



MOVING FORWARD

2020 ANNUAL REPORT

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“My fellow Hoosiers, we’ve become known around the world as ‘A State that Works.’ I want Indiana to become known as ‘A state that Works for All.’ Where every citizen—no matter their background or age or who they love or whether they grew up here or arrived last week—has equal access and opportunity to go as far as they wish and are willing to work to get there.”

– Governor Eric J. Holcomb
2020 State of the State Address Speech

THE DEPARTMENT ORGANIZATIONAL CHART



A MESSAGE FROM THE COMMISSIONER

I want to express my appreciation to the brave men and women of the Indiana Department of Correction (IDOC). Like many organizations on the front lines of the COVID-19 pandemic, the IDOC stood strong and managed the many challenges faced daily. Their dedication and perseverance have led this agency through the rough patches of this pandemic and are what will bring us back to normalcy.

Governor Eric Holcomb's 2021 Next Level Agenda focuses on "making sure Indiana remains a state of opportunity for all," and includes Education and Workforce Development as one of its five pillars. At IDOC, a key piece of our mission is to ensure that we are doing all that must be done to provide the best training, education, and employment opportunities for all incarcerated persons through our re-entry initiatives. Despite the challenges posed by the pandemic, our dedicated staff have continued the work to train and prepare our incarcerated population for their re-entry to the community.

In addition, the Indiana Department of Correction and Bureau of Motor Vehicles (BMV) have partnered and are exploring options to ensure that our incarcerated population preparing for release are equipped with a valid driver's license or state identification card. Removing barriers for Hoosiers to reinstate their driver's license is critical to education, employment, and successful re-entry into communities for our incarcerated population.

On May 25, 2020, the nation was rocked by a tragic event that ignited worldwide protests and social unrest. The death of George Floyd called for us all to take a hard look at how we address racism, injustice, and social exclusion. Working in tandem with the Governor's office, IDOC was pleased to announce the appointment of Angela Sutton as the Deputy Commissioner of Diversity & Development. This position is dedicated to maintaining and improving standards of equity and inclusion, championing diversity, valuing cultural differences, and recognizing each staff member who plays an important part in creating and maintaining a safe and inclusive work environment.

Our focus is on transforming lives with the goal of successful re-entry of our incarcerated population as effective and productive citizens of their communities. Meeting this challenge requires us to apply our fearless commitment in ways that best serve our co-workers, our families, and the people of Indiana. We could not do this work without our incredible staff.

On behalf of the Indiana Department of Correction, I thank you for your service.

Thank You,



Robert E. Carter, Jr.



Emily Fajardo
Executive Assistant

Christina Reagle
Deputy Commissioner
of Administration & Finance

Christine Blessinger
Deputy Commissioner
of Re-Entry & Youth Services

Dr. Kristen Daus
Chief Medical Officer

Angela Sutton
Deputy Commissioner
of Diversity & Development

EXECUTIVE TEAM MEMBERS

COMMISSIONER

Rob Carter was appointed Commissioner of the Indiana Department of Correction by Governor Eric J. Holcomb on January 17, 2017. Prior to his appointment, Carter served as Executive Director of Statewide Security and Risk Management at Ivy Tech Community College since 2013. There, he was responsible for the safety and security of the nation's largest college, with over 100,000 students and staff at 40 plus campuses statewide. From 2005-2013, Carter served in the cabinet of Indiana Governor Mitch Daniels as Director of Indiana Department of Natural Resources (DNR). At DNR, he managed 1,500 full-time employees and oversaw the stewardship of 500,000 acres of natural land, state parks, and forests to protect and preserve Indiana's natural, cultural, and recreational resources. Prior to working in state government, Carter was elected to two terms as Clay County Sheriff. Commissioner Carter has an associate's degree (AS) in criminal justice, bachelor's degree (BS) in public safety management, and master's of Public Administration (MPA).



Commissioner Carter has been happily married for over 29 years to his wife Kim. Together they have two children, son Kade and daughter Ellie. They also share their home with three dogs, Hank, Murray, and Dolly.

CHIEF OF STAFF

Randy Koester is the Chief of Staff for the Indiana Department of Correction. In addition to directing the Department's Legislative Affairs and Ethics Officers, Mr. Koester supervises the fiscal, human resources, construction services, research and technology, policies and procedures, and payroll divisions.



He started with the department as a Staff Attorney in 1991, and since that time has worked as the Agency's Legislative Liaison, General Legal Counsel, Director of Intergovernmental Relations, Executive Assistant to the Commissioner, Chief of Staff, Deputy Commissioner of Administration, and Deputy Commissioner.

He began his legal career as a clerk and became a staff attorney with the Indiana Supreme Court Disciplinary Commission. He also worked for three years as a Deputy Attorney General, serving in the Criminal Appeals and Government Litigation Divisions in the Attorney General's Office.

Mr. Koester has a bachelor's degree (BS) in corporate and investment finance from Indiana University's Kelley School of Business, and a Doctor of Jurisprudence (JD) from Indiana University School of Law.

CHIEF COMMUNICATIONS OFFICER

In June of 2019, **David Bursten** became the Chief Communications Officer for the Department. In this position, he guided and directed internal and external communications to share information with the public and media related to IDOC facilities across the State of Indiana.



Mr. Bursten is a 41-year veteran of law enforcement. He has served as a military police officer in the United States Army and as a city police officer in Santa Monica, California. He recently concluded a 36-year career with the Indiana State Police where he worked as a road trooper, as well as completed assignments in the Governor's security staff and the Training Division of the Indiana State Police. From 1995 to 2019, Mr. Bursten performed public information-related assignments while holding the ranks of trooper, sergeant, and first sergeant. At the time of his retirement from the Indiana State Police, he held the appointed rank of Captain, and served as the chief public information officer, reporting directly to the Superintendent and the Chief of Staff.

DEPUTY COMMISSIONER OF OPERATIONS

James Basinger serves as the Deputy Commissioner of Operations. He manages Adult Facility Operations, Classification, Parole, Work Release, Industries, Office of Investigation and Intelligence, including the Corrections Threat Assessment Team, and the Department's Emergency Response Operations Teams.



Mr. Basinger has over 30 years of experience in the corrections field. He has extensive practical knowledge in leadership, emergency operations, prison operations, training, re-entry, and Correctional Industries. He is a leader in the corrections field, utilizing and adapting cutting edge technology; including cell phone interdiction, drone detection, electrified perimeters, utilization of data analytics, enhanced camera applications and software to identify threats, mailroom security, ferrous metal detection, and intelligence gathering processes.

Mr. Basinger holds a bachelor's degree (BS) in criminal justice and a master's degree (MBA) in business administration. He is a veteran serving 25 years in the United States Military (USMC, US Army, National Guard) and has served in multiple countries around the world. He received multiple awards and accolades during his distinguished military career including the Combat Infantry Badge and Combat Action Badge while serving in Iraq. Mr. Basinger retired as a Command Sergeant Major from the 76th Infantry Brigade in 2009.

DEPUTY COMMISSIONER OF DIVERSITY & DEVELOPMENT

Angela Sutton serves as Deputy Commissioner of Diversity & Development, dedicated to improving equity and inclusion. She focuses on cultural, institutional, and systemic change to eliminate racism and discriminatory attitudes and behaviors throughout the Department of Correction.



Ms. Sutton began her career in corrections in 1999 as a Case Manager with the 22nd Judicial Drug Court after earning her bachelor's degree (BS) in criminal justice from Southern University at New Orleans; and she also holds a master's degree (MA) in criminal justice with a concentration in juvenile justice. Ms. Sutton accepted her first supervisory position as a Treatment Supervisor with the IDOC in 2004. She received the Governor's award for her part in significantly reducing the number of juvenile offenders incarcerated with the state. She was promoted to Program Director and then Assistant Superintendent in 2008, before being appointed as the first Superintendent of the Madison Juvenile Correctional Facility in 2009. Leaving Indiana in 2011, Ms. Sutton had the opportunity to work in corrections systems in Florida, Louisiana, and Tennessee before returning in 2017.

Ms. Sutton has devoted her career to promoting positive culture change. As the Deputy Commissioner of Diversity & Development, Ms. Sutton works with both staff and offenders to promote inclusive, diverse environments throughout IDOC in which all feel safe and maintain a true sense of acceptance and belonging. She assists in attracting, retaining, and promoting a diverse workforce, and provides guidance for IDOC specific programs and training curricula focused on equity and inclusion.

EXECUTIVE TEAM MEMBERS

DEPUTY COMMISSIONER OF ADMINISTRATION & FINANCE

Christina Reagle serves as the Deputy Commissioner of Administration and Finance, overseeing the Finance, Construction Services, Data Analytics, and Technology Divisions.

Ms. Reagle began her career in state government in 2010 as an Accountant with the Department of Child Services. Ms. Reagle moved to the Department of Correction in September 2011 and has held the positions of Accounts Payable Manager, Financial Analyst, Deputy Controller, Controller, and Chief Financial Officer. Prior to joining state government, Ms. Reagle worked for JP Morgan Chase as an Assistant Branch Manager and spent several years as a Staff Accountant at a local CPA firm.



Ms. Reagle has served as a team leader and mentor for the Department's Leadership Academy, a program that promotes self-awareness, self-assessment, and personal accountability to developing leaders from multiple state agencies. She also serves as an instructor and mentor in the Department's Women in Leadership training program focused on assisting female staff develop their leadership skills, improve communication with others, and understand their importance in corrections. Ms. Reagle earned her bachelor's degree (BS) from Indiana University Purdue University Indianapolis and is currently pursuing her master's of Business Administration (MBA) at Indiana State University.

DEPUTY COMMISSIONER OF RE-ENTRY & YOUTH SERVICES

Christine Blessinger serves as the Deputy Commissioner of Re-Entry and Youth Services.

Ms. Blessinger oversees all areas of the juvenile division to include operations, case management, programs, and re-entry. Ms. Blessinger began her career working for the Department of Correction in 2000 as a Psychiatric Social Service Specialist at the Pendleton Juvenile Correctional Facility. She served as Program Director at Pendleton Juvenile Correctional Facility. Ms. Blessinger was then promoted to Program Director/Assistant Director of the Division in 2008 where she was the State Coordinator for Performance-Based Standards (PBS) and Community-Based Standards (CBS). She was also responsible for program implementation, Comprehensive Case Management, and re-entry services before being promoted to the Executive Director for the Division of Youth Services in 2015.



Ms. Blessinger is a member of the Council of Juvenile Correctional Administrators (CJCA) and a member of the American Correctional Association (ACA). She is also a certified PREA auditor for juvenile facilities. Prior to working in corrections, Ms. Blessinger held positions of Youth Care Worker, Youth Manager, and Case Manager at the Henry County Youth Center. She holds a bachelor's degree (BS) in criminology from Indiana State University.

CHIEF MEDICAL OFFICER

Chief Medical Officer **Dr. Kristen Dauss'** primary mission is to serve vulnerable Hoosiers by providing quality medical care to incarcerated individuals. Dr. Dauss' experience includes working for the IDOC most recently as the Regional Psychiatry Director, while also providing direct patient care through the Division of Youth Services. Dr. Dauss holds a bachelor's degree (BS) from Indiana University Bloomington and earned her medical degree from Morehouse School of Medicine in Atlanta. She completed a Triple Board Residency and Fellowship in General Pediatrics, Adult Psychiatry and Child/Adolescent Psychiatry at Indiana University School of Medicine. Her experience allows Dr. Dauss the unique ability to examine systems of care and integrate physical and behavioral health needs to treat the whole person. Dr. Dauss also teaches students at Indiana University School of Medicine, where she is a volunteer faculty member.



COVID-19 PANDEMIC

For many years to come, 2020 will be remembered as the year that COVID-19 struck our communities. Indiana DOC facilities were no exception to this.

As cases began to spread across our country and then our state, IDOC immediately took action. Our staff worked with local and state health officials, including the Indiana State Department of Health, to have the most up-to-date information in order to best respond to COVID-19.

This included expanding current policies and implementing new procedures surrounding cleaning of facilities, testing for COVID-19, quarantining sick offenders and making sure medical treatment was easily accessible for those feeling ill, such as by waiving co-pays for offenders with symptoms of COVID-19.

Facilities were rearranged to make spaces to separate those who were positive for COVID-19 from others, to help stop the spread of the virus.

