



Corrections News

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Directors' Message: The Civil Rights Act and Respectful Workplaces

"It shall be an unlawful employment practice for an employer to... limit, segregate, or classify his employees in any way which would deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect his status as an employee, because of such individual's race, color, religion, sex, or national origin. "

So begins Title VII of the Civil Rights Act of 1964. Forty years ago this landmark federal legislation changed America by making discrimination based on race and gender illegal. We grew up with the Civil Rights Act in place. However, pockets of discrimination linger. Employers are still found guilty by the courts of racial and sexual discrimination, or for holding women back from higher positions because of "glass ceilings" that favor their male counterparts.

We are proud that our staff is hired and promoted based on ability, not gender, ethnicity, religion or sexual orientation. The vast majority of this agency's staff members are respectful and ethical in their treatment of each other. However, even one violation would be too many.

That is why we are calling on you to help us put an end to any discrimination or harassment. This agency will not stand for the personal suffering of the victims of discrimination or harassment in any form, nor can we afford the legal liability of such actions.

In short, we are talking about ensuring our workplaces are respectful of everyone. You will hear and read more from us about respectful workplaces. Meanwhile, remember that even before the Civil Rights Act, our nation was founded on the premise that we all are created equal.

You can read the full Civil Rights Act of 1964 at:

<http://usinfo.state.gov/usa/infousa/laws/majorlaw/civilr19.htm>.

Sincerely,

Max Williams
Director

Mitch Morrow
Deputy Director

Employee Awards Are Moving!

The DOC's Employee Awards are moving to Corrections Employees Week in May! This change will increase the focus on employee recognition and on the national week honoring all corrections staff. That means there won't be a ceremony this fall. Details are still being worked out; watch for more information in coming issues of *Corrections News OnLine*.

Madras Prison Construction Timeline Reconsidered

The Oregon Department of Corrections doesn't have the option of saying "Sorry – no vacancy." By law, the DOC must house every felon sent to its custody.

In 1999, there were about 9,000 inmates in Oregon prisons. Today, DOC houses more than 12,750 felons in a dozen prisons around the state, and that number is growing. Even with 12,412 budgeted prison beds and an added 772 emergency beds around the state, the DOC will likely be renting about 300 county jail beds by the end of the biennium.

If the most-recent population projection holds steady, over the next 10 years DOC's population will grow by 5,000 more inmates – for a total of 17,500 felons in prison in 2014.

Because of this inmate population growth, the Department of Corrections' 2005 legislative calendar will include discussions about building the new prison in Madras. Any decision to put the construction plan back in action requires legislative approval and funding. If approved, the department will begin site preparation and excavation work for the 400-bed minimum facility in spring 2005.

Law Libraries Integrate Technology

How the Department of Corrections provides inmates with law library access inside prisons is becoming more effective and efficient. Instead of bulky printed materials, inmates will be able to access legal materials through secure computers using law library software called "Premise."

The Premise case law research program is an electronic version of the West Group books the DOC's law libraries have used in the past. As with any database, Premise allows users to search shared information more efficiently than they could with the books. "Shepard's" is another research tool that will be available electronically to users.

The secure computers are really terminals that are limited to database read-only use, without access to the Internet, personal file storage or printers. They will connect inmates to the central Law Library terminal server located at the Central Distribution Center in Salem.

The infrastructure is being installed over the next few months. Because they are already connected to the existing server, Coffee Creek will be the first institution to switch to the new system. The remainder of the prison law libraries will be connected by the end of the year.

Law library staff and inmate workers will be trained as the system is installed at their location. They then will train inmate users on the proper use of the programs and equipment.

For more information, please contact IS Operations Manager Jerry Johnson at (503) 378-3798 ext. 22405 or by e-mail to: jerry.r.johnson@state.or.us.

Children of Incarcerated Parents Project Update: Parent/Child Study Assesses Program Effectiveness

Knowing that children of incarcerated parents are much more likely than their peers to be incarcerated as adults, the DOC began the Children of Incarcerated Parents Project to help break the intergenerational cycle of criminality.

One of the first outcomes of the Children's Project was developing research-based parenting education targeted to the unique needs of inmate parents. That is the "Parenting Inside Out" curriculum being offered in our prisons. Now, using a \$3.2 million federal grant awarded in 2003 by the National Institute of Mental Health, the Oregon Social Learning Center (OSLC) in Eugene is evaluating the long-term effects of the parenting education program. OSLC is a not-for-profit research center dedicated to increasing the scientific understanding related to healthy development and family functioning. The information learned in this study is expected to help find the best ways to strengthen family ties in support of the Oregon Accountability Model and to help break the intergenerational cycle of criminality.

