau of Justice Statistics, "Parents in Prison and Their Minor Children" 2020*

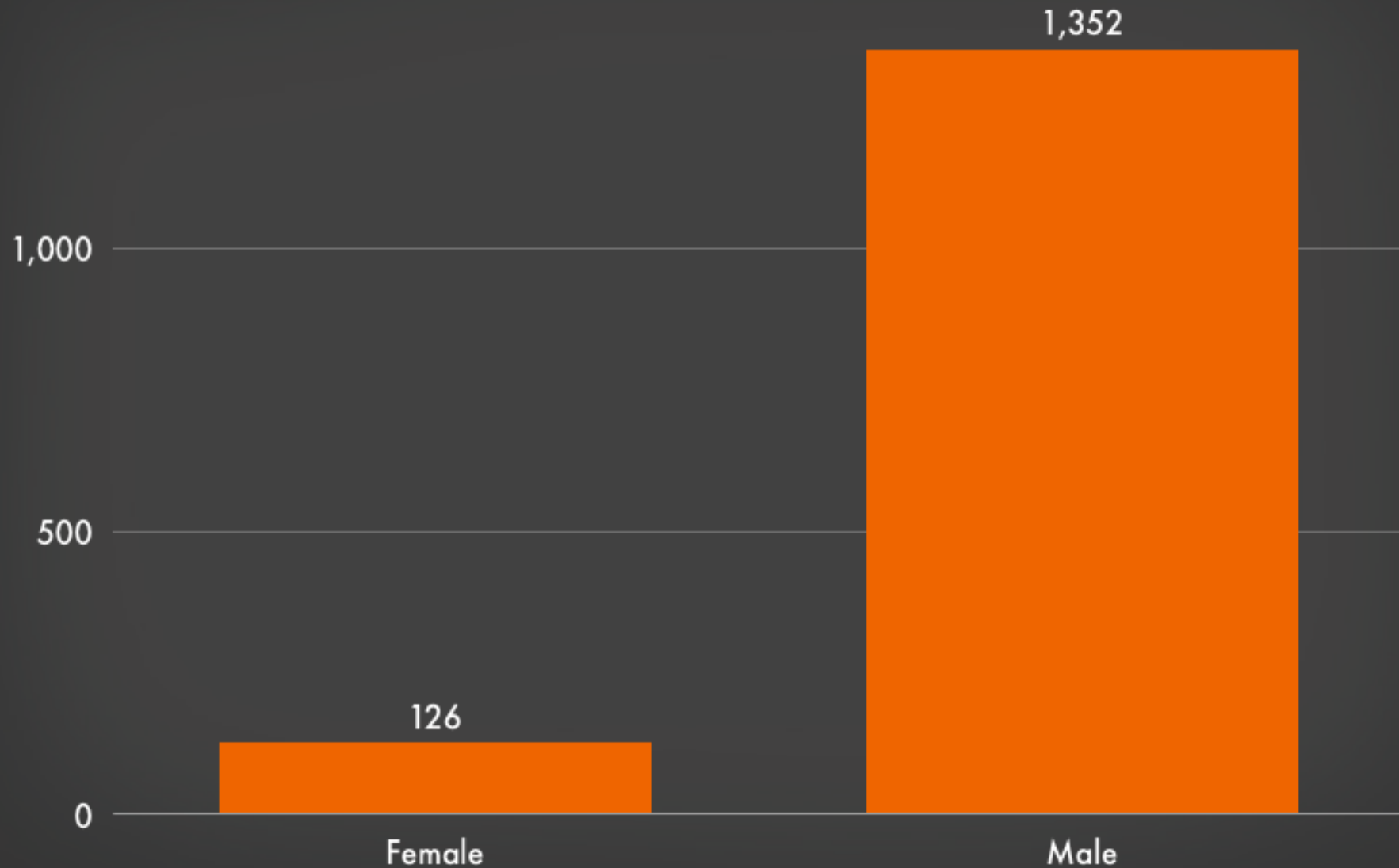
# How many women are locked up in the United States?

The United States is one of the top incarcerators of women in the world. Changing that will require knowing where 231,000 incarcerated women fall within our decentralized and overlapping systems of mass incarceration.