The Technical Response Team (TRT) in 2020 responded to a total of 64 events totaling more than 2,914 man-hours at facilities. A total of 56 responses – or nearly 88% – were explicitly for the disinfection of 228 areas due to COVID-19. The TRT is comprised of 32 IDOC personnel throughout the state who volunteer to be a member of the group. During the peak of our response efforts the team was responding to two to three facilities a day to disinfect, frequently working overnight.



In order to try to stop the spread of COVID-19, the decision was made to close the facilities to visitors. But we also understood the importance of keeping our incarcerated population connected to their loved ones and utilized technology to keep those connections open. At the same time, IDOC staff found new ways to use technology and data to do their jobs, including training, recruiting and tracking multiple pieces of data in facilities.

As 2020 came to an end, IDOC worked closely with the Indiana State Department of Health developing COVID-19 vaccination protocols for IDOC staff and incarcerated persons.



IN MEMORIAM

We remember our staff and our incarcerated population who lost their lives to COVID-19.

Shawn Burnell, Correctional Officer,
Putnamville Correctional Facility

Francine Earls, Correctional Officer,
Indiana Women's Prison

Michael Hubler, Correctional Rec
Leader, Miami Correctional Facility

James LaFollette, Correctional Officer,
Plainfield Correctional Facility

Gary Weinke, Correctional Officer,
Wabash Valley Correctional Facility

BRANCHVILLE CORRECTIONAL FACILITY
Shahid Iqbal

CORRECTIONAL INDUSTRIAL FACILITY
Jeffrey Brooks, Rick Delks, Mark Pickens

INDIANA STATE PRISON
Edward Miller, Joseph Smith

MIAMI CORRECTIONAL FACILITY
**Thomas Aguilar, Robert Bennet
Russell Bowles, Jack Randolph
Lincoln Love, Curtis Pratt
Robert Huggins, Frank Tiller**

NEW CASTLE CORRECTIONAL FACILITY
**Armando Canales, Donald Freed
Robert Glosser, Robert Harty
Larry Harris, William Koons
Gregory Monnin, Loren Peiffer
Ronald Grant, Mark Sloan**

PENDLETON CORRECTIONAL FACILITY
**Charles Lawrence, Donald Mallard
Stephan Parks, Tyrese Taylor**

PLAINFIELD CORRECTIONAL FACILITY
**Franklin Allen, Lonnell Chaney
Ronnie Keene, Rudolph Perry
Steve Sherron, Bruce Thomas
James Vaden, Donald Wilson**

PUTNAMVILLE CORRECTIONAL FACILITY
**Jeffery Miles, Bedford Atwell
Timothy Ohneck**

WABASH VALLEY CORRECTIONAL FACILITY
Harold Thompson, James Johnson

WESTVILLE CORRECTIONAL FACILITY
**Scottie Edwards, Johnny Green
John Kimbrough, George Neloms
Carl Phillips, Michael Ridenour**

ADULT FACILITY HIGHLIGHTS

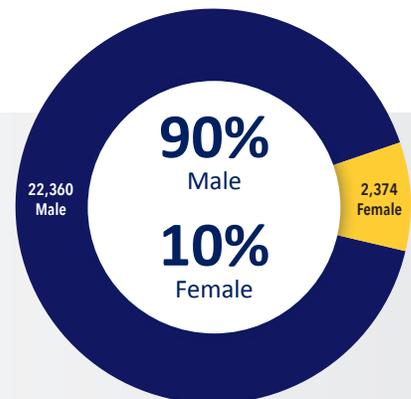
- Minimum Security (Level 1)
- Medium Security (Level 2 & 3)
- Maximum Security (Level 4)
- Intake Facilities



ADULT AGE AT INTAKE

34
Average Age

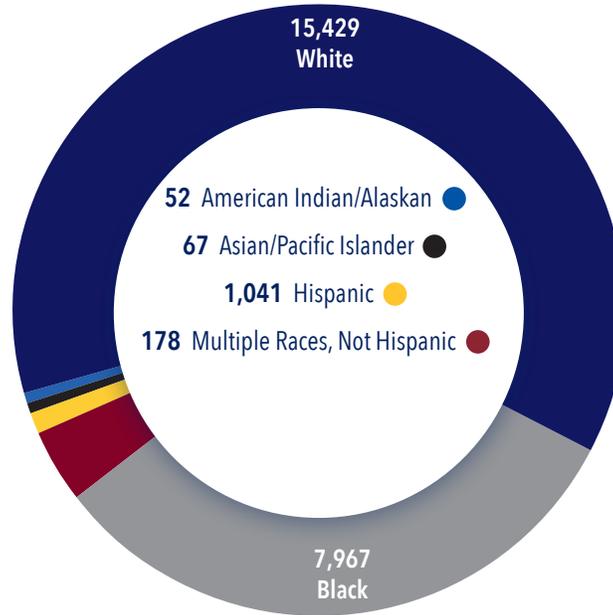
39
Average Age of All Offenders



TOTAL NUMBER OF OFFENDERS: 24,734

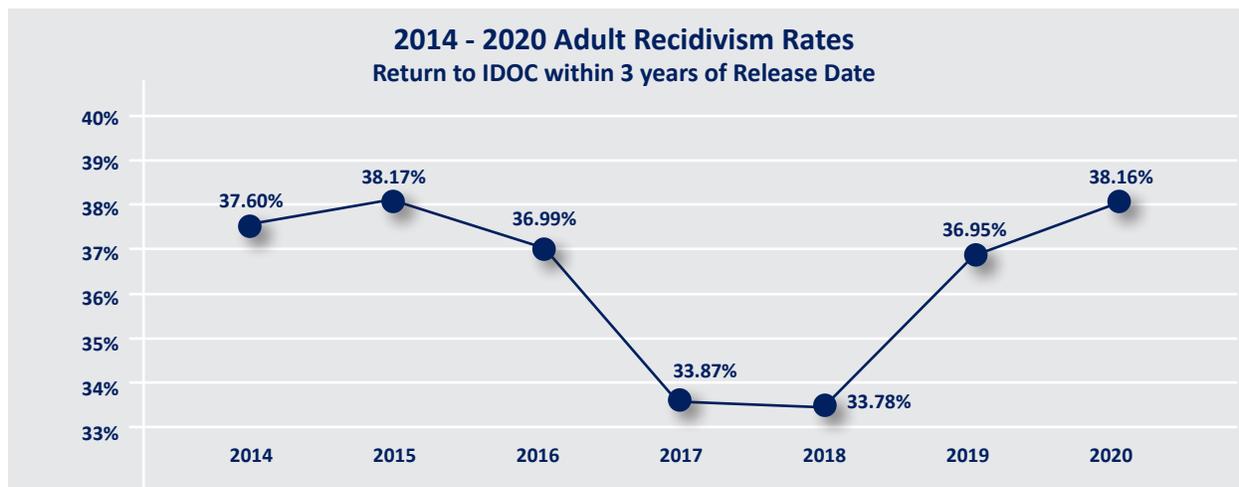
ADULT FACILITY BY RACE & ETHNICITY

TOTAL NUMBER OF OFFENDERS: 24,734



Re-commitment/Recidivism Rate

NOTE: The Indiana Department of Correction (IDOC) defines recidivism as a return to incarceration within three years of the offender's date of release from a state correctional institution.

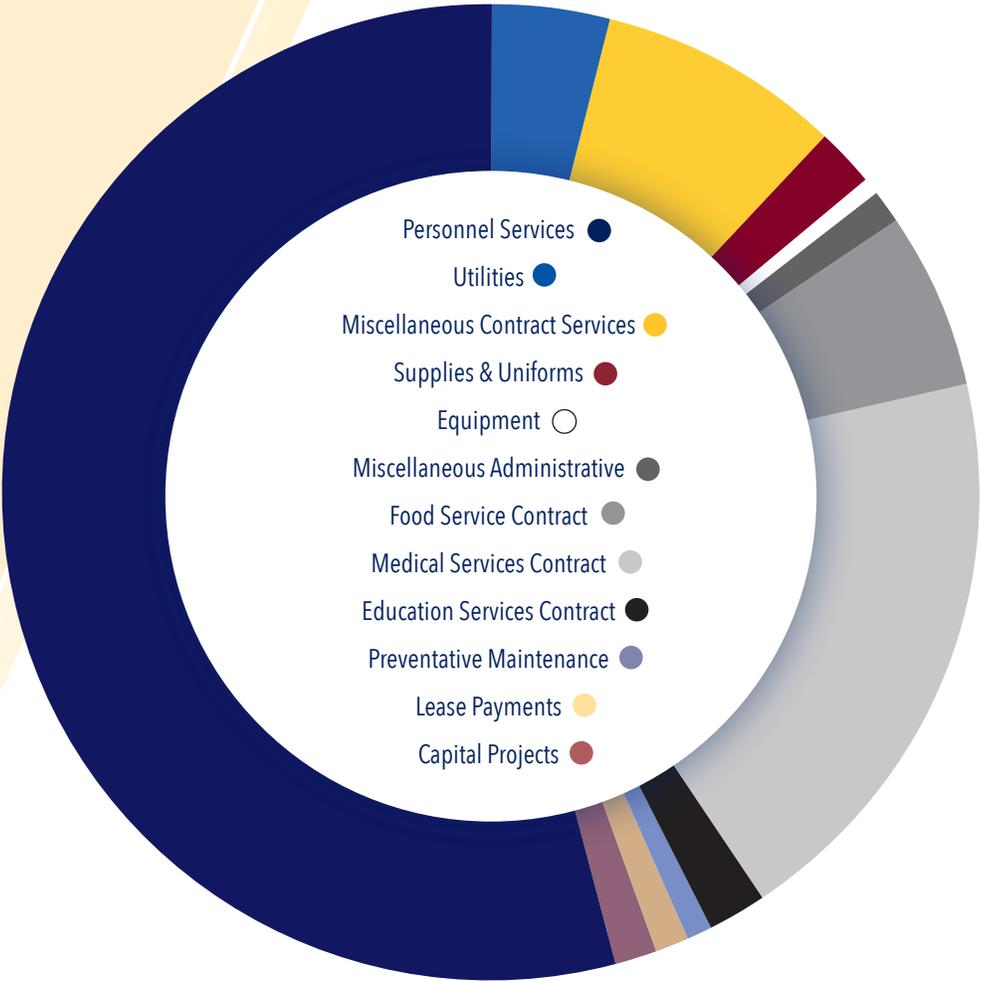


<p>Of all offenders who recidivated:</p> <p>34.7% Returned to IDOC for the commission of a new crime</p> <p>65.3% For a technical rule violation of post-release supervision</p>	<p>In 2017, male offenders had a higher recidivism rate when compared to female offenders.</p> <p>39.9% Male 26.5% Female</p>	<p>20.75% Offenders who participated in a work release program were less likely to return to prison when compared to offenders who did not partake in a work release program.</p>
<p>In 2017, recidivism rate for offenders released by race:</p> <p>42.8% African American 36.7% Caucasian 24.6% Hispanic</p>		
<p>Total Offender Population (As of 1/1/2020)</p> <p>22,360 Male 2,374 Female</p>	<p>Average Per Diem Rate for All Adult Facilities \$57.90</p>	

ADULT FACILITY FY20 SUMMARY

JULY 1, 2019 - JUNE 30, 2020

Personnel Services	\$ 315,551,805
Utilities	\$ 22,467,627
Miscellaneous Contract Services	\$ 45,687,861
Supplies & Uniforms	\$ 8,998,296
Equipment	\$ 351,555
Miscellaneous Administrative	\$ 3,574,837
Food Service Contract	\$ 36,330,973
Medical Services Contract	\$ 116,344,047
Education Services Contract	\$ 9,641,490
Preventative Maintenance	\$ 4,334,764
Lease Payments	\$ 4,472,534
Capital Projects	\$ 5,129,298
TOTAL	\$ 572,885,087



ADULT FACILITY HIGHLIGHTS

BRANCHVILLE CORRECTIONAL FACILITY

Employment Opportunities for Ex-Offenders

In 2020, Branchville Correctional Facility (BCF) had a total of 531 offenders who were released to parole or probation and 94 offenders who were discharged. Out of those 625 offenders released, BCF was able to facilitate interviews with 109 offenders – or 17.4% -- prior to release. BCF was able to obtain employment for 37 offenders prior to release with employers who have partnered with BCF. In addition, Action Staffing, an employment agency, accepted 12 offenders to place once they were released. There were 11 offers of employment pending release and 3 more who were confirmed as hired after they were released. This is a total of 52 successful employment placements and 11 pending employment placements for the year. The strong partnerships we have with the HIRE Team and with area employers have led to a successful year in helping offenders being released with finding meaningful employment.

