

## AMEND project

By Jo Wofford  
Deputy Assistant Secretary

This is such an incredible time in the history of the Department considering all that we have faced in the past three years. Despite the pandemic, we are moving forward.

AMEND is a collaboration between WA Department of Corrections and the University of California San Francisco in coordination with the Norwegian Correctional Services. We share a commitment to implement principles of normalization, progression and dynamic security to WA state prisons. These principals are focused on the health and well-being of staff and will positively impact incarcerated individuals in our care.

Three facilities and four reentry centers are introducing Dynamic Security practices to staff and incarcerated individuals with plans for involving others. The two Women's Division facilities, Mission Creek Corrections Center for Women (MCCCW) and the Washington Corrections Center for Women (WCCW) are launching this process along with Stafford Creek Corrections Center, Ahtanum View Reentry, Bellingham Reentry, Bishop Lewis Reentry and Tri Cities Reentry.

Each facility is selecting components from the AMEND model to implement at their facility. MCCCW is focused on developing Contact Officers to become the resource person for one or more individuals in their unit. WCCW is working to form a Resource Group or Team that will have a multi-disciplinary approach to individualized care that focuses on the specific needs of these individuals. Each are in the early stages of defining the exact parameters but will take a gender responsive and trauma informed approach.

Recently I had the opportunity along with some of our colleagues from all of the involved facilities to travel to Norway and Sweden. We were able to see dynamic security in practice. I cannot tell you how that trip impacted each of us. It was, in short, wonderful to talk to the staff and be inspired by what a good day looks like to them. Each staff member, without fail, stated the deep satisfaction they have in being a resource for the individuals in their care and how it affected them on a heartfelt and personal level. They work hard and have to deal with all the same issues that we do, but they find that taking the time to resolve issues and have conversations results in lower stress for everyone involved.



CPM Courtney Robbins (waving), Superintendent Myndi Miller, and Jo Wofford at Norway training.



WCCW Associate Superintendent Maria Hall and MCCCW Superintendent Myndi Miller presenting Amend information at the recent Superintendent's Quarterly Meeting.

Seeing our staff get excited about what they have to offer was the most exciting part of the trip. I know they came back with great ideas and the ability to implement these ideas so that everyone has the opportunity to experience a truly individualized approach to how we "make better neighbors," as every corrections staff in Norway will say.

**I am looking forward to working alongside you as we continue down the path of continuous growth and improvement.**

# Women's Prison Division

Washington State Department of Corrections

## DOC participates in developing a Pro-Equity, Anti-Racism Strategic Action Plan



Have you heard about Governor Inslee's recent Executive Order (22-04)? This order requires **all state agencies** to prepare a Pro-Equity, Anti-Racism Strategic Action Plan, commonly called the **PEAR Plan**. This purpose of the plan is to partner with the Office of Equity and our community partners to gather data and set metrics for measuring progress towards eliminating barriers to our services based on race, ethnicity, gender, age and other factors that can lead to marginalization. DOC will produce a quarterly report of progress and an annual report to the governor's office. As we have gone through the storming process to identify our goals and get people in the room to work on our direction in the first year, we will have goals and marked progress for our first report. This is just the beginning of this important work.

The agency's startup PEAR Committee has worked diligently to identify the main starting focus for the Department of Corrections strategic goalsetting. Data, interviews with staff and incarcerated individuals, staff surveys, and consultations with outside stakeholders and regulating agencies have shown that the three areas of great need are **staff opportunities** (recruitment and retention), our **disciplinary process for incarcerated individuals**, and the **classification process**.

Multidisciplinary teams have formed that include staff from across the agency, outside stakeholders, and formally incarcerated individuals to work on setting the metrics for our agency by diving deep into the **why** and coming up with **how** we set the standards in a way that impacts dynamic change across our agency. The goal is to have every staff member looking at decisions through a lens of how to ensure opportunities for marginalized groups by lifting-up, mentoring, opening doors and examining biases that still exist today. Biases that are so ingrained that people struggle with recognizing them. Click [here](#) to read Executive Order 22-04 in its entirety.

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## Returning to "normal" includes new plantings to welcome visiting families and friends at WCCW



The women in the Horticulture training program rolled up their sleeves and completely transformed a sad, scruffy, and parched planting bed into a sight for sore eyes **IN ONE DAY!** This area is in front of one of the original WCCW building where educators, volunteers, staff, and families pass by on their way into the visiting room or to work. **BRAVA! THANK YOU!**



# Women's Prison Division

Washington State Department of Corrections



Thank you for your service to the people of the State of Washington!

## 30+ YEARS AT MCCCW



**Jada Connor**, CO2, 32 years; **Steve Baltz** (left), ARNP, 38 years; **Gordon Sprague** (right), Plant Manager, 30 years

## RETIREMENT

**Raul Abrena**

## YEARS OF SERVICE

<b>Darren Gooding</b>	30 years
<b>Ray Bice</b>	25 years
<b>Jacqueline Crenshaw</b>	15 years
<b>Julie Dodson</b>	15 years
<b>Heidi Whittemore</b>	15 years
<b>Cassandra Nagle</b>	15 years
<b>Sara Kaylor</b>	5 years



Pow Wow 2022 images from WCCW.

Many thanks to our partners at Unkitawa for their planning, generosity and commitment to bringing us together FOR THIS BEAUTIFUL DAY. Even the eagles approved!