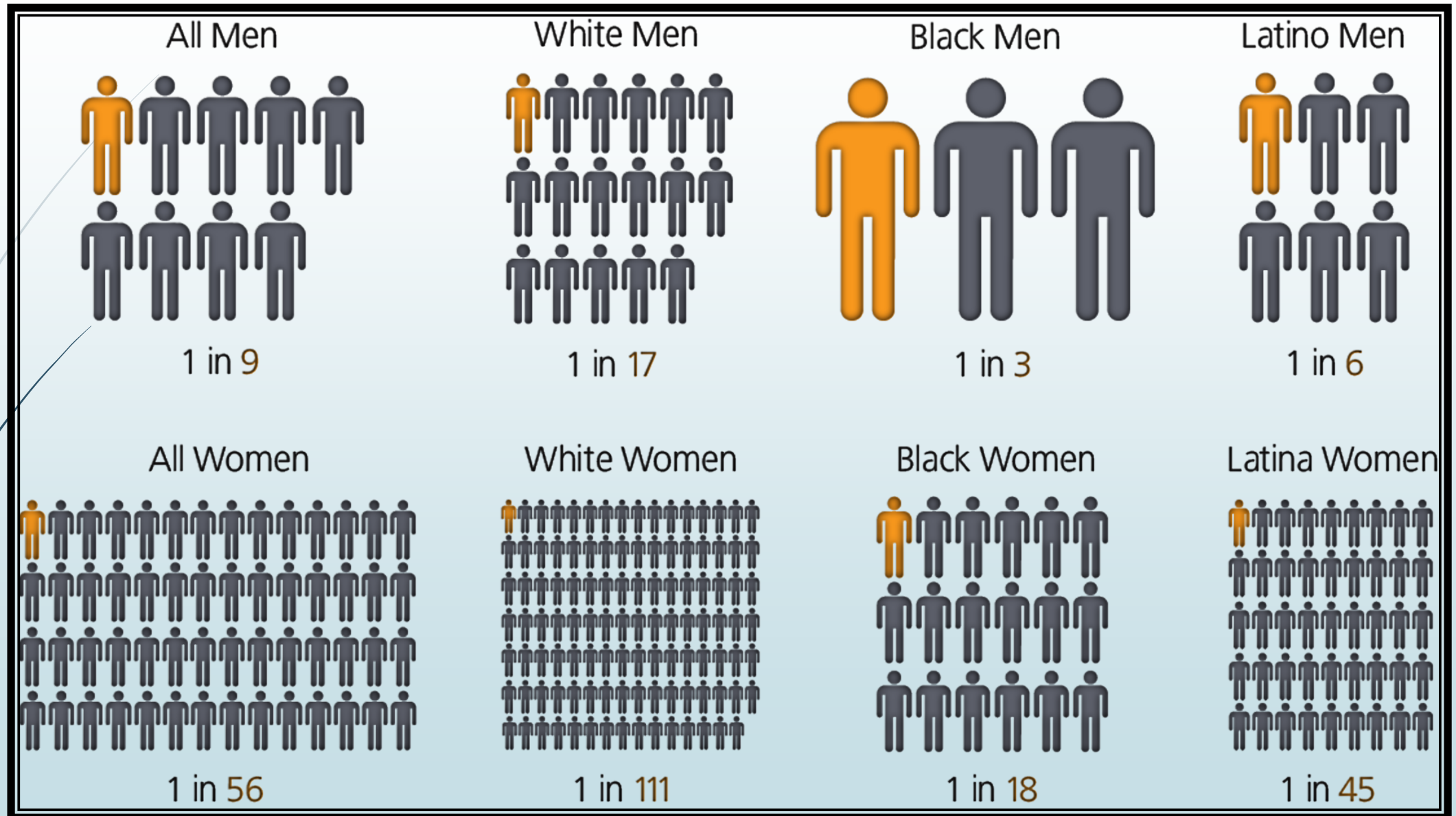
# United States incarceration rates by sex, 2010

(number of people incarcerated per 100,000 people of that sex)



Source: Calculated by the Prison Policy Initiative from Bureau of Justice Statistics, Correctional Population in the U.S., 2010, Appendix Table 3.

# Percentage Breakdown





## *EDI & Risk Assessment – Corrections and Community Collaborations*

### **Policies – w/Community**

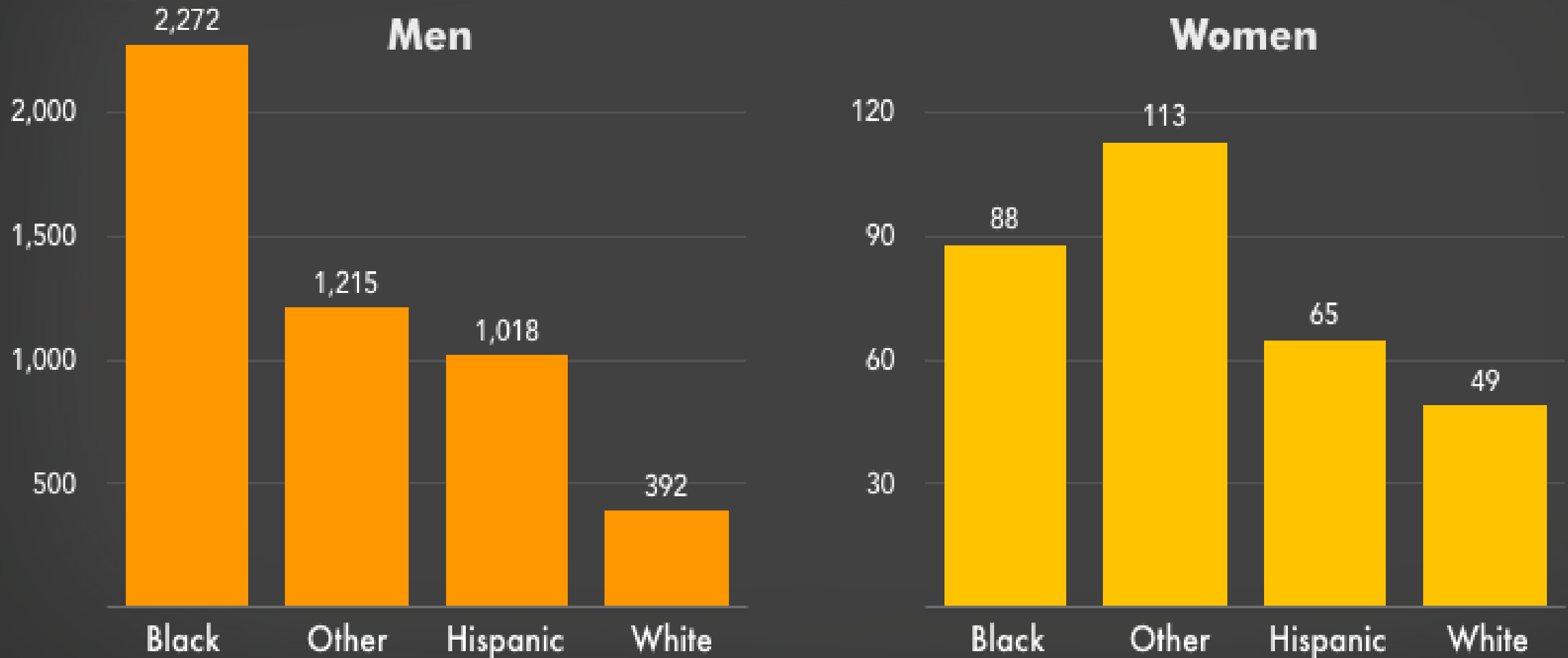
- **EDI Implementation Strategies**
- **Provider Partnerships**