Community Donations

Each year Branchville Correctional Facility participates in fundraising events that allow the offender population the opportunity to order specialty foods. Each dorm will run a different fundraiser each month raising money that will be donated to different local community organizations. These organizations include elementary schools, After Prom programs, animal shelters, Kiwanis Clubs, Boys' and Girls' softball leagues, IFA Burn Camp Fund, Toys for Tots, and various other organizations. In 2020, through these special fundraisers, Branchville Correctional Facility donated \$14,364 to local community organizations in Crawford, Harrison, Perry, and Spencer counties.



Community Garden

Branchville Correctional Facility grows a variety of vegetables and fresh herbs to donate to Catholic Charities, food banks, elderly housing units, Dare to Care, summer food programs, and state-funded childcare facilities. In 2020, Branchville Correctional Facility donated 8,343 pounds of fresh produce to Crawford, Dubois, Harrison, Perry, and Spencer counties. Fourteen offenders that assisted with the garden were also enrolled in the Department of Labor program. The facility has 4 acres of tillable garden space the offenders prepare each year for the spring and summer crop planting. Offenders are also in charge of landscaping and mowing, weed eating, and irrigation work inside the facility.

CHAIN O'LAKES CORRECTIONAL FACILITY

Every year Chain O'Lakes Correctional Facility partners with Noble County Food Bank to donate fresh produce from the facility garden. In 2020, the garden yielded over 6,200 pounds of assorted fruits and vegetables including tomatoes, squash, cucumbers, peppers, lettuce, watermelon, cantaloupe, cabbage, and cauliflower.

A pumpkin patch was added to the garden in 2020. The original plan was to have the pumpkins available for the residents to decorate with their children during visits for Halloween. Due to the pandemic, it was not possible, but they enjoyed decorating each pumpkin and placing them around the facility.



CORRECTIONAL INDUSTRIAL FACILITY

Legal Mail Copying Pilot Program

Executive Directive #20-14 was a pilot program put into place at the Correctional Industrial Facility (CIF) which was introduced to inhibit the introduction of narcotics into the facility and ensure both staff and offender safety by opening and photocopying mail in front of the offender before shredding the originals in the presence of the offender. The Correctional Industrial Facility and the Division of Legal Services at Central Office have worked cooperatively to adjust this procedure when any changes have become necessary. Throughout this pilot program, CIF has remained diligent and sensitive to ensure that all offender attorney/client privileges, as well as their access to the courts, remains within the scope of all departmental policy and procedure.



Blood Drives

Although considerable adjustments were made to the day-to-day operations of the facility, this did not hinder or prevent CIF from giving back to the community during the 2020 pandemic. CIF participated in four blood drives in 2020. Each blood drive produced over 25 units of blood with an overall average for the year of 29 units of blood per drive. Staff's willingness to step up and help out with the blood donations needed during the blood shortage, due to the COVID-19 pandemic, strongly reflected CIF's willingness to give back to the local community.

Vacancy Rate

The Correctional Industrial Facility was able to lower its employee vacancy rate from over 30% down to 14% all during the COVID outbreak. Additionally, CIF was proud of its dedication to constant cleaning inside the facility, vigilance of staff adhering to proper PPE and the cooperation of offenders.

EDINBURGH CORRECTIONAL FACILITY



Welding Program Graduations

Edinburgh Correctional Facility completed the ninth and tenth Ivy Tech Community College welding cohorts in 2020. The program began at Edinburgh in 2018 as part of Governor Holcomb's Next Level Agenda for 2018. The program trains men at the facility on how to weld with the goal of aligning them with gainful employment in the industry upon release. The graduates add to the total of 98 offenders who have completed the program since its beginning at Edinburgh.

Mask production by Edinburgh Correctional Facility INVET Unit

INVET, Indiana Veterans Education and Transition Program, was the state's first specialized housing unit dedicated to veteran-specific housing, case management, mentoring, and other services to aid them during re-entry. When the COVID-19 pandemic came to Indiana, the INVET unit at Edinburgh Correctional Facility came together and produced over 2,000 protective masks for the Edinburgh population and others. The members made over 1,000 masks for the Edinburgh population, 300 for offenders at RDC, 300 for the local jail, 200 for Seymour food bank, and 100 for a local nursing home.



ADULT FACILITY HIGHLIGHTS

HERITAGE TRAIL CORRECTIONAL FACILITY

Heritage Trail Correctional Facility hosted several events in honor of Black History Month. The incarcerated population of the Purposeful Living Units Serve (PLUS) and graduates presented several events on the cultural, ethnic origins and evolution of Black cultural heritage. These events were very well received and provided an informative founding and understanding of the history of the African American culture in the United States.

Other presentations for Black History Month at Heritage Trail included the display of several art pieces completed by the incarcerated population in the facility's chapel and the recreation building as well as musical performances. Heritage Trail Correctional Facility PLUS Unit held several "Poetry Slams," where the incarcerated population was able to perform and showcase their talents. A Poetry Slam is a competition where participants perform their spoken words in front of a live audience and a panel of judges, offering the incarcerated population an opportunity to share with others their talents, skills, and spoken word as well as sharing about themselves.

The PLUS program also organized a bi-annual talent show with events such as an open stage for participants to showcase their various talents including spoken word performances, musical performances, and comedy.



INDIANA STATE PRISON

First Graduates of the Recovery Coaches Program

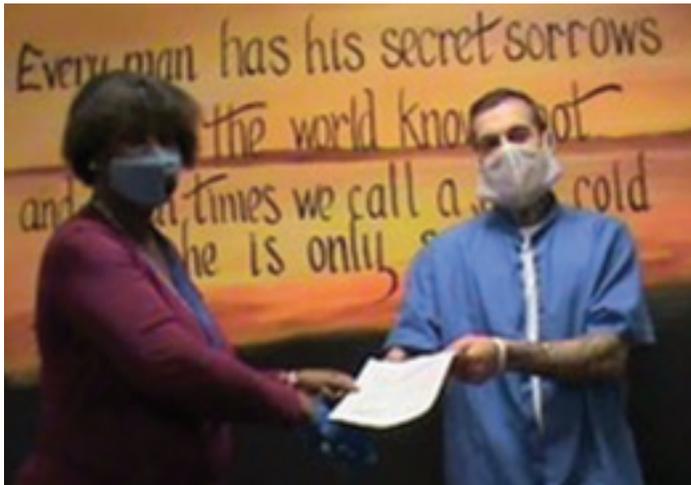
In 2020, Indiana State Prison (ISP) announced the graduation of the first class of Recovery Coaches. These men were dedicated to this class and although it was challenging with COVID-19, they were able to complete the training successfully.



A peer recovery coach is an individual who has experience in receiving services and/or supports for a substance abuse condition. They serve as a guide to initiate, achieve, and sustain long-term recovery from addiction including 12-step programs and other pathways to recovery.

They are committed to their recovery and are willing to help others with their journey as well. This training makes them employable as Recovery Coaches upon re-entry to society as well as fulfilling a needed position within the prison.

The recovery coaches at ISP will be facilitating the 12-step meetings, help peers with the Recovery Wellness Guide and guide them in the direction they need to find the resources to obtain these goals.



HIRE Program Helps Returning Citizens Find Meaningful Employment

Thanks to the dedicated staff in the HIRE program, which stands for Hoosier Initiative for Re-Entry, Stephen McFarland received an employment offer from Elwood Staffing.

Persons incarcerated at IDOC correctional facilities volunteer to participate in the HIRE program. Assisting each HIRE participant on their road to release are people like IDOC Program Director Donna Carneygee, who helped Stephen prepare a resume and coordinated two phone interviews with Elwood Staffing when he was released on Christmas day.

“This was an awesome experience to be a part of and it was very satisfying to see Mr. McFarland’s excitement grow as he progressed through the HIRE program,” said Donna Carneygee. “We have seen success story after success story from HIRE program participants and know this coordinated effort truly helps people find meaningful employment.”

HIRE staff also help match a participant’s skill sets with those of potential employers. This is accomplished by meetings with employers to stay current on available opportunities and connecting the employer with a job candidate anxious to start a new chapter in their life.

ADULT FACILITY HIGHLIGHTS



INDIANA STATE PRISON continued...

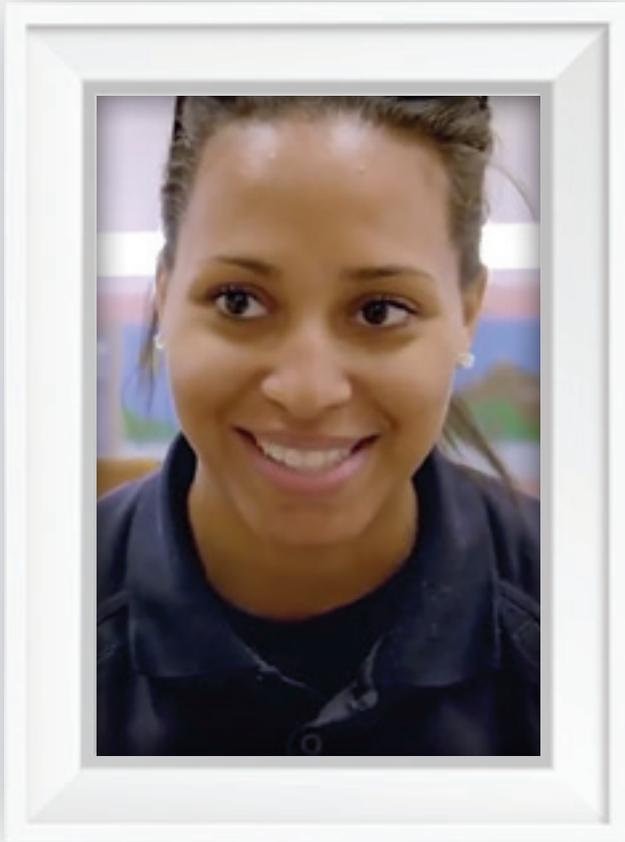
Offender Fire Department Donated to Michigan City Fire Department

The Indiana State Prison (ISP) Offender Firefighters donated \$2,192 to the local Michigan City Fire Department. The money was raised by selling wristbands to ISP incarcerated population and staff.

Indiana State Prison has 17 offenders who have gone through the training with the Indiana Department of Homeland Security and received Firefighter I and Firefighter II certifications, much like any other city firefighter in the state of Indiana. These offenders have focused their lives on rehabilitation and serving the community inside and outside of the prison.

The fundraiser was another way to give back to the community, and the Indiana State Prison firefighters strive to be better men and have great pride in performing charity and community service.





INDIANA WOMEN'S PRISON

Officer Breann Leath Memorial Maternal & Child Health Unit

In April of 2020, the Wee Ones Nursery was renamed the Officer Breann Leath Memorial Maternal Child Health Unit in honor of IMPD Officer Breann Leath who was tragically killed in the line of duty. Officer Leath previously served as a correctional officer on the nursery unit and was an inspiration to many mothers during their time at Indiana Women's Prison (IWP).

The unit changed its criteria to be more inclusive and saw a drastic increase in applicant acceptance rates, with an 83% acceptance rate in 2020, compared to 33% in 2019.

The unit also formed new partnerships with quality healthcare and child education organizations such as Riley Children's Hospital Trauma & Injury Prevention Department, Lakeshore Learning, SPARK Learning Labs, and Eskenazi Pediatrics, all of which increased education and support for breastfeeding mothers, with an overall increase in breastfeeding.

Physical Plant Success

Several initiatives were addressed and completed with IWP's physical plant. Among those items were:

- Installation of Environmental Controls in Units 4, 5, 6, and 7.
- Containment of COVID-19 in various areas of the facility with barriers and quarantines.
- Installation of A/C units in the dayrooms of Units 4, 5, and 6.

Re-entry Preparedness

Re-Entry Coordinator Rebecca Witter continued to prepare offenders for release. Many offenders needed both birth certificates and Social Security cards. For those to be completed, Ms. Witter kept in touch with the Social Security office to ensure that all forms were received and filled out correctly.

Securing employment was also a big concern for offenders, considering the pandemic, loss of jobs, and the state of the economy. Ms. Witter continued to coordinate with the HIRE program to locate employment suitable for each offender upon their release. She facilitated phone interviews with the employers from the offender's unit.

For the offenders unable to attend the two-week re-entry class, Ms. Witter provided each with the Transitional Information Packet Service (TIPS) which contains information on workforce readiness, stress management, health and wellness, family dynamics, substance abuse education, and community resources.

