



2021 ANNUAL REPORT

CHANGING LIVES

EDUCATION • PROGRAMS • RE-ENTRY • WORKFORCE DEVELOPMENT

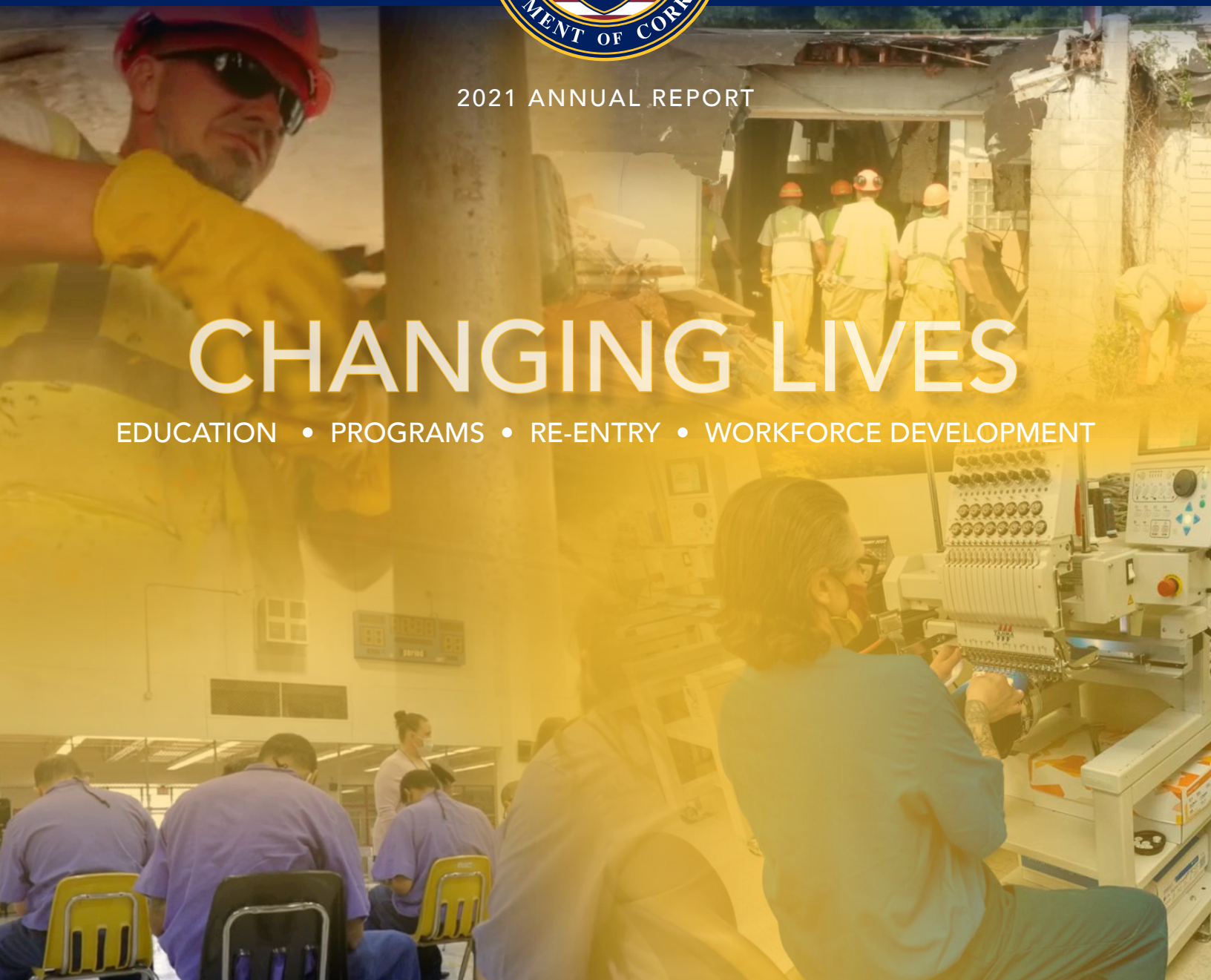


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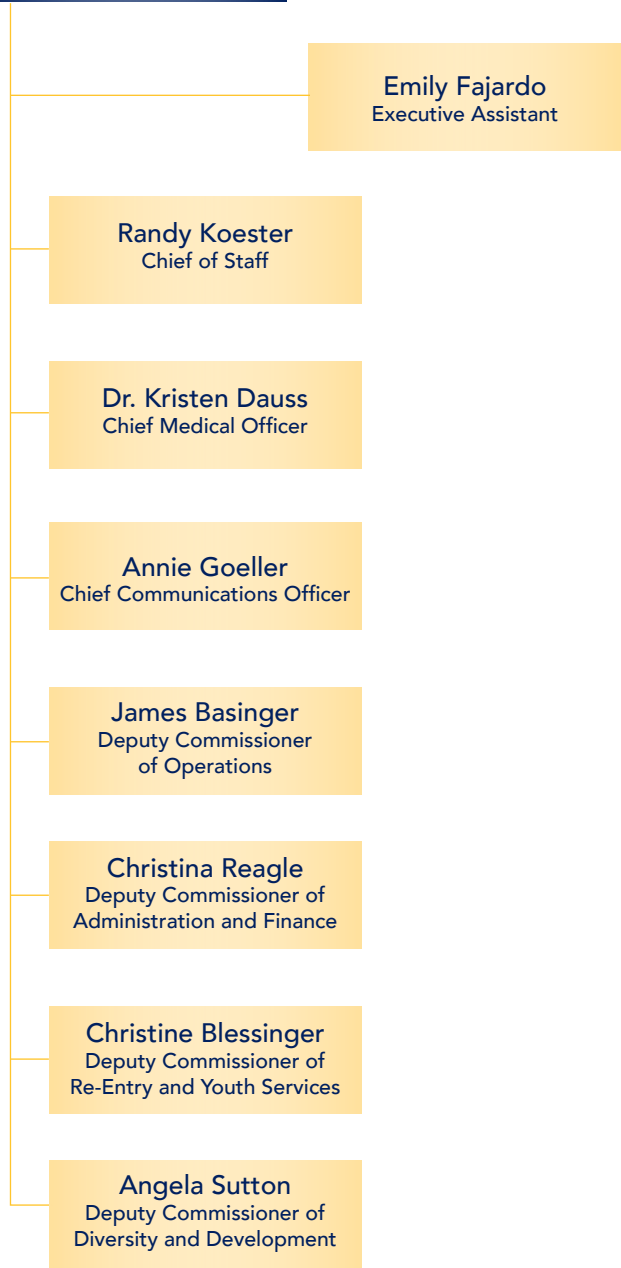
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THE DEPARTMENT ORGANIZATIONAL CHART