► Source: <https://www.safetyandjusticechallenge.org/>

► <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2367319/>

# Racial disparities in prison incarceration rates, by sex, 2018

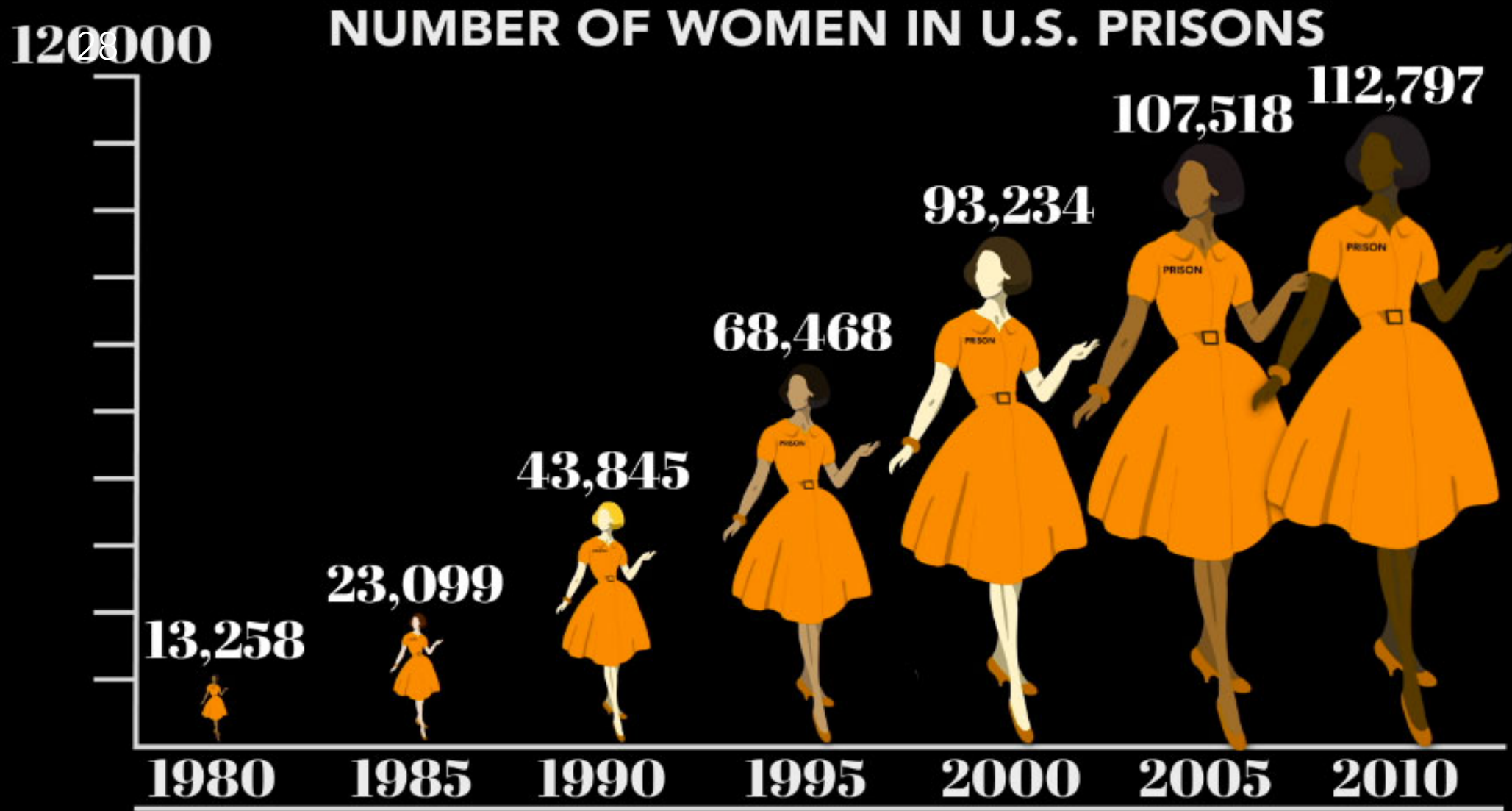
26 Number of men and women incarcerated in state and federal prisons per 100,000 population in each category



