

# Women's Prison Division

Washington State Department of Corrections

September 2022  
Edition 1 Volume 5

## NEW TRAINING ON GENDER RESPONSIVITY NOW AVAILABLE

All staff in the Women's Prison Division have had the **Pathways and Perspectives** course added to their Learning Center training portal.

Ideas presented in this training address differences between male and female incarcerated individuals. Recognizing the different pathways women take to become justice-involved is vital to helping them improve their experiences when released. As staff, we can work to ensure as they take their next steps, they have all the support that we can offer them. In this course you will learn how to interact with justice-involved women to create stability, alleviate an individual's distress and increase their ability to meaningfully engage in services.

**The deadline to take this class is October 1.**



## MEET JACK WARNER!

By now, many of the staff at WCCW have had the chance to see and meet Jack Warner, seen here with Dr. Carei giving support to a woman releasing to a new life. Jack is one of the longest tenured staff at DOC, rising from the ranks as a Corrections Officer in 1989 at the WA State Reformatory at Monroe. He has served in all custody ranks, and has been the Superintendent of the Special Offenders Unit at Monroe Correctional Complex for more than 15 years. Jack has been an asset to DOC in so many ways, including his years in the Intelligence and Investigative Unit and a member of the SERT team for more than 20 years. He is one of the highest trained and most trusted members of the staff at DOC and is highly respected for his positive outlook on life and service. I described Jack recently as being one of the most empathic people I have ever met. Not just at DOC, but ever. His unique skills have helped him bridge the gap between DOC administration, health services and custody, and he is a powerful advocate for the needs of the mentally ill. Jack enjoys collaborating with staff from all disciplines to create new, imaginative and inventive ideas that will help the Department achieve current and future goals.

We will be utilizing those skills to help support progressive and innovative ideas that will help develop opportunities for our staff and our incarcerated here in the Women's Prison Division. So, if you haven't met Jack, try to do so in the near future! He is serving us as Deputy Assistant Secretary of the Division for a few months as we build our leadership model and stand up the new Division. Welcome aboard, Jack!

***Assistant Secretary Jeannie Darneille***



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## FREQUENTLY ASKED QUESTIONS ABOUT THE GIPA:

### What is the "GIPA"?

The "GIPA" is the *Gender-Informed Practices Assessment*, a comprehensive process conducted at the WA Correctional Center for Women to provide guidance to DOC regarding the implementation of gender-responsive, evidence-based, and trauma-informed policies and practices for and with justice-involved women.

The GIPA report followed a point-in-time review conducted by CORE Associates of Chicago, Illinois with a team lead by Alyssa Benedict. The final report of findings and opportunities was received by DOC on July 5, 2022. The GIPA was initially commissioned just prior to the COVID outbreak by Secretary Steve Sinclair, but not implemented until October, 2021, with the full support of Secretary Cheryl Strange and the administration of the new Women's Prison Division.

### What is included in a GIPA?

The CORE Associates Team spent a week conducting dozens of interviews with internal and external individuals and stakeholder groups about the operation of WCCW. They reviewed considerable data, reports, procedures, practices, and policies across the following domains: Leadership and Philosophy, External Support Facility, Management and Operations, Staffing and Training, Facility Culture, Resident Discipline, Classification and Assessment, Case and Transitional Planning, Services, Quality Assurance and Evaluation.

### What is the goal for conducting a GIPA?

The objective of this process was:

- to gain a robust assessment of current practice strengths;
- to identify any gaps in services
- to establish possibilities for future operational development at WCCW, and more broadly;
- to enhance and fortify the work of the new Women's Prison Division.

This week-long review was followed by analysis of results to provide potential remedies for key findings and provide additional direction on possible aspirational goals and objectives for the new Women's Prison Division. The report was developed over several months and reflects some of the initial work of the new Division as changes were being implemented at the facility on several of the issues that were raised in the GIPA and the Division's process of formation.

### What changes were recommended in the GIPA to improve the WA Correctional Center for Women?

There are over 150 recommendations included in the GIPA, with specific challenges and opportunities developed for each of the twelve domains. Continued implementation of COVID protocols will impact the development and implementation of solutions. Some will and have already been implemented even while the agency is following these protocols; others will be reviewed, prioritized, and resourced for implementation over three or more biennia (6+ years).

### What other resources will be used by DOC to develop and implement plans for the Women's Prison Division?

Several sources provide inspiration for the development of the Women's Prison Division, which more broadly encompasses the operations of the Mission Creek Correctional Center for Women and the oversight of gender-responsive practices relating to transgender, intersex, and non-binary persons in all twelve prison facilities in the state.

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## FREQUENTLY ASKED QUESTIONS ABOUT THE GIPA: (Continued from Page 2)

In addition to the GIPA, the Division is reviewing recommendations and expectations presented by the **Amend practices** (implementing dynamic security and other strategies to modernize and transform DOC practices in prisons and reentry programs), the **2021 report from the WA Gender and Justice Commission** (which includes recommendations for justice-involved women who are incarcerated) and the analysis and planning already associated with the **project development of the Women's Prison Division**.

Of course, continued input by existing and future advisory sources will inform this work: **Local and State Family Councils**, the **Women's Prison Division Advisory Council**, and **15 Advisory Teams** and a **Steering Committee**. 12 of the Advisory Teams exist inside both facilities (**custody staff, non-custody staff, general population individuals, therapeutic community individuals, and transgender/Intersex/Non-binary individuals**) and external to the facilities (**community partners and formerly incarcerated women**). A team of **agency division leaders and subject matter experts** will also provide project implementation, including reviewing recommendations so that all "silos" will be involved.

For questions, please contact DNae Alessandro, DOC Gender Responsivity Administrator, at (360) 706-3057.



## SEPTEMBER CELEBRATIONS IN THE WOMEN'S PRISON DIVISION YEARS OF SERVICE

Donna Kern, Warehouse	25 years
Derrick Roberson, Sgt.	20 years
John Labrie, Truck Driver	15 years
Lauren Brodie, Psych 4	10 years
Adolfo Rivera, LPN4	10 years
James Harrison, CS2	10 years
Kathryn Sexton, C/O 3	5 years
Robin Walton, Sgt.	5 years

## AUGUST RETIREMENTS

Sgt. Larry Belfour  
Rod Coberly

“If you're offered a seat on a rocket ship, don't ask what seat! Just get on.”

SHERYL SANDBERG