Robert Carter
 Commissioner



A MESSAGE FROM THE COMMISSIONER

For the Indiana Department of Correction, 2021 started as a difficult year. We continued our battle against COVID-19. Then there was the devastation of February 21, 2021.

On that day, we lost a hero: Lt. Gene Lasco. When an offender at Indiana State Prison attacked a fellow staff member, Lt. Lasco stepped in to help and lost his life. The entire department mourned the loss of a man who was described as a true team member, and someone his colleagues could count on. Lt. Lasco's sacrifice will never be forgotten, and the way he lived continues to be an inspiration to our agency every day.

As 2021 continued, we started to see some positive signs of recovery and progress. There was a considerable decline in COVID-19 cases, largely driven by the leadership of Dr. Kristen Dauss and her all-star team of medical professionals. By encouraging vaccines for staff and incarcerated individuals, we were able slowly lift restrictions. Visitors were allowed to see their loved ones, volunteers came back to facilities, and programs and classes were able to restart. We know COVID-19 is not gone, but we have learned so much about how to deal with it and keep our staff and incarcerated population as safe as possible.

With less time spent on the pandemic, we were able to focus more on the important issues that drive our agency, including preparing individuals for re-entry, behavioral health resources for both our staff and our incarcerated population, and the importance of diversity, inclusion and belonging in IDOC. These issues are what drive the mission of our agency and are central to our goal of "Changing Lives from the Inside Out." We will continue to push forward in these important areas to prompt the changes needed to support the successful re-entry of returning citizens.

One thing is for sure: we could not do this important work without our staff.

Through it all, our staff came to work every day, keeping everything running, despite all the challenges and obstacles coming their way.

Thank you for all you do; we truly appreciate you.



Rob Carter, Commissioner



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.



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 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 serves as a staff physician at St. Franciscan and teaches students at Indiana University School of Medicine, where she is a volunteer faculty member.

EXECUTIVE TEAM MEMBERS



CHIEF COMMUNICATIONS OFFICER

Annie Goeller is Chief Communications Officer for the Department of Correction. She oversees external and internal communications for the department and focuses on telling the positive stories of how the Indiana DOC is changing lives.

Ms. Goeller began her career as a newspaper reporter, working her way to managing editor. She covered a wide range of topics, including the criminal justice system. She then pursued a career in communications, starting with IUPUI before coming to the Indiana Department of Correction.

Ms. Goeller has a Bachelor of Arts in Journalism from Indiana University Purdue University Indianapolis.



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). He 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. He retired as a Command Sergeant Major from the 76th Infantry Brigade in 2009.



DEPUTY COMMISSIONER OF DIVERSITY AND 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 incarcerated individuals 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 AND 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 to 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 her master's of Business Administration (MBA) at Indiana State University.



DEPUTY COMMISSIONER OF RE-ENTRY AND 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, and then served as Program Director. 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.

IN MEMORY OF LT. GENE LASCO

GONE BUT NEVER FORGOTTEN

At approximately 2:30 pm on February 21, 2021, two Indiana State Prison staff members were stabbed by an offender, and one lost his life.

During that incident, Sgt. Padrick Schmitt was attacked and stabbed multiple times by an offender. Lt. Eugene "Gene" Lasco went to assist Sgt. Schmitt, and the offender attacked Lt. Lasco.

Both correctional staff were transported to Franciscan Hospital. Lt. Lasco succumbed to his injuries and died at Franciscan Hospital. Sgt. Schmitt recovered from his injuries.

Lt. Lasco, who was 57, began his career with the Indiana State Prison on October 19, 2009. During his career, Lt. Lasco was a locksmith and was a former member of the emergency squad. He served on the Technical Response Team for Safety Hazmat. Lt. Lasco received multiple accolades for his service to DOC. Lt. Lasco resided in LaPorte County, and is survived by his wife, Cindy Lasco.

Lt. Lasco was posthumously awarded the IDOC Commissioner's Award of Valor for his actions that day.

"Lt. Lasco literally gave his all to confront a homicidal offender that had gotten loose of his restraints at the Indiana State Prison on February 21, 2021. Lt. Lasco is a hero, and his actions undoubtedly protected other staff from more serious harm."

We will never forget Lt. Lasco's sacrifice.