# AJA EDI – Gender Policies

## *American Jail Association*

- **AJA President established Gender Equity in Jails Across the Country Initiative**
- **2019 Special Needs (Female) Assessment and Programming**
- ▶ Source: [https://www.americanjail.org/presidents\\_initiative](https://www.americanjail.org/presidents_initiative)



\* Carson, E.A. Golinelli, D. (2013). Prisoners in 2012 - Advance Counts Washington D.C.: Bureau of Justice Statistics

## FEMALE INMATES ARE MORE LIKELY TO RECEIVE MENTAL HEALTH TREATMENT & REPORT TRAUMA...

66% of women in the NH prison system are receiving ongoing treatment, compared to 35% of men

As many as 90% of women behind bars have histories of sexual & domestic abuse

## ...& CHILDHOOD ABUSE

Childhood abuse is reported by 6% to 24% of incarcerated men nationally and by 25% to 50% of their female counterparts

Abuse in childhood is strongly correlated with adult victimization, substance abuse & criminality

## Abuse of Female Inmates

US prison population

**93% MEN**   **7% WOMEN**

Inmate-on-inmate sexual assault victims



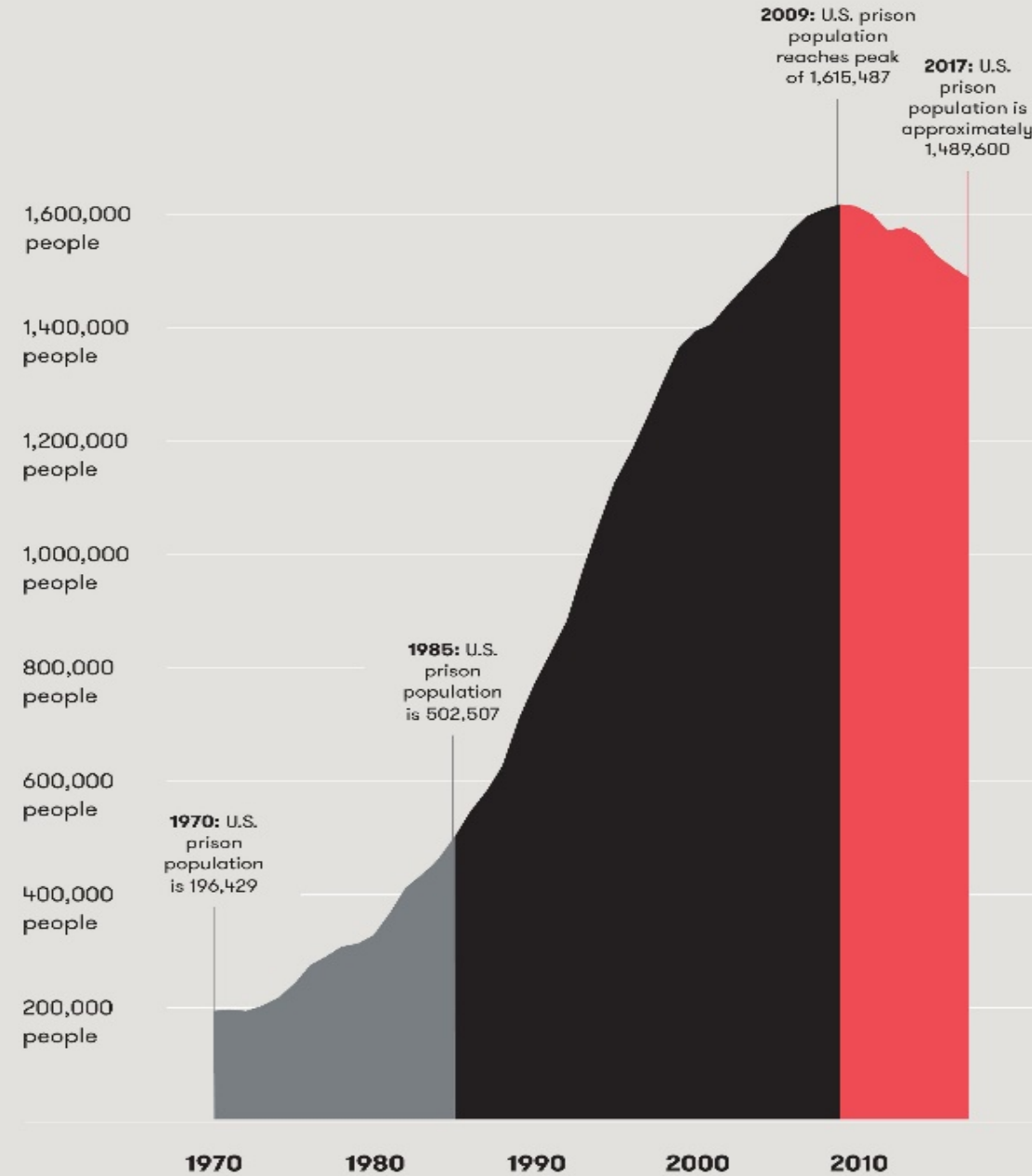
**22% WOMEN**

Staff-on-inmate sexual assault victims



**33% WOMEN**

## Rise of mass incarceration



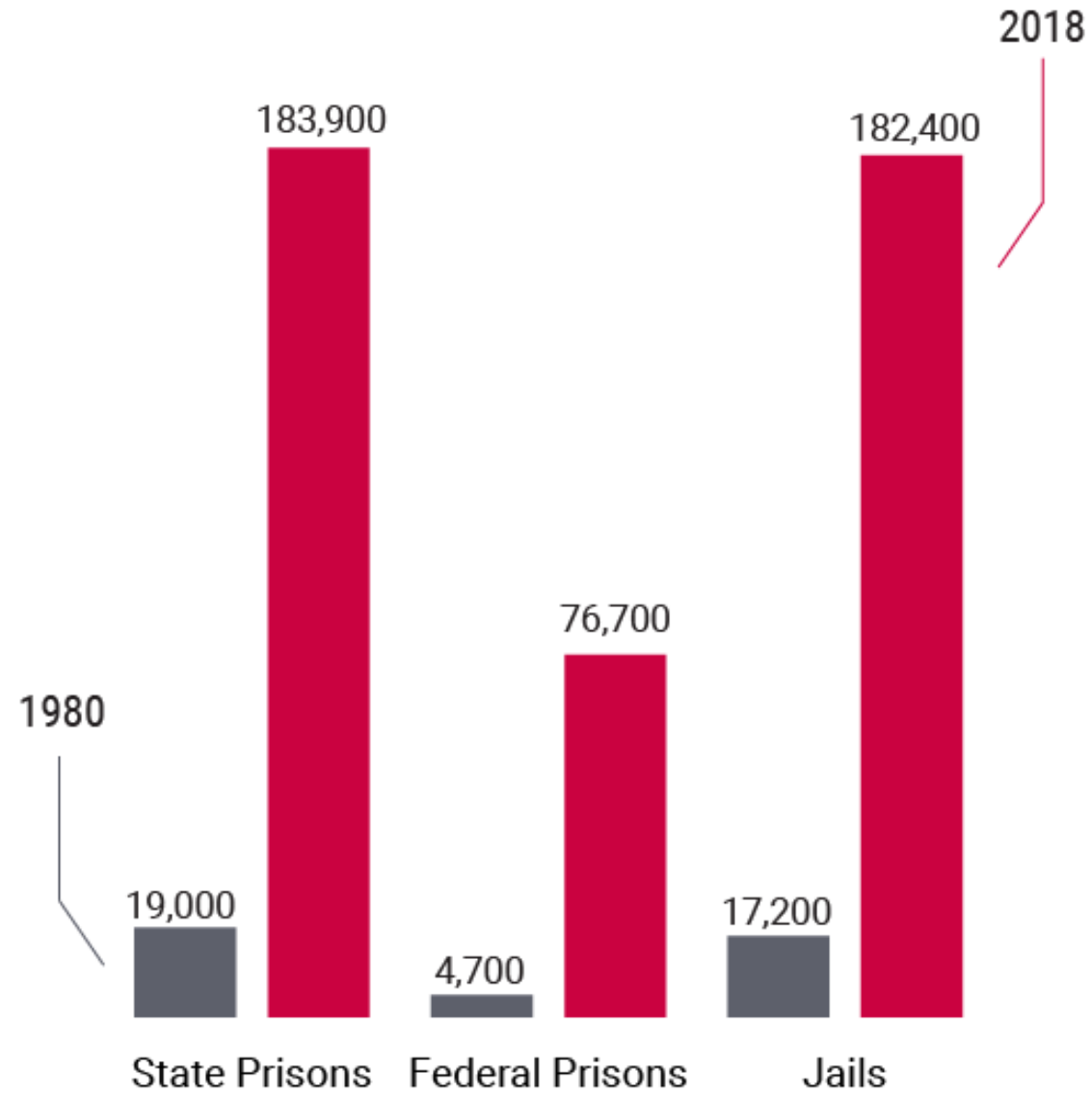
Source: For the prison populations from 1970-2016, see the Bureau of Justice Statistics Prisoners series. For the prison population in 2017, see Oliver Hinds, Jacob Kang Brown, and Oliver Lu, *People in Prison in 2017* [New York: Vera Institute of Justice, 2018].