ADULT FACILITY HIGHLIGHTS

MADISON CORRECTIONAL FACILITY

Community Involvement

Madison Correctional Facility (MCU) has donated to several organizations in the community and surrounding areas. In 2020, MCU donated a total of \$26,228 to different organizations such as the Boys and Girls Club in Jefferson, Jennings, Bartholomew, and Scott counties; River Valley Resource, Inc; the school Summer Meal Program; and many others. These donations go towards youth programs/activities in the community. MCU also has a garden which allowed the facility to donate over 5,000 pounds of produce in 2020 to the local community through a partnership with Clearinghouse of Jefferson County.

Operations

In 2020, Madison Correctional Facility completed the construction of a new offender dining hall. The 3,500-square-foot dining hall was created to accommodate the feeding of an increased population and to expand the production kitchen. Along with the new dining hall, the facility was able to expand the production kitchen which helped with the efficiency of food production.

Certifications Earned

Madison Correctional Facility has a great vocational program to help the incarcerated population become more employable after release. MCU partners with Ivy Tech Community College to offer certifications in Manufacturing Skill Standards Council-Certified Production Technician (MSSC-CT), Welding, and Computer Numerical Control (CNC). In 2020, 61 offenders received certifications in manufacturing (21 Welding certificates, 20 CNC certifications, and 20 MSSC-CT).



The Ivy Tech certification programs had a 95.7% class completion rate with 97.5% passing the certification test and 100% of the offenders are able to work. An additional vocational program offered to offenders at the facility is a Cosmetology Program. In 2020, 23 offenders passed their state boards to become licensed cosmetologists.



MIAMI CORRECTIONAL FACILITY

New Training Center

Miami Correctional Facility (MCF) opened a new Training Center, which has made it possible to train more new staff, even with COVID-19 restrictions. The modern training center has much improved our training environment for new and veteran staff and contributed to the reduction of our vacancy rate.

The Training Center has provided a more comfortable environment for learning, digital capability and an actual breakroom. The entire training department is now in the same building, which has greatly enhanced the communications for our training team, and the location of the new facility is easier to access from the main facility.

The new training facility can hold multiple training sessions and larger class sizes, which was even true with COVID protocols in place. Leaders can go out and meet the new staff while they are still in their initial training, which goes a long way toward retention. Classrooms are separated from each other, which has made training classes less intimidating for new staff.



Rear Gate Shakedown Shack

This has greatly enhanced MCF's security at the Rear Gate. The Rear Gate now has the same procedure and most equipment, which has improved consistency with entry points to the facility. The structure is large enough for a cell phone detector, metal detector, and x-ray machine making it possible to conduct the same search at the Rear Gate as we do in Visitor Processing and enhancing security with delivery drivers.

Highest TASC Completion Rate

For the 2019-2020 school year, MCF had 126 TASC graduates. The completion rate of the Test

Assessing Secondary Completion (TASC) program is a direct result of teamwork between the participating offenders and staff at MCF. This demonstrates the strength of teamwork and what our motto of One Goal One Team means.

ADULT FACILITY HIGHLIGHTS

NEW CASTLE CORRECTIONAL FACILITY



Continuum of Care

New Castle Correctional Facility (NCCF) implemented the GEO Continuum of Care Program. This program provides enhanced in-custody offender rehabilitation programs/activities and evidence-based treatment, integrated with post-release support services. The full continuum of recidivism reduction programs/activities is designed to help stabilize offenders in the community and support their successful reintegration. This will include post-release assistance to those returning to their communities after completion of their sentences from a GEO facility, at no cost to the offender. A Pre-Release Case Manager begins the work six months before release. Re-entry/transition to the community will then be actively supported by a Post Release Case Manager and begins immediately after release. This program and the access to the Post Release Case Manager will be available for up to one year after release.

Staff Certification

Thirteen NCCF staff received ACA Certification in 2020 – four Certified Correctional Executives and nine Certified Correctional Managers. NCCF is committed to maintaining the high standards of ACA and intends to accomplish this by providing staff the ability to obtain such certifications.

Program Completions

At NCCF, we had 44 TASC completions, 146 vocational completions, 257 CPR/First Aid/OSHA/Forklift completions. While 2020 made programming difficult, our staff used creativity and patience to continue to provide programming to the population.

PENDLETON CORRECTIONAL FACILITY

Tornado Clean-Up

A tornado that touched down near the facility in the Town of Pendleton in 2019 toppled many trees that blocked roads and were a hazard to residents. During the clean-up effort, much of the fallen debris was transported to the facility where it was disposed. Many larger sections of downed trees not marred during the storm were recovered and set aside for future projects. Offenders employed in the facility's carpentry shop turned the discarded wood into beautiful one-of-a-kind furniture pieces that were donated back to the Town of Pendleton.



Job Fair

The Pendleton Correctional Facility program staff held a job fair specifically for offenders who previously had not been considered for special programming or jobs. Information was provided to the offenders by their peers who work in a program and can offer an in-depth and personal viewpoint of the benefits of choosing a new path. Those offenders interested in participating in a program were interviewed by staff, providing the offender with the experience of promoting themselves and providing staff with an insight into their individual strengths and future goals.

Video Court Hearings

In 2020, a total of 93 video hearings were scheduled with federal and county courts in addition to the 80 hearings conducted telephonically. Conducting court hearings via video or telephone allowed the facility to utilize valuable staff in essential areas and was a cost-saving measure. Video equipment was added to one of the facility's two teleconference booths allowing offenders to attend court hearings via video or telephone.

PLAINFIELD CORRECTIONAL FACILITY



New Doors

Plainfield Correctional Facility replaced all the doors in West and Central Units in 2020.

COVID-19 Response

Plainfield was one of the first facilities impacted by the COVID-19 pandemic. As part of the response to the pandemic, staff re-purposed rooms in the school to create quarantine space for ill offenders and keep them close to the medical unit in case of need. With coordination between maintenance staff, the safety hazard manager, and

custody, three school rooms were transformed, and showers were installed to meet the needs of the affected population. The PLUS unit in conjunction with the Community Involvement Coordinator created and donated masks to area hospitals and nursing homes.

ADULT FACILITY HIGHLIGHTS

PUTNAMVILLE CORRECTIONAL FACILITY



Monetary Donations

Putnamville Correctional Facility (PCF) donated \$10,500 to Putnam County area charities and surrounding county athletic programs, including First Baptist Church, Clay County Youth Food Program, Clay County Humane Society, Clay County Emergency Food Pantry, Cunot Community Center, Putnam County Emergency Food Program and Owen County Humane Society.

Donations were also made to the high school athletic departments of Greencastle, Cloverdale, Northview, and North Putnam. The schools plan to use their donation to help offset funding losses when sporting events were either postponed or canceled due to the pandemic, which put an unexpected strain on sports budgets.



Food Donations

Putnamville Correctional Facility staff and offenders with the horticulture program donated 251 pounds of mini pumpkins to school kids in the surrounding areas. The list of pumpkin beneficiaries included Deer Meadow kindergarten class, Meridian Elementary, Gosport Daycare, and Owen County Lighthouse Daycare.

In 2020, more than 6,456 pounds of food was donated to churches, food pantries, the senior center, and local food banks in and around Putnam County.



Bike Donations

Putnamville Correctional Facility "Shifting Gear" staff and offenders gave over 70 bikes to the local community in 2020. Putnamville Correctional Facility staff and offenders worked together to coordinate the donation of 20 refurbished bicycles to the Montezuma Fish and Game Club and 14 bicycles to Woodrow Wilson Junior High School in Terre Haute.

A partnership with VFW Post 11-27 in Brazil gave 40 refurbished bikes to kids in the Clay County School Corporation.

RECEPTION DIAGNOSTIC CENTER

Community Engagement

The Reception Diagnostic Center (RDC) donated \$500 to the Plane Pull for Special Olympics. FedEx Express at the Indy Hub holds a plane pull each year to raise money for the Special Olympics. Each year RDC assembles a team to participate and raise money for the cause. Due to COVID, RDC was not able to participate this year, but still donated.



RDC also donated gloves, scarves, hats, and other items to Mill Creek Schools for underprivileged students. A “Warm Clothing Drive” was held at the RDC facility in December. With monetary donations received, sweatpants and sweatshirts were also purchased for the children.

Lastly, RDC donated 366 pounds of canned food to the Hendricks County Senior Center through a canned food drive held by staff at RDC.

ROCKVILLE CORRECTIONAL FACILITY

Responding to COVID-19

In 2020, Rockville Correctional Facility banded together to continue operations through a pandemic. The staff made masks for all staff during the first week of April. In addition to providing masks for all staff, masks were made for Riley Children’s Hospital and for Indiana University Health West Hospital to give to new moms who tested positive for COVID-19. As the year progressed, daily operations changed as more was learned about COVID-19. Rooms were turned into quarantined living areas, protective barriers were built and tracking methods were developed.

Community Support

A total of \$7,896 was raised by staff and the incarcerated population for various charities, including a donation of \$2,332 to the Susan G. Komen foundation and \$3,603 to the Ronald McDonald House, all raised by the incarcerated population.

A total of 51 pounds of pop tabs were collected by staff and the incarcerated population and donated to the Ronald McDonald House.

Incarcerated individuals in the Purposeful Living Units Serve (PLUS) crocheted 58 lapghans and 85 scarves for a local nursing home.



ADULT FACILITY HIGHLIGHTS

SOUTH BEND COMMUNITY RE-ENTRY CENTER

Supporting the Community

The residents at the South Bend Community Re-Entry Center have been busy working during the COVID-19 pandemic. Many of the facility's employment partners manufacture products needed during the pandemic, including gowns and masks, hand sanitizer, transport coolers used to deliver COVID vaccinations, hand washing stations, and other products that are essential in keeping communities safe.



The offenders preparing to re-enter society were excited to play a part in the fight against COVID, and the essential employers depend on these returning citizens to accomplish their mission.

WABASH VALLEY CORRECTIONAL FACILITY

Helping Fight the Spread of COVID-19

Offenders in the Purposeful Living Units Serve (PLUS) program produced over 28,438 masks. Of those, 23,952 were donated to first responders, hospitals, local emergency management agencies, law enforcement agencies, medical clinics, grocery store staff, pharmacies, military personnel, and local schools. In addition, over 6,000 masks were given to staff, contractors, and offenders at Wabash Valley Correctional Facility (WVCF), while 4,300 were given to other IDOC Facilities. WVCF's Joint Venture Partner, Indiana Correctional Industries (ICI), also joined in the mission, allowing volunteers from the offender population to set up a mask production site in their area.

Working to further Governor Holcomb's Next Level Agenda

Wabash Valley Correctional Facility and Ivy Tech Community College Terre Haute continued their efforts to meet Governor Holcomb's Next Level Agenda by preparing offenders to re-enter the workforce. Within 12 cohorts, comprised of 96 offenders, 89 graduated the program, for a completion rate of 92.7%. Together, they received a combined total of 205 certifications from the National Institute of Metalworking Skills, the American Welding Society, and the Occupational Safety and Health Administration, all of which qualifies the graduates for a higher pay rate and more stable employment. Since then, 14 graduates have been released and seven of those have gained employment.



Providing Care Packages for U.S. Troops

The Wabash Valley Correctional Facility gathered supplies for care packages for military troops. Members of the Hymera Ruritan decided to collect non-perishable items such as crackers, sunflower seeds, and beef sticks, and raised \$312 towards shipping. With the help of other WVCF staff, Caseworker Michelle Woolsey packed and shipped 98 boxes with tuna, Vienna sausages, peanut butter, beef jerky, sunflower seeds, deodorant, toothbrushes, toothpaste, soap, and razors.



ADULT FACILITY HIGHLIGHTS

WESTVILLE CORRECTIONAL FACILITY

Partnership Offers Offenders Real-World Skills

Indiana Correctional Industries began a new partnership with Gold Standard Truss, LLC to provide manufacturing training and work opportunities to offenders at Westville Correctional Facility. Located in DeMotte, Gold Standard Truss manufactures custom-designed and engineered wooden roof truss and wall component systems. The Westville Correctional Facility partnership will manufacture products exclusively for projects within the state of Indiana.



New Kitchen Opens

Westville Control Unit Kitchen opened an on-site retherm kitchen. In the past, food was prepared at a satellite kitchen then trucked to the restricted housing unit to be distributed. The on-site kitchen provides for a quicker more efficient meal service for the residents of that unit.