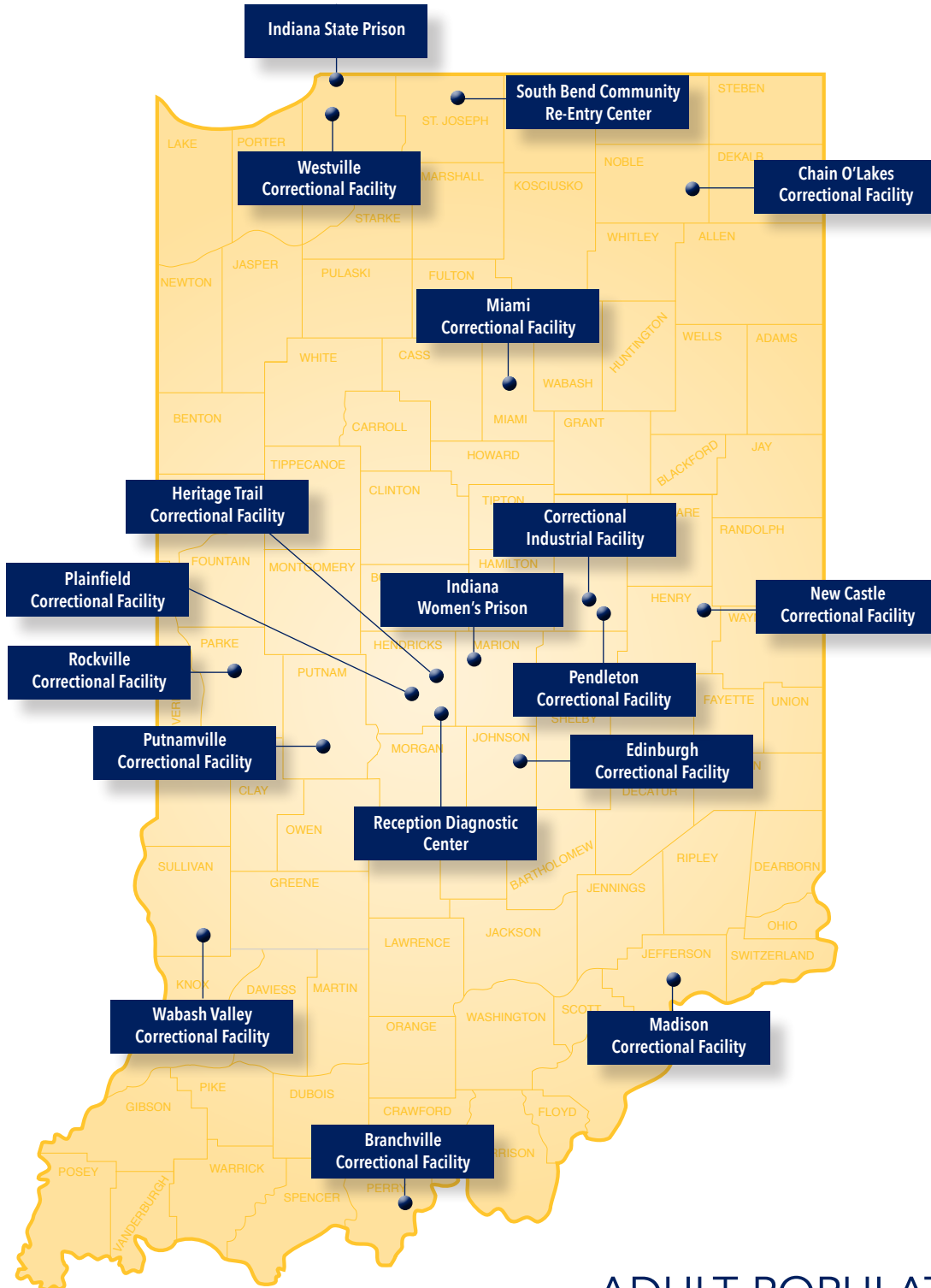
"We will continue to honor Lt. Eugene Lasco for his service to the Indiana Department of Correction and the state of Indiana. With his commitment, courage and selflessness, Lt. Lasco was the type of person we all strive to be, and he will never be forgotten. The ultimate sacrifice he paid will lead us to do better everyday," Commissioner Rob Carter said.