## *EDI – Issues Across Groups*

- **Mental Health**
- **Psychological Distress**
- **Substance Use Disorder**
- **No health insurance or access to services – pre - post release**



## Number of People in Prisons and Jails for Drug Offenses, 1980 and 2018



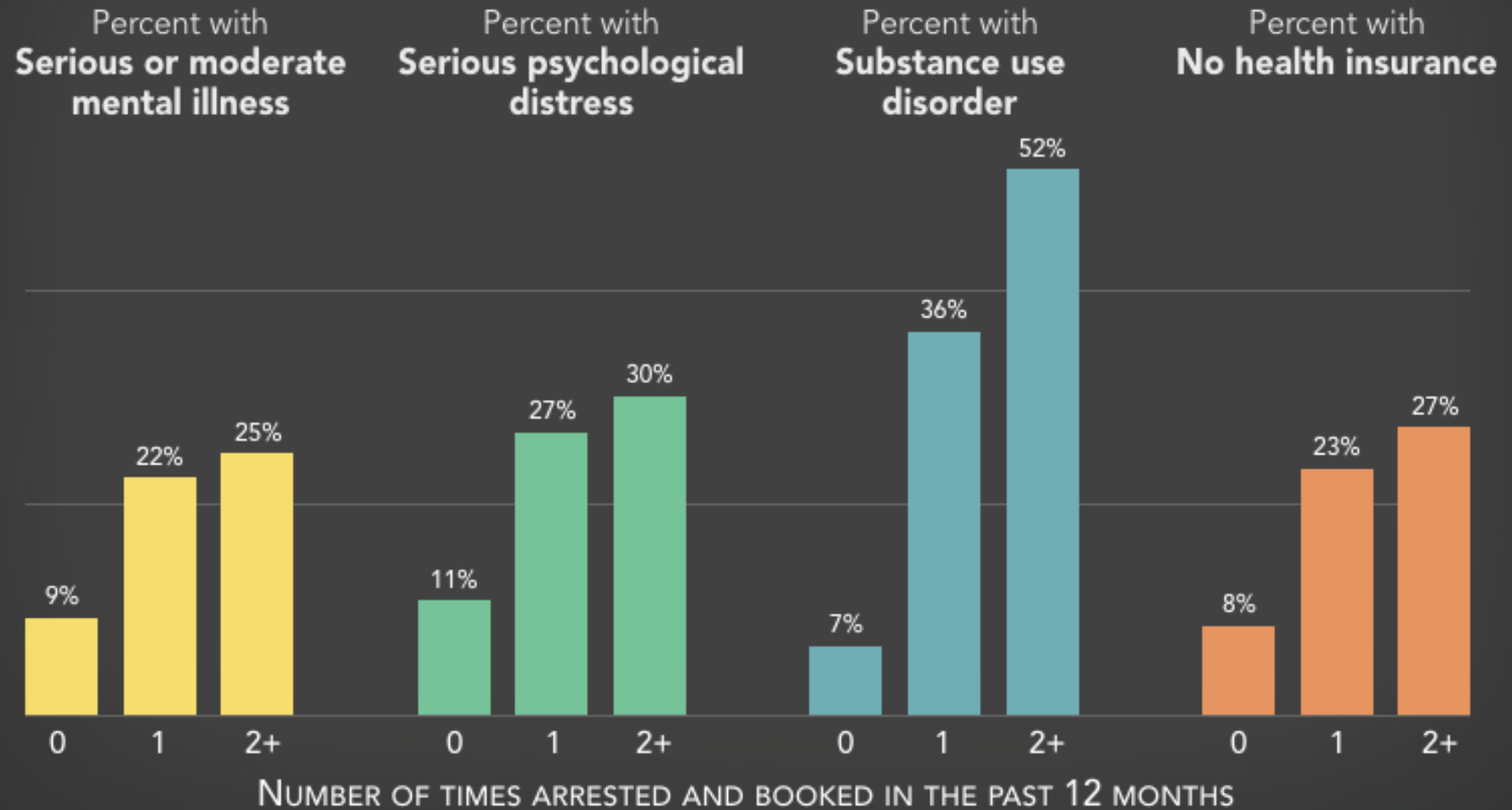
# *EDI Data Explained*

- **Social Inequality**
- **“Permanent” Underclass**
- **Covid-19 and Unemployment**
- **Rise in Substance Use Disorders**
- **Mental Health Crisis**
- **Racial/Ethnic Polarization**
- **Reintegration Issues**

➤ <https://harvardmagazine.com/2013/03/the-prison-problem>

## People with multiple arrests have serious health needs

Percentage of individuals who were not arrested and booked in the past 12 months, compared to those arrested and booked once, and those arrested and booked multiple times, that reported having a serious or moderate mental illness (SMMI), serious psychological distress, a substance use disorder, or no health insurance in the past 12 months



# EDI - Data Response Federal Legislation

## *Safe Justice Act - 2021*

- *Safe, Accountable, Fair, and Effective (SAFE) Justice Act*
- *Introduced by Congressmen: Jason Lewis (R-Minnesota) and Bobby Scott (D-Virginia)*