DIVISION OF RE-ENTRY & YOUTH SERVICES



COMMUNITY CORRECTIONS

Supervised Release System (SRS)

In 2018, a collaborative partnership was formed with the Supreme Court's Court Technology Division and IDOC with a mission to provide the Supervised Release System (SRS) to all Community Corrections agencies throughout the state. This web-based case management system integrates with the Indiana Risk Assessment System, Presentence Investigation Reports, Abstract of Judgment, and other Incite applications. The purpose of SRS is to generate reliable data to fulfill grant reporting requirements under the Community Corrections division grants without an additional cost to Community Corrections. In November 2020, ahead of its December target, SRS was successfully deployed in all 77 Community Corrections agencies throughout the state.

Grant Award for Innovations in Supervision: Building Capacity to Create Safer Communities Program

In 2018, the Community Corrections division took on a new initiative to implement a validated, research-based programmatic site assessment tool that met the following requirements:

- objective, robust, and validated
- require a team to avoid biases and support the assessors
- have a certification process and thorough staff training
- serve as the mechanism for performance improvement
- provide suggestions and technical assistance to the grantees

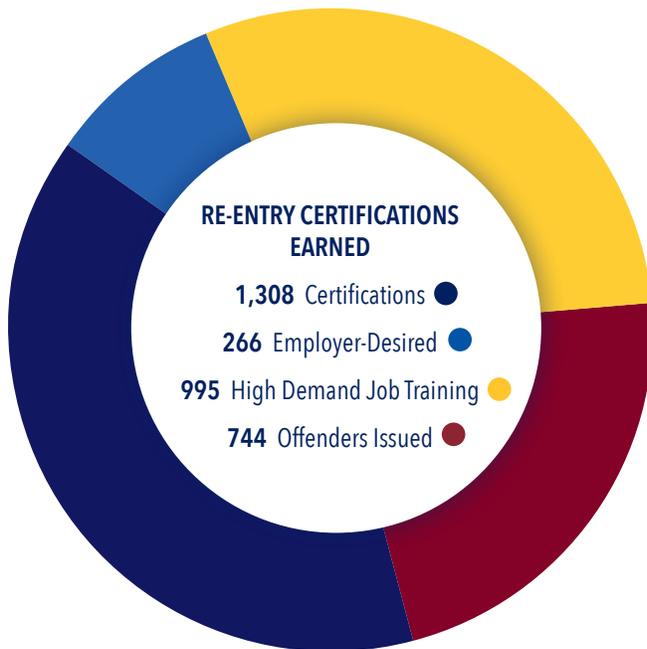
The division chose the Correctional Program Checklist (CPC) and the Correctional Program Checklist-Community Supervision Agency (CPC-CSA) developed by the University of Cincinnati. This tool evaluates the extent to which correctional programs adhere to the principles of effective interventions. In addition to the evaluation, it assists in developing and improving the services provided to their community-based population and their service contracts.

To assist with the implementation, the Community Corrections division sought out and was awarded nearly \$1 million from the Bureau of Justice Assistance (BJA). The grant is a partnership with the University of Cincinnati (UC) to:

- provide capacity building: certification and training for additional staff
- create a Research Partnership and Data Collection
- solidify a strategic plan for continuous quality improvement in Community Corrections across the state

Indiana Department
of Correction

VIRTUAL HIRING EVENT!



RE-ENTRY SERVICES

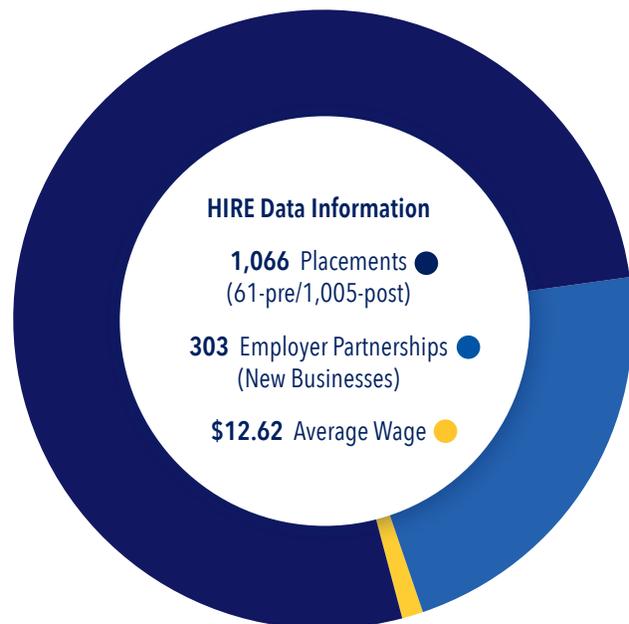
Virtual Job Fairs

Throughout 2020, HIRE was able to record and distribute six recorded virtual job fairs that covered the state of Indiana geographically. Once HIRE was allowed in the facilities, a live event took place, focusing on clients releasing to Marion and surrounding counties. Four businesses took part in the live event, and Amazon Distribution hired two clients from the live virtual job fairs.



HIRE/INDOT PARTNERSHIP

HIRE and INDOT have partnered and worked through the referral process, skillsets, transportation requirements, and any other barriers to create a seamless process that has resulted in several jobs and a success story highlighted on all IDOC/HIRE social media outlets. The HIRE/INDOT partnership is a perfect example of Indiana state departments partnering to give Hoosiers the second chance they need to be successful members of society and their local communities.



RE-ENTRY/ITOWN CHURCH PARTNERSHIP

The Re-Entry Division has been working with ITown Church of Fishers for a few years. Due to COVID-19, the ability to be inside facilities was put on hold. The leadership at ITown reached out to the Re-Entry Division asking if they could assist in a different way. The church came up with the idea of providing backpacks for offenders that would be released from IDOC facilities. ITown budgeted for 1,000 backpacks with personal hygiene items for males and females being released to a shelter.



NCCER WELDING

The IDOC provides a national industry-recognized welding certification in partnership with the National Center for Construction Education and Research (NCCER) and our education services provider Oakland City University (OCU). This certification provides a valuable and in-demand industrial skill that will increase the likelihood of gainful employment upon release. The curriculum in the program is provided by NCCER and is among Indiana's Promoted Industry Certifications. Students have the opportunity to utilize cutting-edge virtual welding software to practice and hone their professional skills.

In this Integrated Education and Training (IET) program, students earn multiple safety, construction, and welding certificates, receive OSHA 10 certification and leave the program with a certification that places them on a database for hiring in the industry. Being able to weld using multiple processes and understanding the need and value in today's immediate workplace gives the students tremendous pride and satisfaction knowing they can re-enter society with valuable and sustainable skills.



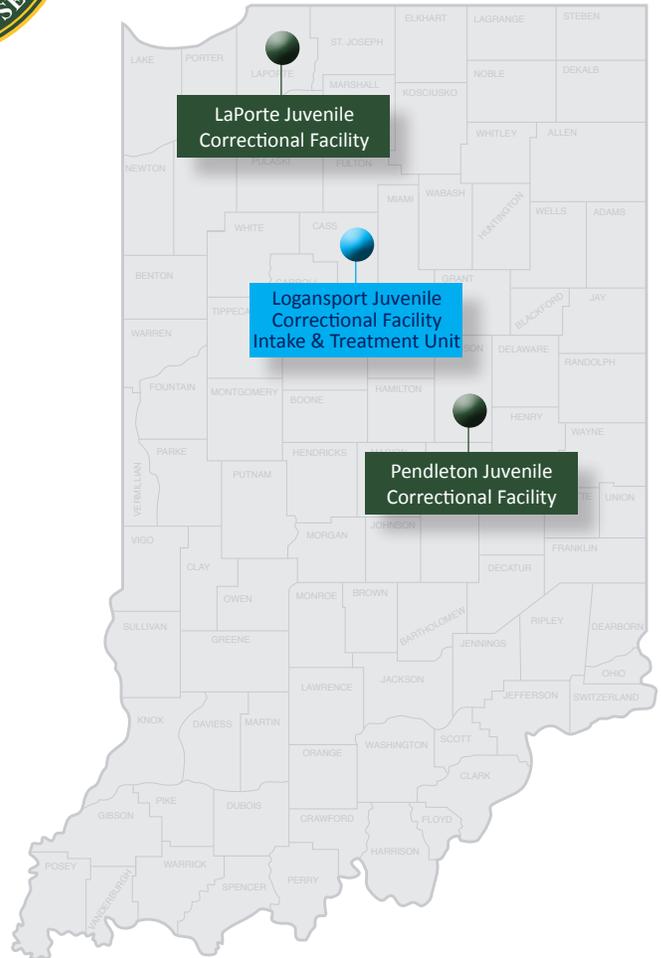
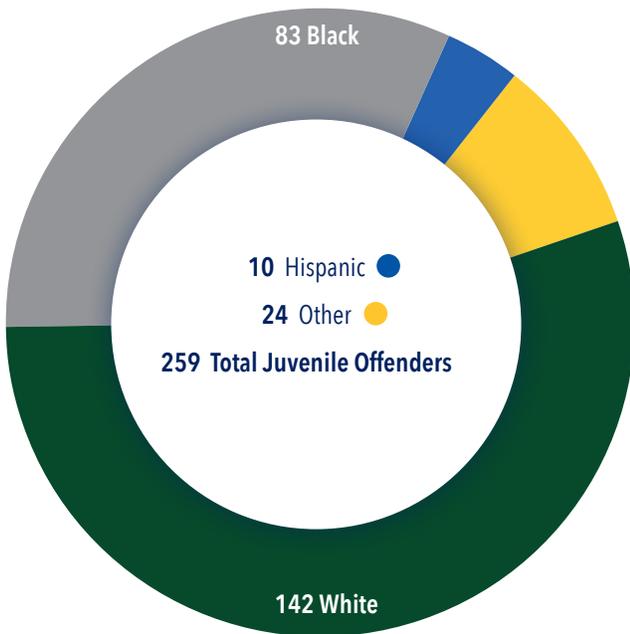
JUVENILE FACILITY HIGHLIGHTS



Maximum Security

Intake Facilities

JUVENILE FACILITY BY RACE & ETHNICITY



Total Offender Population
(As of 1/1/2020)

259

Average Per Diem Rate for
All Juvenile Facilities

\$259.00

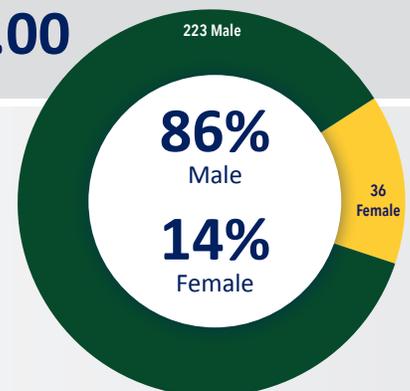
JUVENILE AGE AT INTAKE

15

Average Age*

16

Average Age
of All Offenders**



TOTAL NUMBER OF JUVENILE OFFENDERS: 259

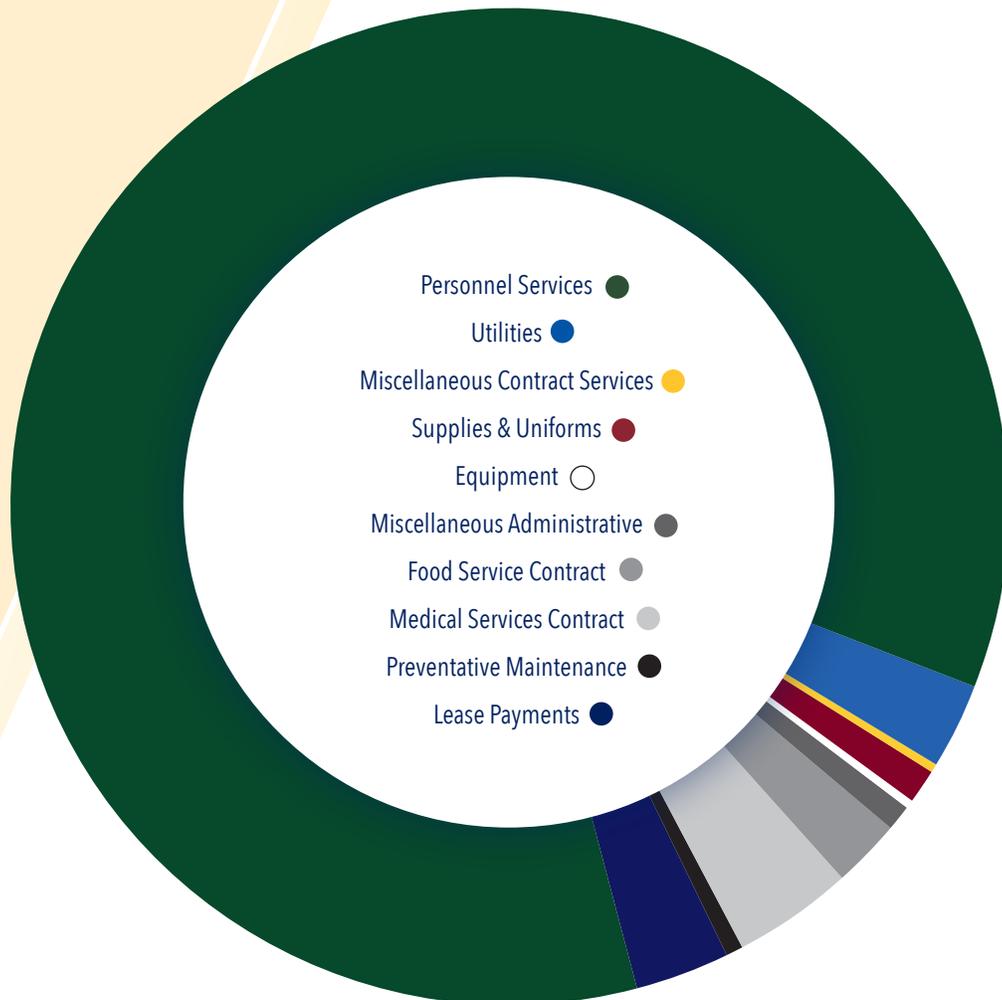
*Average age at intake is approximated. Original value is 15.8693098.