E.O.W.
February 21, 2021



ADULT FACILITY HIGHLIGHTS



ADULT AGE AT INTAKE

34

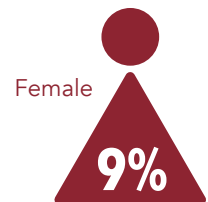
Average Age

40

Average Age of All Incarcerated Individuals

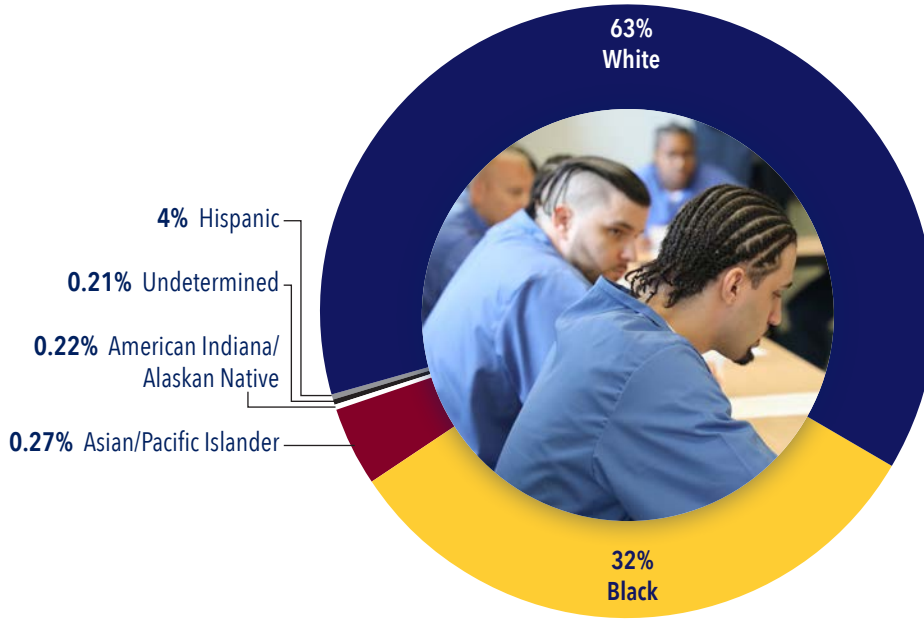
TOTAL NUMBER OF INCARCERATED INDIVIDUALS: 24,086

ADULT POPULATION BY SEX



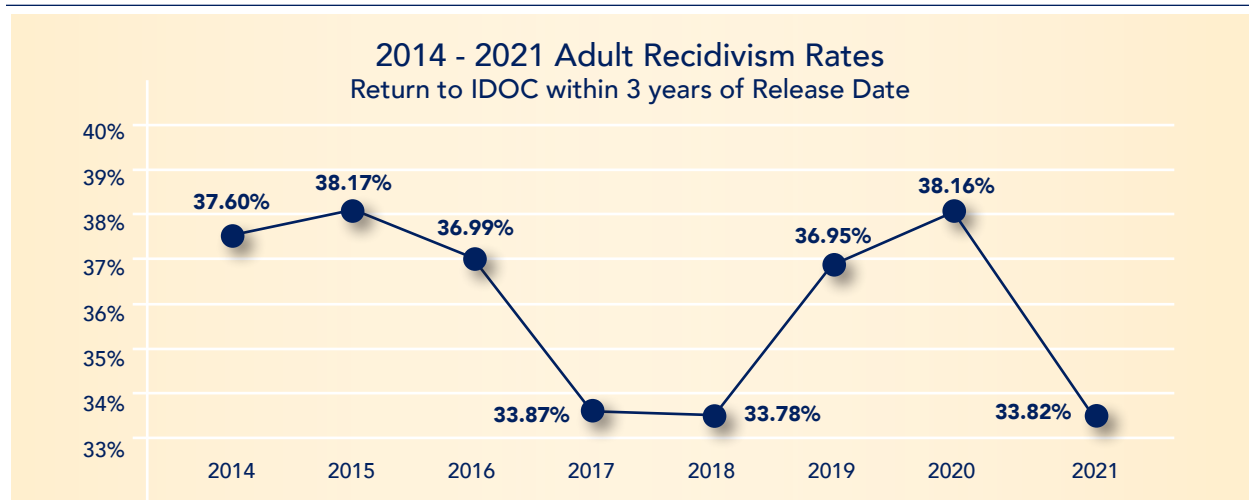
ADULT FACILITY BY RACE & ETHNICITY

TOTAL NUMBER OF INCARCERATED INDIVIDUALS: 24,086



RE-COMMITMENT/RECIDIVISM RATE

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

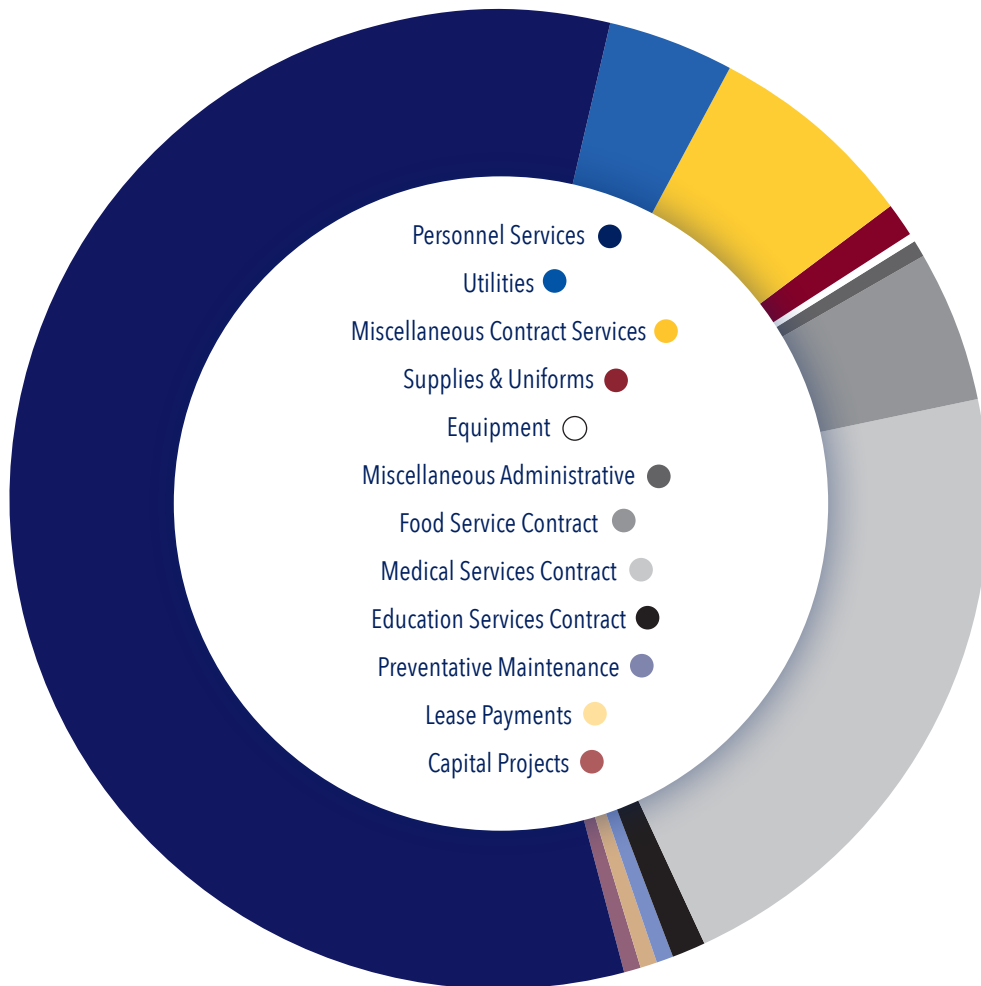


<p>Of all individuals who recidivated:</p> <p>32.5% Returned to IDOC for the commission of a new crime</p> <p>67.5% For a technical rule violation of post-release supervision</p>	<p>In 2018, males had a higher recidivism rate when compared to females.</p> <p>35.6% Male</p> <p>22.3% Female</p>	<p>26.46% Individuals who participated in a work release program were less likely to return to prison when compared to those who did not partake in a work release program.</p>
<p>In 2018, recidivism rate for individuals released by race:</p> <p>38.8% African American 32.2% Caucasian 23.1% Hispanic</p>		
<p>Total Adult Population (As of 1/1/2021)</p> <p>21,838 Male</p> <p>2,257 Female</p>	<p>Average Per Diem Rate for All Adult Facilities</p> <p>\$65.42</p>	