<https://bobbyscott.house.gov/SAFEJusticeAct>

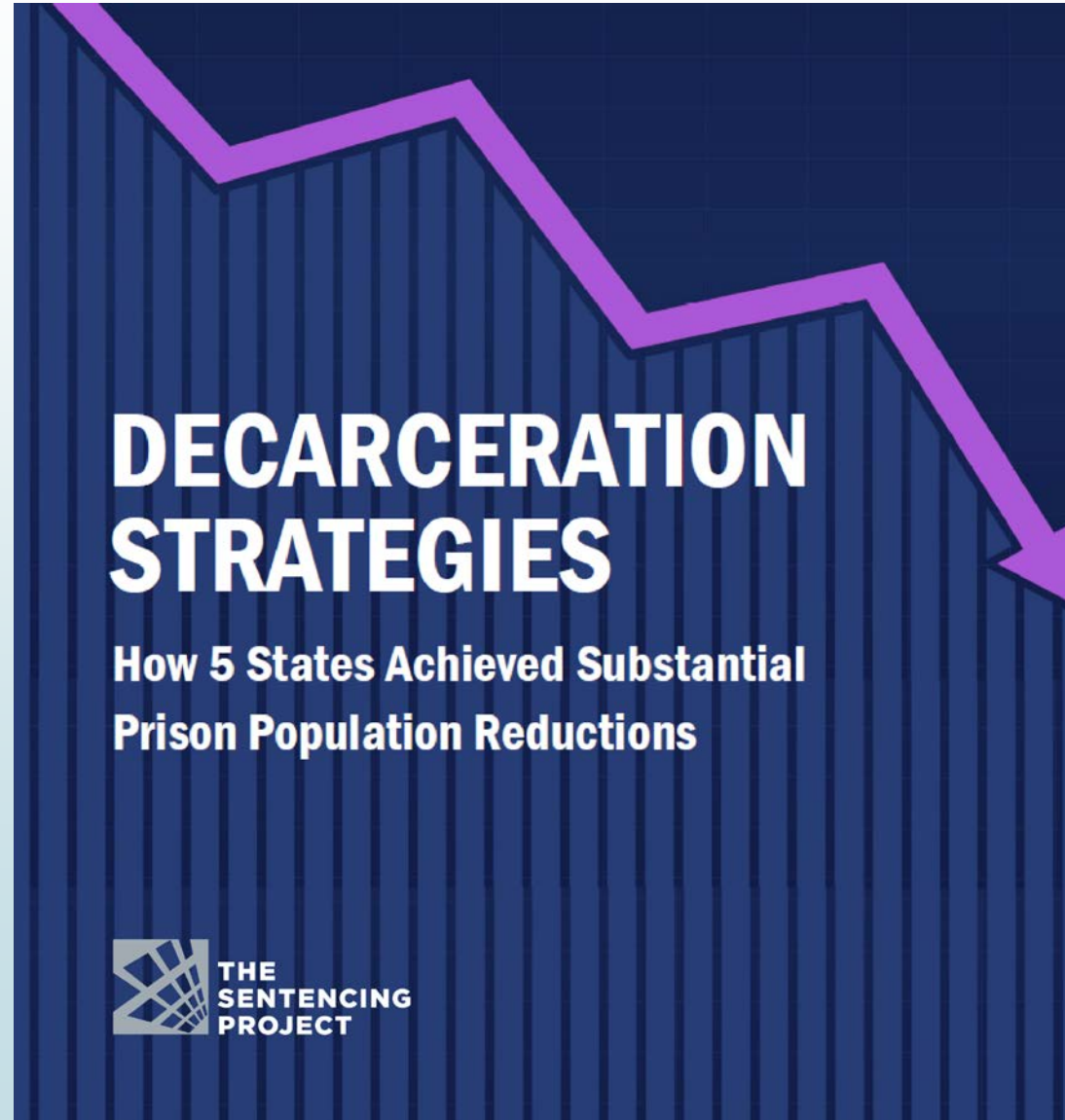
# *Developing Culturally Competent EDI Programs*