**Average age of all offenders is approximated. Original value is 16.2202643.

JUVENILE FACILITY FY20 SUMMARY

JULY 1, 2019 - JUNE 30, 2020

Personnel Services	\$ 30,419,922
Utilities	\$ 1,042,932
Misc. Contract Services	\$ 154,981
Supplies & Uniforms	\$ 411,281
Equipment	\$ 53,430
Misc. Administrative	\$ 320,637
Food Service Contract	\$ 651,389
Medical Services Contract	\$ 1,610,843
Education Services Contract	(not contracted)
Preventative Maintenance	\$ 218,744
Lease Payments	\$ 1,108,788
Capital Projects	
TOTAL:	\$ 35,992,947



JUVENILE FACILITY HIGHLIGHTS

LAPORTE JUVENILE CORRECTIONAL FACILITY

Fashion Show

Indiana University's Helping Offenders Prosper through Employment (HOPE) mentoring program along with LaPorte Juvenile Correctional Facility presented their inaugural "Dress Your Best" fashion show on February 21, 2020.

HOPE Mentoring pairs incarcerated juveniles with college mentors who support the students during and after their stay with the goal of obtaining and maintaining employment. HOPE allows the young women to select a business outfit to take home upon their release for job interviews. Once a year, a few of the young women will be picked to participate in a fashion show.

"Our girls were able to learn great strategies on how to dress and communicate effectively for an interview. They carried themselves with pride and confidence. This is truly a wonderful program," Warden Jason Smiley said.



Graduation Celebrations

Even with the challenges of the pandemic, staff and teachers at the LaPorte Juvenile Correctional Facility were able to maintain a sense of normalcy. Classes continued as part of the Indiana Testing Assessing Secondary Completion, a high school equivalency program commonly referred to as TASC, as well as students working on credits and obtaining their Core 40 Indiana H.S. Diploma.

Graduation ceremonies occurred approximately once a quarter throughout the year. Twenty students graduated from Promise Jr./Sr. High School, 12 students received their TASC, seven students received their Core 40, and one student accomplished both.

Warden Smiley said, "There are many reasons to celebrate these graduations. First, the achievement of each of these young ladies to successfully graduate, and also the dedicated teachers and staff that maintained an atmosphere where learning could occur during uncertain times."



Career Education

The LaPorte Juvenile Correctional Facility learned about the Indiana/Kentucky/Ohio Regional Council of Carpenters' (IKORCC) apprenticeship programs in Newburgh, Merrillville, Lafayette, Muncie, Greenwood, Warsaw, and Terre Haute. Students learned about the apprenticeship and how to start the application process.

The IKORCC offers articulation agreements with high schools to form relationships and pathways for students after graduation. An articulation agreement is being discussed that could provide students with a curriculum that includes the books and skills training needed to receive IKORCC's Project 1 certification, which will allow students to receive an interview with IKORCC's apprenticeship program once they leave the LaPorte facility.





LOGANSPORT JUVENILE CORRECTIONAL FACILITY

SAWS Community Service Project

Staff and students from Logansport Juvenile Correctional Facility (LJCF) volunteered to assist SAWS (Servants at Work) in the construction of ramps for local families in need. Ten students along with LJCF staff assisted in prefabricating ramp pieces. Due to COVID restrictions, students could not assist SAWS volunteers to complete the installation of the ramps in the community.

Relocation of Intake Operations

Logansport Juvenile Treatment Facility and Intake Facilities were combined to better utilize department resources. The High Street facility was temporarily closed, and intake operations were relocated to the treatment facility. The High Street location was temporarily used to house adult male offenders due to COVID-19. The adult offenders were moved to adult facilities in May.



Shakespeare Class

This is the third year that students from LJCF have participated in a Shakespeare class conducted by a professor from Manchester University. Dr. Stacy Erickson-Pesetski, a professor of English and Associate Dean of Academic Affairs, conducts class once a week over four weeks. LJCF's English teachers, Mrs. Michelle Griffith and Mrs. Amanda Gentry, assist in facilitating this class. Normally, Dr. Erickson-Pesetski travels to the facility, but in 2020 the class was taught via Zoom. The theme was exploring heroes and villains, and participants read excerpts from Othello, King Lear, Titus Andronicus, and Richard III.

JUVENILE FACILITY HIGHLIGHTS

PENDLETON JUVENILE CORRECTIONAL FACILITY

Education Accomplishments

The Education Department at Pendleton Juvenile Correctional Facility (PJCF) worked together to ensure students continued to receive education during the pandemic. Staff did this by rotating classrooms, changing entire class rosters multiple times, adapting curriculum, continuously sanitizing classrooms, and delivering work to housing units.

Here is a look at the percent of youths whose mathematics scores (Scholastic Math Inventory) and reading scores (Scholastic Reading Inventory) increased between admission and discharge:

Math (SMI)

- April 2020: 80% (Field average 53.06)
- October 2020: 92% (Field average 44.57)

Reading (SRI)

- April 2020: 75% (Field average 49.59)
- October 2020: 75% (Field average 43.38)

Incentive Pantry

The Incentive Pantry at PJCF started from the donations of volunteers and staff with food items such as pop tarts, sodas, chips, cookies, candy, hygiene items, puzzles, and composition books. Students are reviewed weekly and able to earn items from the pantry if they meet the behavior requirements of no major conduct reports, no more than two minor conduct reports, no STAR referral in school and a 3.8 behavior average in school for the week out of a 5.0. The incentive pantry has motivated students to want to do well, especially for those students who do not have funds on their accounts to receive these items on the regular.

TASC and H.S. Diploma Graduates
(Increase from 55 in 2019) **71**

Earned Credits
(Increase from 1,734 in 2019) **1,897**



Construction Projects

During 2020, the Physical Plant at PJCF had many notable accomplishments. The biggest accomplishment was the completion of three housing units mechanical rooms being 100% rehabbed and new boilers. This project is expected to follow through to all mechanical rooms within the facility.

Continual cross training in all our Physical Plant skill sets has reduced our number of contractors calls due to more issues being handled by our in-house foreman.

PAROLE DIVISION



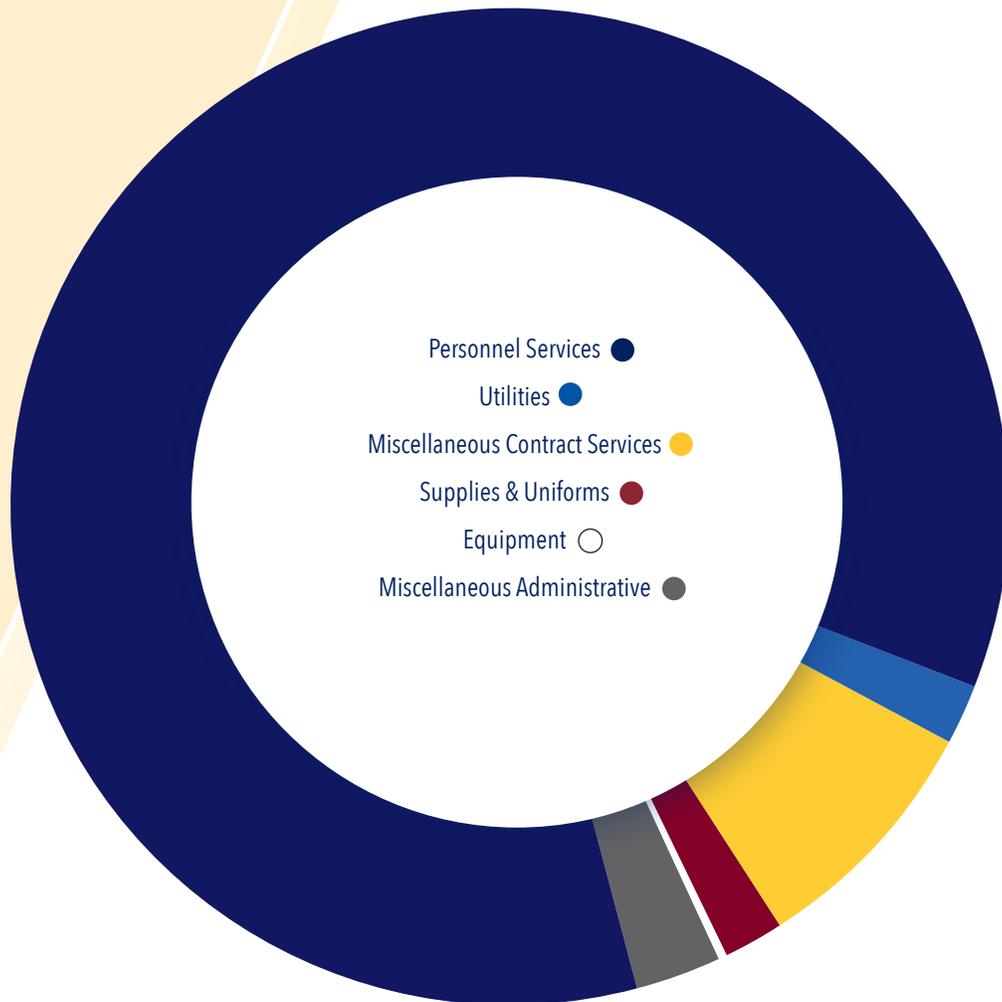
	POPULATION			EMPLOYMENT*		DISCHARGED			RETURNED												TOTAL RETURNED
									TECHNICAL			DELINQUENT			FELONY			MISDEMEANOR			
	MALE	FEMALE	TOTAL	%	HOURLY WAGE	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	
Jan	4643	611	5254	77.0%	\$13.12	299	54	353	53	5	58	24	0	24	23	1	24	1	0	1	107
Feb	4591	635	5226	78.5%	13.25	327	36	363	47	5	52	22	7	29	16	2	18	2	0	2	101
Mar	4565	629	5194	75.5%	13.23	262	43	305	38	3	41	16	4	20	21	2	23	1	0	1	85
Apr	4632	648	5280	71.3%	13.23	277	35	312	6	0	6	2	1	3	10	0	10	1	0	1	20
May	4686	652	5338	69.2%	13.25	217	47	264	12	0	12	4	1	5	5	1	6	0	0	0	23
Jun	4749	654	5403	70.6%	13.28	252	44	296	18	0	18	6	1	7	9	0	9	0	0	0	34
Jul	4721	636	5357	73.4%	13.45	305	55	360	19	2	21	6	2	8	8	0	8	0	0	0	37
Aug	4748	634	5382	75.6%	13.48	253	41	294	19	1	20	7	0	7	10	0	10	0	0	0	37
Sep	4723	638	5361	74.5%	13.47	287	39	326	26	2	28	11	0	11	17	0	17	1	0	1	57
Oct	4722	629	5351	76.7%	13.69	238	43	281	30	2	32	6	0	6	16	0	16	0	0	0	54
Nov	4686	627	5313	76.4%	13.81	297	61	358	34	2	36	7	0	7	4	1	5	0	0	0	48
Dec	4652	625	5277	75.9%	13.81	280	46	326	27	0	27	5	1	6	12	0	12	0	0	0	45
Total				74.6%	\$13.42			3,838			351			133			158			6	648

* Employment is taken from the SAS Dashboard on the 3rd of the following month. So January's numbers were pulled on 02-03-20- they are not an average, but a listing of that data.