ADULT FACILITY FY21 SUMMARY

JULY 1, 2020 - JUNE 30, 2021

Personnel Services	\$ 337,706,094
Utilities	\$ 22,844,412
Miscellaneous Contract Services	\$ 41,108,378
Supplies & Uniforms	\$ 8,616,494
Equipment	\$ 187,288
Miscellaneous Administrative	\$ 3,531,052
Food Service Contract	\$ 31,000,849
Medical Services Contract	\$ 122,692,098
Education Services Contract	\$ 8,405,207
Preventative Maintenance	\$ 3,807,648
Lease Payments	\$ 3,346,420
Capital Projects	\$ 2,848,377
TOTAL	\$ 586,094,317



ADULT FACILITY HIGHLIGHTS



BRANCHVILLE CORRECTIONAL FACILITY

LED Lighting Project and Security Upgrade: The new LED high mast light upgrade was an approximately \$90,000.00 project. An additional \$30,000.00 was spent on perimeter lights to upgrade to LED as well. The new lighting allows staff to better see all areas of the facility, along with upgrading to more energy-efficient materials.

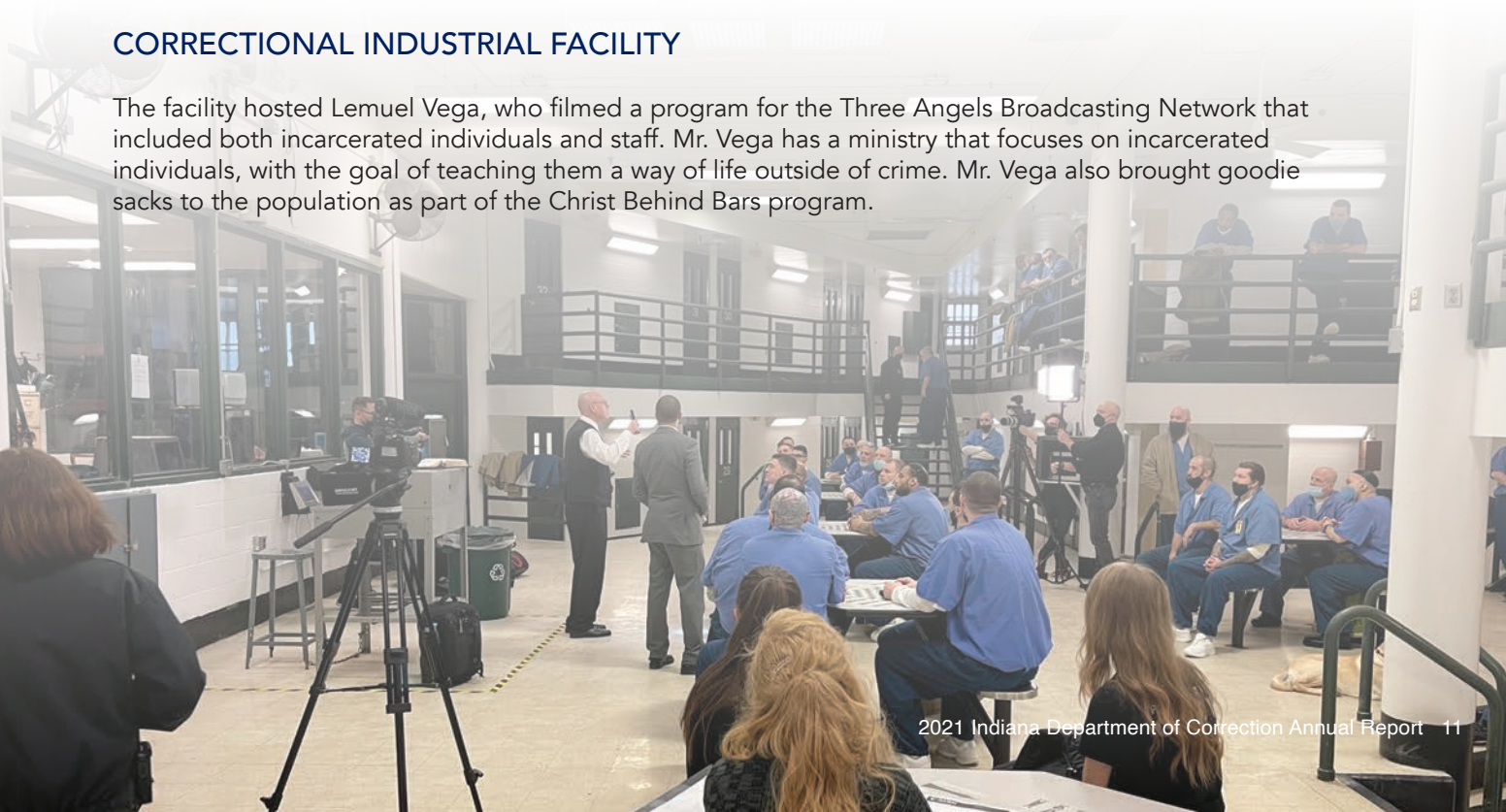
CHAIN O'LAKES CORRECTIONAL FACILITY

Chain O'Lakes was heavily involved in the community, with both staff and the incarcerated population. Master Gardener residents donated 7,026 pounds of produce to the Central Noble Food Pantry, and work crews volunteered for set-up and deconstruction for the Noble County Fair and the DeKalb County Fair. Staff donated more than \$500 worth of non-perishable food items to the Noble County Food Pantry for the Christmas season. And work release residents spearheaded a fundraiser for Toys for Tots, contributing more than \$1,000 to the organization.



CORRECTIONAL INDUSTRIAL FACILITY

The facility hosted Lemuel Vega, who filmed a program for the Three Angels Broadcasting Network that included both incarcerated individuals and staff. Mr. Vega has a ministry that focuses on incarcerated individuals, with the goal of teaching them a way of life outside of crime. Mr. Vega also brought goodie sacks to the population as part of the Christ Behind Bars program.