OSLC staff working on the study have been recruiting and screening inmates participants. They already are assessing more inmates in preparation for classes beginning in September. By the end of the study, OSLC hopes to have 400 inmate parents participating.

Of the 71 inmate parents already enrolled in the study, 18 have completed the Parenting Inside Out classes, with another dozen expected to graduate in August. The remaining inmates are members of the control group that doesn't take the parenting classes.

Study participants complete in-depth interviews and questionnaires while incarcerated. OSLC staff interview participants immediately after release and again six months later.

The caregivers of children of inmates enrolled in the study are also invited to participate. About 60 percent have chosen to do so, and are assessed on the same schedule as the inmate parents.

For more information about the study, please contact Becky Lamoureux at the Oregon Social Learning Center by e-mail: BeckyL@oslc.org.

Spotlight on DOC Volunteer KoKo Sutton

By Norma Land, Acting Communications Manager and CCCF PIO

KoKo Sutton is an excellent example of the volunteers who willingly give of their time and service in our prisons. Soon after Coffee Creek Correctional Facility opened its minimum facility in 2001, KoKo started the Coffee Creek Quilters program, staffed and funded by volunteers.

While they expected the program to flourish, KoKo and the others involved were not prepared for the extraordinary growth they experienced in this quilting class. Coffee Creek Quilters has become a non-profit corporation with three different classes at CCCF, each with five instructors and 20 students. It is one of Coffee Creek's most popular programs, with a waiting list of more than 100 inmates.

Weekly classes are two hours long. Over the term, the inmates will make three quilts: the first two go to charities such as local nursing homes for seniors, terminally ill children, foster children, and the babies of unwed mothers. The inmates may keep the third quilt or give it to a loved one.

Quilting provides a positive "hands-on" program for the students to learn and practice a variety of life-enhancing skills such as perseverance, patience and problem solving. Participants also have the opportunity to explore creativity and to give back to the community.

Upon the successful completion of three quilts, the inmates have developed an "I can do it" attitude. This improved self-confidence and self-esteem will increase their opportunities for a better life upon release.

For more information, contact CCCF Executive Assistant Norma Land at (503) 570-6405 or by e-mail to norma.land@state.or.us.

More News...

- **Welcome to DOC's new Assistant Director for Human Resources Shellí Honeywell.** Shellí has more than 15 years' experience in human resources and labor relations. She comes to the DOC from the Department of Administrative Services, where she served as the senior state human resources consultant and H.I.R.E. program manager. Shellí holds a bachelor's degree in business from Western Oregon University, a master's degree in business from the Atkinson Graduate School of Management, and a doctor of jurisprudence degree from Willamette University College of Law.
- **Congratulations to DOC's newest superintendent, Tim Causey.** Tim was selected to lead Shutter Creek Correctional Institution in North Bend, where he has been acting superintendent since Sharon Blacketter left the position to move to Eastern Oregon Correctional Facility last November. Tim joined the DOC in July 1990 and served six years as a correctional officer at Oregon State Penitentiary, including five years in the Special Management Unit. In 1996, Tim transferred to Shutter Creek as a counselor. He was AFSCME president and chief steward at SCCI for the non-security unit for two years. Following a job rotation as food services manager, Tim became SCCI Program Services manager in August 2002. He holds an associate's degree in corrections from Chemeketa Community College in Salem, and served in the U.S. Air Force.
- **The US Bureau of Justice Statistics publication: "Probation and Parole in the United States, 2003"** is available online at: <http://www.ojp.usdoj.gov/bjs/abstract/ppus03.htm>. The report presents the number of persons on probation and parole by state at year-end 2003 and compares the totals with 1995 and 2002.

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DOC Corrections News

Oregon Department of Corrections
Max Williams, Director
Mitch Morrow, Deputy Director

The mission of the Oregon Department of Corrections is to promote public safety by holding offenders accountable for their actions and reducing the risk of future criminal behavior.

For more information or to submit story ideas, please call Nancy Sellers in the DOC Public Affairs Office at (503) 945-9225 or e-mail: nancy.sellers@state.or.us.

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