PAROLE SERVICES FY20 SUMMARY

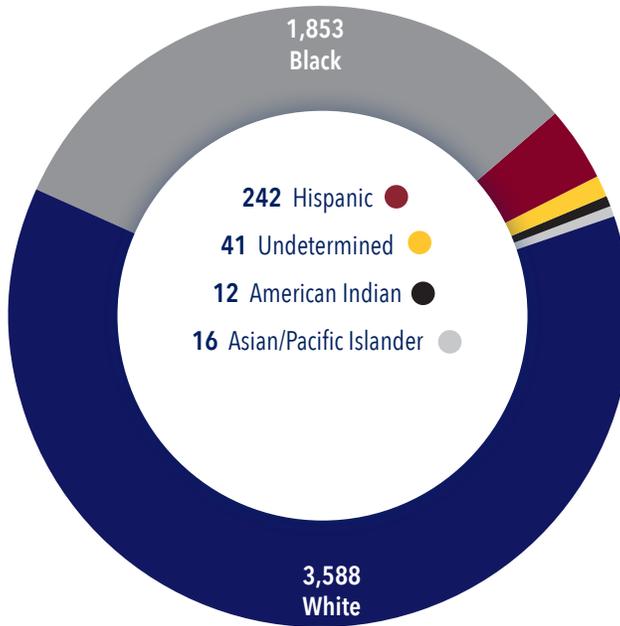
JULY 1, 2019 - JUNE 30, 2020

Personnel Services	\$ 11,419,960
Utilities	\$ 296,442
Miscellaneous Contract Services	\$ 1,052,742
Supplies & Uniforms	\$ 337,825
Equipment	\$ 751
Miscellaneous Administrative	\$ 346,647
Food Service Contract	
Medical Services Contract	
Education Services Contract	
Preventative Maintenance	
Lease Payments	
Capital Projects	
TOTAL	\$ 13,454,367



PAROLEES BY RACE & ETHNICITY

TOTAL NUMBER OF PAROLEES: 5,752



Accomplishments

The IDOC Parole Division oversees thousands of parolees each year. In 2020, the division saw significant improvements in two key areas: returns and wages.

The division saw a significant reduction in the number of technical returns, or parolees who return to a facility after a violation of their parole stipulations. A key reason for that decrease was increased collaboration with the IDOC Medical Division to be sure parolees' medical needs were being met, therefore reducing the chances of them returning to a facility.

In addition, the division also saw a significant increase in the average hourly wage earned by parolees. The average wage increased from 2019, and also steadily increased throughout 2020. This was due to the division working closely with the IDOC HIRE program, which connects the incarcerated population with employers to get them a job before they are released from a facility.

These collaborations are important to ensure that the needs of parolees are being met to help support their successful re-entry into local communities.



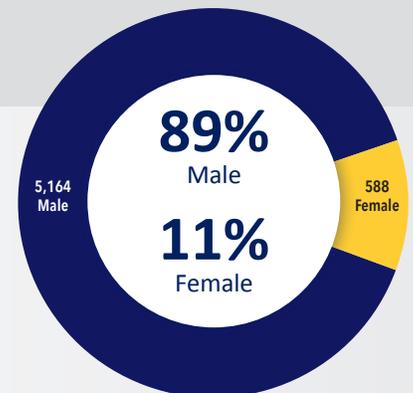
Average Hourly Wage for All Districts:

\$13.42

AVERAGE AGE AT INTAKE

34
Average Age

41
Average Age of All Offenders



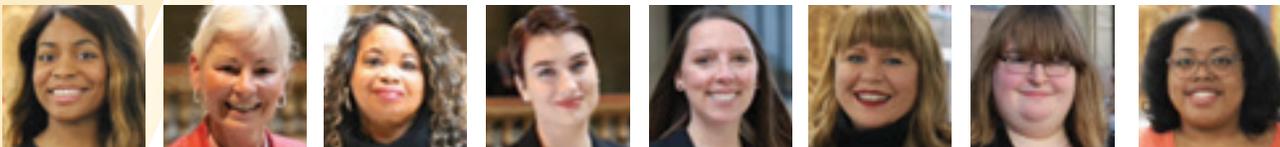
MEDICAL SERVICES & DIVISION

The Indiana Department of Correction Medical Division prides itself on providing the highest available quality of care to incarcerated individuals. The Physical Health Services, Behavioral Health Services, Transitional Healthcare Services, Addiction Recovery Services and the Breann Leath Maternal Child Health Unit (MCHU) provide various services within our facilities and coordinate services for individuals released back into the community.



COVID-19 Response

A key focus of the IDOC Medical Division in 2020 was creating a thorough pandemic response plan. Staff worked to quickly implement the plan, with attention to key issues, such as cleaning, testing, quarantining and treating those positive with COVID-19. For the first time, IDOC hired an epidemiologist who has been conducting surveillance during the public health emergency. Also, medical staff worked closely with both state and national experts in order to plan for and respond to changes as needed. As the year ended, IDOC began looking to the future, planning vaccination clinics for staff and offenders.



Establishment of Transitional Healthcare Team & Transitional Healthcare Facilitators

Transitional Healthcare is built with the mission of transitioning those with high healthcare burdens to and from the community and addressing social determinants of health to reduce recidivism. The goal is to address healthcare issues such as chronic physical health, serious mental health, and impairing addiction health conditions, thus enhancing quality care and reducing recidivism. The team is led by Executive Director Christine Daniel and has a presence in each IDOC facility and parole district.

Expanding Participation & Partnership in Leath Unit

In 2020, IDOC focused on strengthening maternal and child health initiatives. This included partnerships with maternal health subject matter experts to deliver excellent care and education, including Eskenazi Health for an on-site Wellness Clinic to ensure mother and baby receive care in the same setting, and other partners including Fairbanks School of Public Health, Families First, and SPARK Learning Lab.



Staff improved and expanded selection criteria, along with mental health, and pre and postnatal care to serve all women who are pregnant within IDOC. These measures increased our acceptance rate in the Leath unit at Indiana Women's Prison by more than 150% from 2019 to 2020.

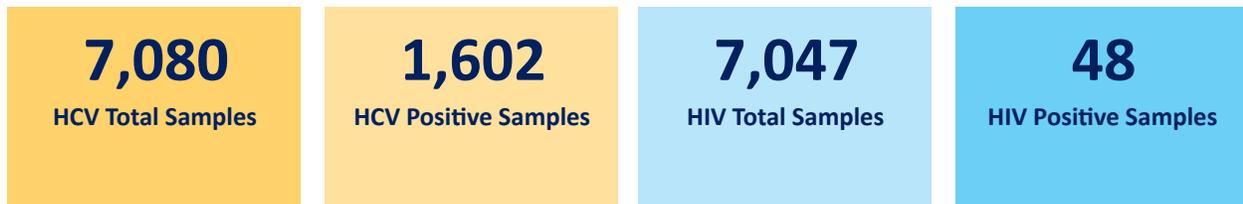
Our long-term goal is ensuring child development continues and milestones are achieved with intensive, person-centered care for mom and baby in the facility and securing community supports at release. And for those not accepted into the unit, we have also developed expanded care and continued mental health support.

Naloxone After Release Rollout

Through an initiative with Indiana's Executive Director for Drug Prevention, Doug Huntsinger's office, DMHA and Overdose Lifeline, IDOC will now ensure all releasing citizens have the opportunity to leave with Naloxone to prevent opioid overdose in the community and has expanded the program to Juvenile and Parole populations.

IDOC is also focusing on making connections to community resources including inpatient treatment, peer support, and outpatient clinics to combat the opioid pandemic in Indiana.

HEPATITIS C VIRUS (HCV) & HUMAN IMMUNODEFICIENCY VIRUS (HIV) TOTALS



DIVISION OF DIVERSITY & DEVELOPMENT



The Indiana Department of Correction named Angela Sutton the Deputy Commissioner of Diversity and Development. Deputy Commissioner Sutton will work with IDOC leadership, staff, and offenders to maintain and improve standards of equity and inclusion to build on the existing successes of a workforce that champions diversity, values cultural differences, and recognizes that each staff member plays an important part in creating and maintaining a safe work environment. As an agent of change, the Indiana Department of Correction is committed to championing equity and diversity and has woven these principles into the fabric of all that we do. Deputy Commissioner Sutton and the Division of Diversity and Development are planning strategic goals outlined to increase the presence of diversity, inclusion, and belonging throughout the agency.

Strategic Goals

The Indiana Department of Correction (IDOC) will:

- Increase the presence of visual diversity amongst the Wardens, Deputy Wardens, and Custody Supervisor staff by 5% by 12/1/2021.
- Ensure that all IDOC facility supervisors attend and complete in-class/virtual (interactive) Implicit Bias and Culture Diversity training by 6/1/2021.
- Ensure that all IDOC staff attend in-class/virtual Implicit Bias and Culture Diversity training by 12/21/2021.
- Actively recruit applicants from diverse backgrounds (minorities, LGBTQI, veterans, women, persons with disabilities, etc.) by attending job fairs that cater to underrepresented populations.
- Establish a partnership with Martin University to build a foundation for recruitment training and career development initiatives.
- Purposefully identify and acknowledge diverse cultural events and recognition throughout each calendar year.
- Identify specific data points to focus on regarding disparities with: Offender disciplinary reports, transfers, Mental Health Services, jobs (within the facility and post-release), education, and programming.
- Fervently work towards improving the overall vision of IDOC regarding diversity, inclusion, and belonging.

What's Next

The IDOC has partnered with Indiana State University to participate in an Implicit Bias Study and will be partnering with Martin University and their Center for Racial Equity & Inclusion to work on initiatives that will aid in strengthening the awareness and practices of diversity, equity, and inclusion within our agency.

IDOC also plans on working collaboratively with Martin University to provide internships to students interested in a career or who wish to learn more about the criminal justice field.

The Division of Diversity and Development will be working closely with the Hoosier Initiative for Re-Entry (HIRE) Female Empowerment Panel and their female-specific training modules that will be utilized with women participating in the pre-release programs within IDOC facilities.

DIVISION OF STAFF DEVELOPMENT & TRAINING

Distance Learning

Six feet of separation and learning via the computer was the new mantra for training staff during 2020. The training staff was asked to be prepared to fill any role needed, including familiarizing themselves with all the NETP curriculum to assist with providing participants with the knowledge and skills needed to enter the workforce. It was all-hands-on-deck when participants were taken out of the regional academies and brought together in their home facilities for training via distance learning from March to June. Instructors taught from their desktop utilizing Microsoft Teams, and classrooms at every facility across the state tuned in to listen.



Each week the management team would meet to talk about how to improve the training, and feedback was taken from the field through evaluations. Improvements were made in the PowerPoints adding details for computer-based training, and instructors received special feedback on how to be more dynamic on Teams. While not the favored way to receive training, SD&T adapted to the needs of the Department while maintaining the safety of its participants.

R&R Department has a Big Year

Even with all the COVID safety protocols in place, the Recruitment & Retention Crew, kept up a rigorous pace. Recruiting was a big question when many job fairs and colleges were shut down due to the pandemic. That is when the team turned to the virtual world and created their Virtual Hiring events. The team also joined many virtual career fairs for colleges and gave presentations to Criminal Justice classes. In addition, IDOC recruiters began utilizing the contacts gained through "Text IDOC to 484848" to call interested candidates within 24 hours. These efforts, along with scheduling interviews, had an impact in reducing vacancy rates throughout the state. A notable example is the Pendleton Juvenile Correctional Facility, where the vacancy rate was 33% in July and was down to 15% by December.

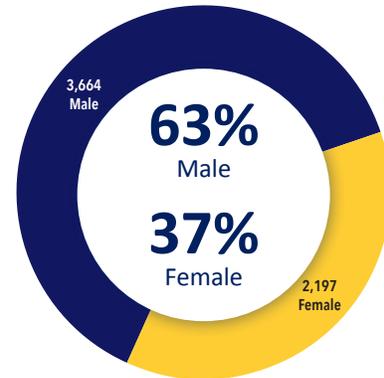
Tyler Schitter made an appearance on the Indiana State Police - Public Information Office Roadshow. He talked about the career opportunities the department provides.