ADULT FACILITY HIGHLIGHTS



EDINBURGH CORRECTIONAL FACILITY

After the Verizon 200 at the Brickyard race, 100 incarcerated individuals from the Edinburgh Correctional Facility came to the Indianapolis Motor Speedway to help with cleanup. This was the largest crew the facility had ever had for clean-up. As a work release facility, incarcerated individuals are often involved in community efforts as a way to build skills and prepare for re-entry, in addition to supporting the community.

HERITAGE TRAIL CORRECTIONAL FACILITY

Susie's Place, a local not-for-profit child advocacy center, is a safe place for children to speak during the search for truth regarding allegations of crimes against them. One of the many missions of the center is to provide Stewards of Children's Training to area teachers, coaches and others to spot signs of abuse and know how to report it. However, there is a cost associated with providing this training. Heritage Trail Correctional Facility donated \$500 to assist in covering those additional expenses, allowing the area school corporation the opportunity to include school bus drivers in this training. School bus drivers play a vital role in helping to keep our children safe and this important advocacy training gives them the tools necessary to recognize children in need.



ADULT FACILITY HIGHLIGHTS

INDIANA STATE PRISON

Members of the E-Squad, K-9 team and other Indiana State Prison staff participated in the Special Olympics Plane Pull. ISP came in 5th Place in the Plane Pull but won the award for the "Fastest Fund Raising Team." The facility donated \$5,000 to the Special Olympics for this event.



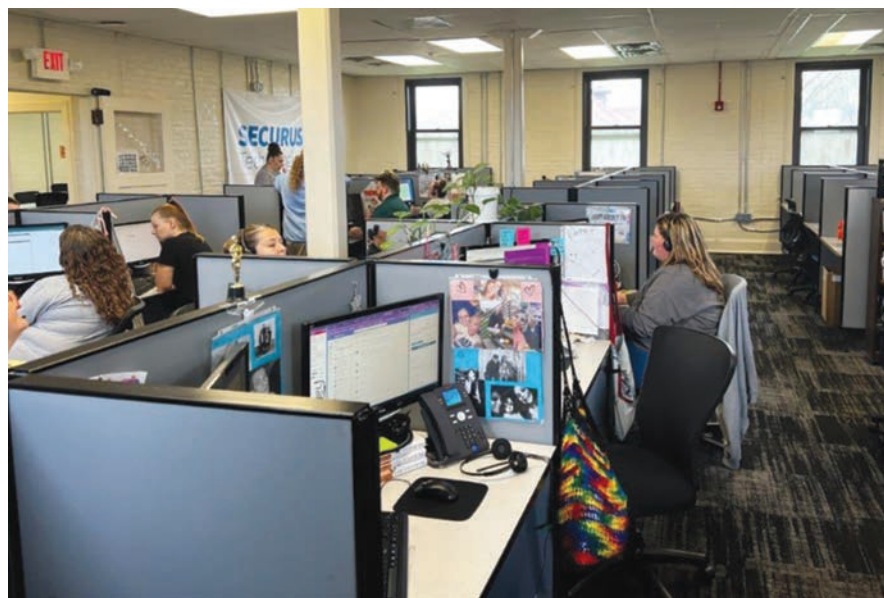
INDIANA WOMEN'S PRISON

The Indiana Women's Prison dedicated the Officer Breann Leath Memorial Maternal Child Health Unit in honor of IMPD Officer Breann Leath, who was killed in the line of duty. Officer Leath formerly worked in the unit when it was named WEE ONES and was truly dedicated to both the mothers and the babies there. The unit has helped hundreds of mothers and their babies on their path to a successful re-entry.



MADISON CORRECTIONAL FACILITY

In 2021, the partnership between Televerde, Indiana Correctional Industries and the Madison Correctional Facility expanded to a larger location on Madison's east campus, which allowed for the operation to increase to 72 cubicles. Through this partnership, incarcerated individuals get training and skills working inside a call center, offering the opportunity of a new career path upon their release.



ADULT FACILITY HIGHLIGHTS



MIAMI CORRECTIONAL FACILITY

Incarcerated individuals at Miami Correctional Facility have reconditioned 22,250 pairs of eyeglasses. The glasses are given to the Lions Club, which then distributes them to optical missions around the world.



NEW CASTLE CORRECTIONAL FACILITY

New Castle Correctional Facility has a large garden that the incarcerated individuals maintain throughout most of the year. In 2021, more than 3,000 pounds of fresh produce was donated to local food banks. The facility donated \$32,000 to six different schools, including high school donations for scholarship opportunities and to assist in rebuilding a playground that was damaged. The PLUS Program donated \$10,000 to organizations, along with 1,500 masks, 1,110 bags, 27 quilts, and 1,065 stuffed animals to numerous organizations.

PENDLETON CORRECTIONAL FACILITY

The Pendleton Correctional Facility offered a four-day Leadership Academy to incarcerated individuals to train those who have either displayed or expressed an interest in learning to be a leader in their community. The academy consisted of three separate groups of 15 students each. During the course, each individual was assigned a specific topic, provided with resource materials and tasked with developing and presenting their topic to his peers. The academy was hugely successful and popular with those who enrolled in the class.



ADULT FACILITY HIGHLIGHTS



PLAINFIELD CORRECTIONAL FACILITY

With the donations of staff and a fundraiser by incarcerated individuals, the facility was able to buy toys and clothes for local schools and organizations. Donations went to Family Promise of Hendricks that assists families that are facing homelessness and poverty, and the Ronald McDonald House, which provides housing for families while their children are in local hospitals for medical treatment.

PUTNAMVILLE CORRECTIONAL FACILITY

The Indiana Pacers teamed up with the Play for Justice program to help build an understanding of how to reduce repeated incarceration. Pacers players coached a basketball game between incarcerated individuals at Putnamville Correctional Facility, and participated in discussions about racial and socioeconomic disparities in the justice system.