## *Key Paradigm Shifts --*

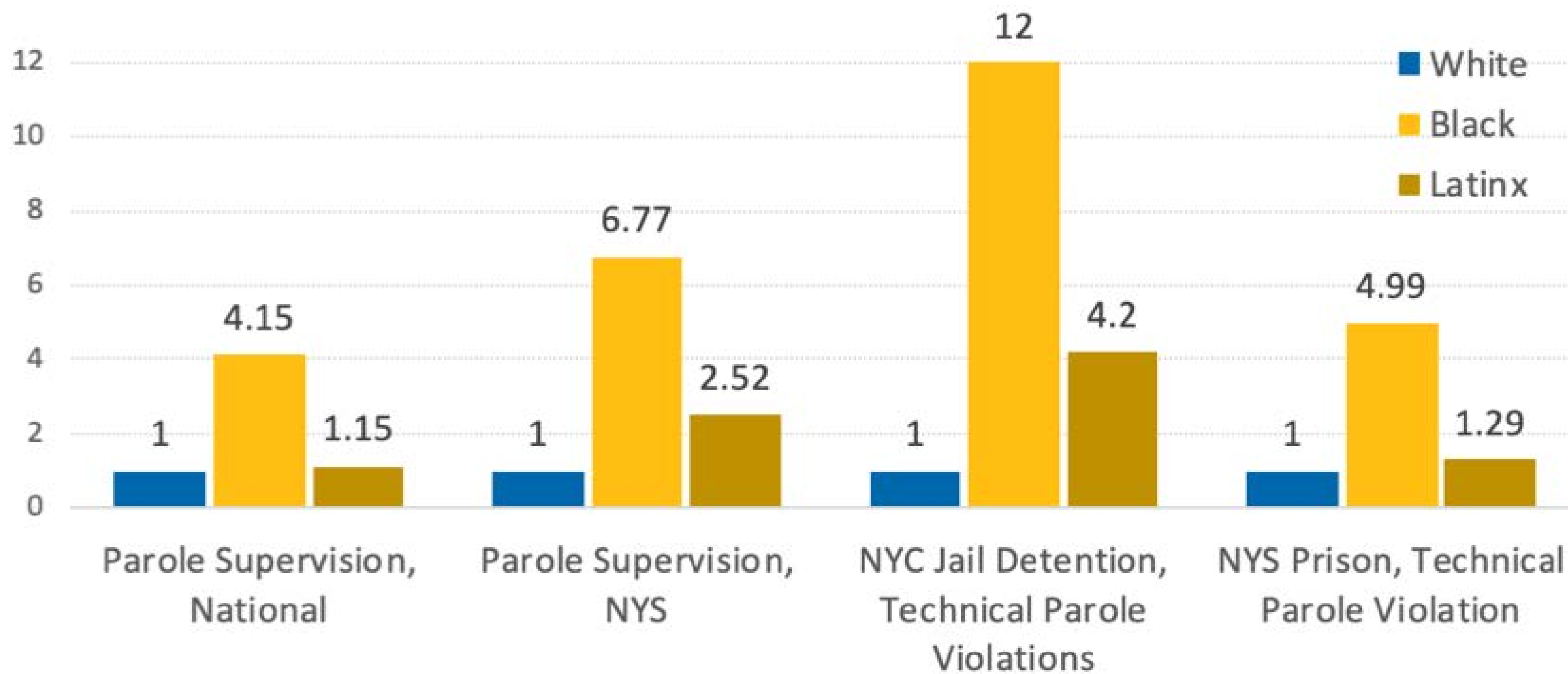
- EDI Attitude
- EDI Awareness
- EDI Knowledge
- EDI Skills

# *EDI Policy and Decarceration*

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**Figure 2: Relative Rate Index of Parole Supervision and Incarceration for Technical Violations**



# Operation New Hope Ready 4 Release Program

- Direct Connection to a Case Worker who will aid Re-entry
- Development of an Individualized Release Plan
- Coordination of Housing prior to release
- Transportation to Ready for Work location
- Priority Enrollment
- Program Acceleration – credit for coursework – (Compass 100)
- A Welcome Home Package

*Source: Operation New Hope website 2020*



# *EDI, Culture, and Treatment*

- ***Culture*** bears on whether people receive and/or seek help in the first place, what types of coping skills and social supports they have, and how much [prejudice or bias] is attached to service delivery
- ***Culture*** influences the meanings that people impart to illness and coping skills, [treatment, and recovery]. Cultures vary between and within groups and these interpretations or (lack thereof) are carried to the service setting
- ***Culture*** affects EDI in how patients describe (or present) symptoms or coping mechanisms to clinicians

# *Culturally Relevant - EDI Initiatives*

## Client

- ▶ Phone Access – pre-post release
- ▶ Culturally competent – service placement and assistance
- ▶ Allowance or expansion of sentence credits
- ▶ On-going Employment Support

## Staff

- ▶ Recruit, Hire, Promote – Diverse Groups
- ▶ Train ALL Staff – In-service – job performance
- ▶ Modify or Add EDI Policies and Practices

# *System-wide EDI Policies*

- EDI as part of on-boarding – staff and client
- Develop an EDI index as a key performance indicator with concrete goals and timelines
- Hire EDI Administrator to develop strategies and performance measures
- Complete an internal cultural assessment
- Engage employees (and detainees) in diversity committees
- Develop action plans for improvement
- Create a sustainable structure
- Define organizational excellence with EDI



# Education - EDI Initiative

## *Second Chance -- Pell Program – (Est. 2015)*

**130 Colleges**

**42 States**

**17,000 students**

**4,500 degrees**

(Source: Vera Institute (2018))



## *RSAT - EDI Goals Initiatives*

- **Collaborations with NIDA, NIJ, BJA, and OJP**
- **RSAT & CHJ Partnerships with Local, State, and Federal Corrections**
- **Special focus on females and marginalized groups: Latinx, African-American, Asian, and other ethnic populations**
- **RSAT - EDI & CHJ Program Evaluation**
- **RSAT - EDI & CHJ Manual and Training**

## *TASC's CHJ – EDI Initiatives*

- TASC --- Agency-wide Committee reviewing data and developing report on Equity, Diversity, and Inclusion
- Providing Bilingual access to services
- Coordinating Community outreach services
- Training on EDI agency-wide
- TASC – EDI Policies – Recruitment, Hiring, Promotion, and Retention
- TASC – Executive Strategic Planning



# Questions/Answers

## Comments

## Thank You!



# Contact Information

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**March 3, 2021** RSAT webinar CEH quiz link:

<https://survey.alchemer.com/s3/6221369/March-3-2021-RSAT-Webinar-CEH>

# CONTACT



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