DIVISION OF STAFF DEVELOPMENT & TRAINING



STAFF GENDER

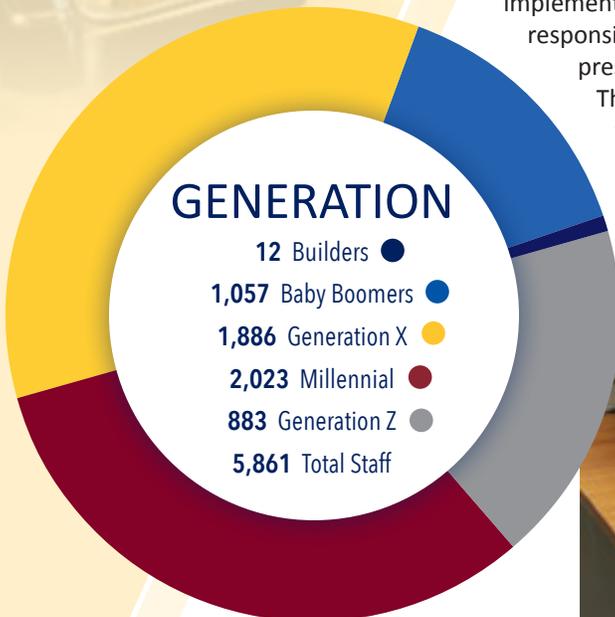


Commissioner's Meals Continue

The Recruitment & Retention team planned and organized the second annual Commissioner's Meal, even amid a global pandemic. Although rescheduled several times to meet the needs of the facilities, each IDOC state and contract staff member received a meal on behalf of the Commissioner and Executive Staff. The meal consisted of BBQ pulled chicken, mac 'n cheese, green beans, chips, cookies, and a bottle of water. Staff throughout the state appreciated the token of appreciation, and as always, the mac 'n cheese was the star of the meal. Thank you to Aramark for assisting the team in making this event a success.

IDOC Infocast

Keeping staff informed is SD&T's responsibility and staff took it to the next level during the height of COVID-19 by being responsible for the implementation of the IDOC Infocast. Two staff members took on the responsibility of developing the PowerPoint as well as making sure they presented it at 10:30 a.m. and 7:00 p.m. three days a week, Tuesday, Thursday, and Sunday. The Infocast ran six times a week from April through May, then two times a week from May to July – for a total of 77 broadcasts with approximately 10,000 views. It was so popular that it started up again on December 31 to help keep facilities and their staff informed.



INDIANA DEPARTMENT OF CORRECTION

HEROES WORK HERE



APPRECIATIVE ★ GRATEFUL ★ THANKFUL

Staff Recognition Events

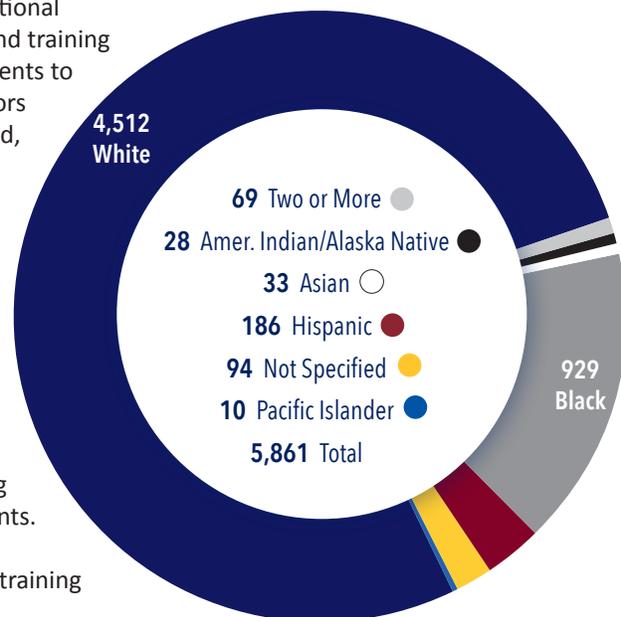
It started with a 4-foot-by-8-foot “Heroes Work Here” sign that was put up at every facility throughout the state letting our staff know they are greatly appreciated. In 2020 SD&T reached more than 4,000 staff with rewards, awards, and recognitions. This does not include the candy and healthy snack giveaways in May and again at Halloween. Some of the highlights included a Saluting Service which recognized 800 former and present military staff; IDOC Frontline Heroes recognizing 391 staff; more than 500 Re-Entry Staff; and a total of 428 staff from PROPS Awards.

Tremendous Upgrades to CTI and New MCF Training Building

The Maintenance and Housekeeping crews at the Correctional Training Institute took advantage of the empty lodging and training building during the pandemic to make several improvements to the facility. Walls were painted, ceiling tiles replaced, doors in the residential wings were taken down, sanded, stained, and rehung. A new heating and air conditioning system was put in place and a lot of exterior work was accomplished. New displays in the Reflections of Pride IDOC Museum were also created to honor the IDOC’s fire service staff. The back building of the property also received a new roof.

The division also cut the ribbon on a new training building at Miami Correctional Facility. The new Staff Development Center opened on August 20, 2020. The 5,000-square-foot training complex increases the training space capacity from 55 students to more than 150 students. It also allows for separate break areas, four classrooms – up from two – a computer lab, and office space for each training and administrative staff member.

ETHNIC GROUP



DIVISION OF CONSTRUCTION SERVICES



New Recreation Space

During the 2020 calendar year, LaPorte Juvenile Correctional Facility began construction on an indoor recreation space. This is a 3,200-square-foot indoor space with high efficiency HVAC, LED Lighting, and a modern indoor playing surface.



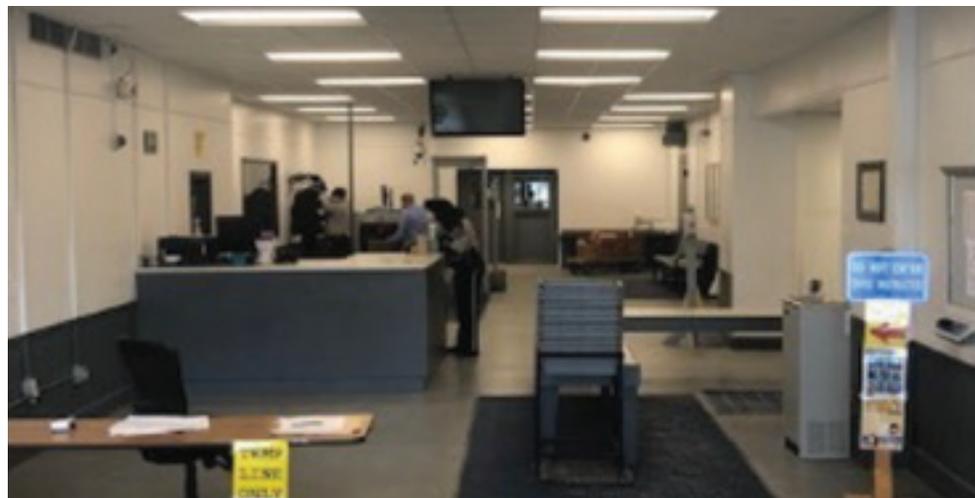
Westville Correctional Facility Projects

The Indiana Department of Correction Construction Services division completed several major projects at Westville Correctional Facility. During the 2020 calendar year, 1,000 feet of storm sewers were replaced, and 700 feet of failed steam and condensate lines were replaced. In addition, contracts were signed to tie in the sanitary lines into the town of Westville.

Cost Savings
Ten roofs, each 50 feet high, at Indiana State Prison were re-roofed with a significant cost savings.



Indiana State Prison Renovation
Demolition started at the crumbling front stairs and continued through the main entrance into the visiting room at the Indiana State Prison administration area where the appearance and function have remained relatively unchanged since the original construction in 1950. New concrete stairs were poured, an epoxy flooring system was installed, the restrooms were completely revamped, and high-security doors were installed to limit access to the administrative wings.



INDIANA CORRECTIONAL INDUSTRIES



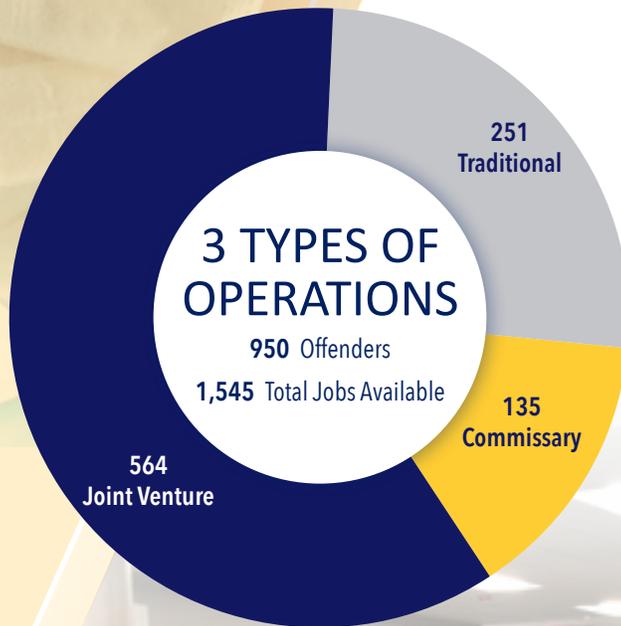
Indiana Correctional Industries Provided Personal Protective Equipment

Indiana Correctional Industries (ICI) went above and beyond in the performance of their duties during the peak of the COVID-19 pandemic.

ICI saved the Indiana Department of Correction over \$500,000 by producing Personal Protection Equipment (PPE) such as; face masks, face shields, protective gowns, and hand sanitizer. The ICI staff and the offenders transitioned into this new role flawlessly to produce lifesaving PPE for the correctional staff and offender population.

ICI Central Office & Showroom has a New Address

Following two years of construction, months of preparation and COVID delays, the day finally arrived to move ICI's Central Office from the New York Street location in Indianapolis, to its new address of 1110 South Vestal Drive, Plainfield.



Provide Offender Job Training Through:

- **Joint Ventures**
Partnering with private sector companies to manufacture products or provide services.
- **Traditional**
Manufacture products and provide services.
- **Commissary / Distribution / Logistics**
Provide commissary products to offenders and provide transportation and delivery of all products.





MAP KEY

PIECP = Prison Industries Enhancement Certification Program

JV = Joint Venture

Indiana State Prison

- Call Center (JV)
- Highway Signs
- Metal Fabrication
- Powder Coating
- Work Crew (INDOT)

Miami Correctional Facility

Chemical Shop

- Hygiene Products
- Janitorial Products
- Laundry Products
- Warewash Products

Industrial Filters (PIECP)
Materials Management Group
Mattresses
Offender Clothing
Personal Protection Equipment
Wire Harness (PIECP)

Rockville Correctional Facility

- Call Center (JV)

Wabash Valley Correctional Facility

- Call Center (JV)
- Embroidery
- Printing Services
- Sewing (PIECP)
- Vehicle Wraps & Window Decals
- Wire Harness (PIECP)

Branchville Correctional Facility

- Log Cabin Manufacturing
- Pallet Repair (JV)
- Saw Mill

Correctional Industrial Facility

- Automotive Parts Refurbishing (JV)
- Chairs/Office Furniture
- Laundry
- Theater Seat Refurbishing

Westville Correctional Facility

- Pallet Repair (JV)
- Truss & Wall Panels (JV)
- Work Crews (INDOT)

Indiana Women's Prison

- Engineering Support
- Hand Sewing (JV)

Industries Central Office

- Administrative Support

Edinburgh Correctional Facility

- Janitorial Services (JV)

Madison Correctional Facility

- Call Center (JV)

Plainfield Correctional Facility

- Commissary
- Distribution Center
- Fulfillment - State Forms
- Kitting (JV)
- Toilet Tissue

A New Joint Venture Opens

A grand opening ceremony was held on October 22, 2020 to celebrate the opening of a new joint venture operation at Westville Correctional Facility.

The new partnership with Gold Standard Truss, LLC will manufacture custom designed and engineered wooden roof truss and wall component systems. The operation will manufacture products exclusively for projects within the state of Indiana and provide manufacturing training and work opportunities to offenders.

Located in DeMotte, Indiana, GST has a proven track record with the Hoosier Initiative for Re-Entry (H.I.R.E.) of employing persons released from the Westville Correctional Facility. The new joint venture expands IDOC's ongoing efforts to develop and provide real-world work experience and opportunities for incarcerated offenders and post release employment.





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Printed by Indiana Correctional Industries at the
Wabash Valley Correctional Facility print shop in Carlisle, Indiana.