In partnership with the Anti-Recidivism Coalition and the NBA, Represent Justice facilitates a series of basketball games and intimate roundtable discussions that highlight stories of hope, redemption and the power of sports and community inside prison facilities across the United States. The games and discussions include currently incarcerated men and women, Represent Justice Ambassadors, and current and former NBA and WNBA players. Represent Justice has facilitated games with the Los Angeles Lakers, Sacramento Kings, Milwaukee Bucks and Cleveland Cavaliers.



ADULT FACILITY HIGHLIGHTS

RECEPTION DIAGNOSTIC CENTER

The Reception Diagnostic Center, which does all intake in the state for male incarcerated individuals, underwent several facility projects last year, including a CCTV system upgrade, new steam regulating and safety valves, TV/Video upgrade and new shower control valves.



ROCKVILLE CORRECTIONAL FACILITY

Incarcerated individuals at Rockville Correctional Facility donated to correctional staff and the community. In an expression of solidarity and concern, incarcerated individuals and staff members sent bundles of homemade cookies to staff at the Indiana State Prison after the death of Lt. Eugene Lasco. The act of kindness was inspired by the students themselves who wished to do something to help ease the grief of Lt. Lasco's co-workers.

In addition, individuals in the PLUS unit were so moved by a story that appeared in the Global Leadership Summit on Rebecca Bender's continuing battle against human trafficking that they raised a \$595 donation from their personal accounts to the Rebecca Bender Initiative.

Chaplain Jeff Deakins said, "The spirit of giving these ladies demonstrated is a clear indication their hearts are changing, and their minds are becoming more concerned with things that have lasting value and purpose."



SOUTH BEND COMMUNITY RE-ENTRY CENTER

Residents in the South Bend Community Re-Entry Center are actively working toward returning to the community. In preparation for that transition, the center routinely brings returned citizens to speak to individuals about what their life has been like since leaving incarceration. At these events, alumni talk about practicing a growth mindset, working the program and working with accountability partners, along with the importance of family, work ethic, and preparation for returning to the community.

ADULT FACILITY HIGHLIGHTS



WABASH VALLEY CORRECTIONAL FACILITY

Education is a strong focus for the incarcerated population at Wabash Valley Correctional Facility. This includes both general education, where each individual receives an educational plan geared toward their needs in reading, math and other skills, and in vocational training. The National Center for Construction Education and Research (NCCER) Program participants receive hands-on

training, mastering up to 87 different crafts. The requirements mirror those of individuals trained nationwide, who statistically have an 85 percent employment rate.

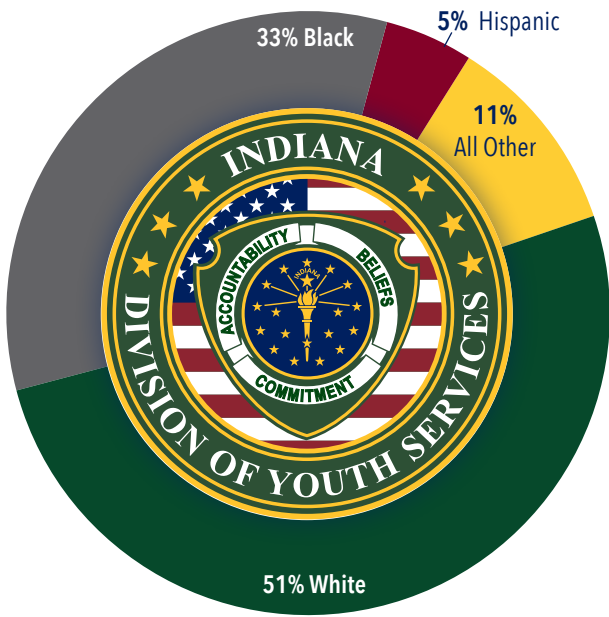
WESTVILLE CORRECTIONAL FACILITY

In December 2021, 15 incarcerated individuals graduated from the Holy Cross/Notre Dame University program, totaling 14 associate degrees and two bachelor of arts degrees. The program, which is a collaboration between the Indiana Department of Correction and Notre Dame and Holy Cross, allows students incarcerated at Westville to earn credits toward their degree through classes taught by university faculty.

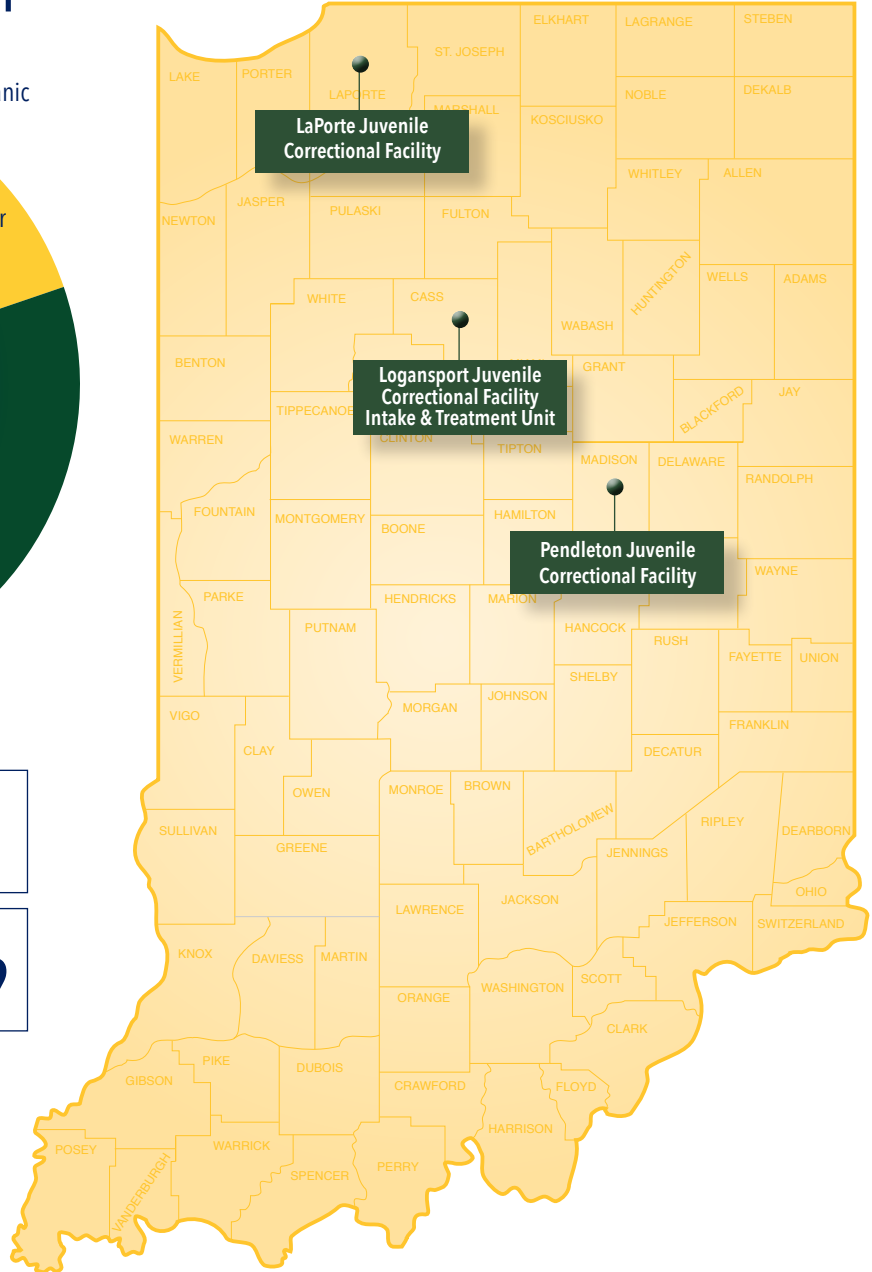


JUVENILE FACILITY HIGHLIGHTS

JUVENILE FACILITY BY RACE & ETHNICITY



Total Juvenile Population (As of 1/1/2021)	261
Average Per Diem Rate for All Juvenile Facilities	\$370.39



JUVENILE AGE AT INTAKE



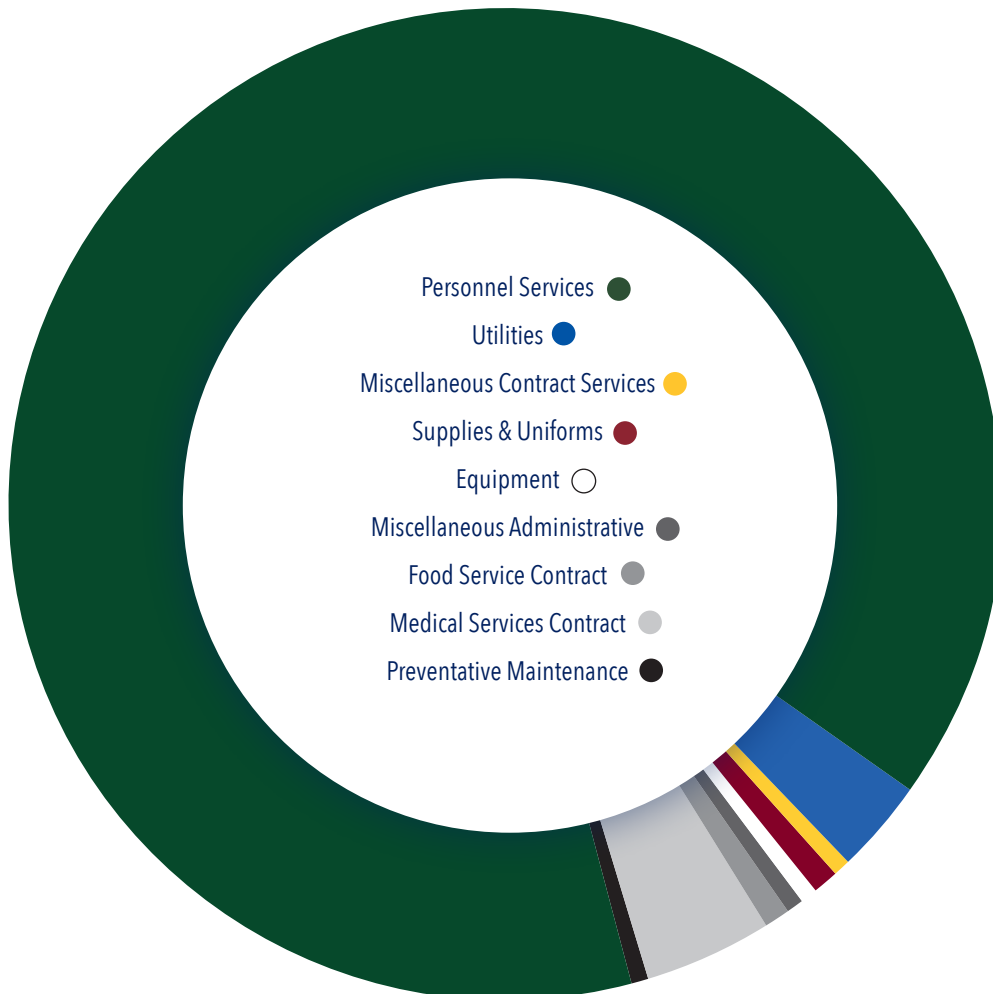
JUVENILE POPULATION BY SEX



JUVENILE FACILITY FY21 SUMMARY

JULY 1, 2020 - JUNE 30, 2021

Personnel Services	\$ 32,782,279
Utilities	\$ 1,003,828
Miscellaneous Contract Services	\$ 101,887
Supplies & Uniforms	\$ 401,466
Equipment	\$ 7,778
Miscellaneous Administrative	\$ 306,605
Food Service Contract	\$ 560,699
Medical Services Contract	\$ 1,394,345
Education Services Contract	(Not contracted)
Preventative Maintenance	\$ 213,598
Lease Payments	-
Capital Projects	-
TOTAL	\$ 36,772,485



JUVENILE FACILITY HIGHLIGHTS

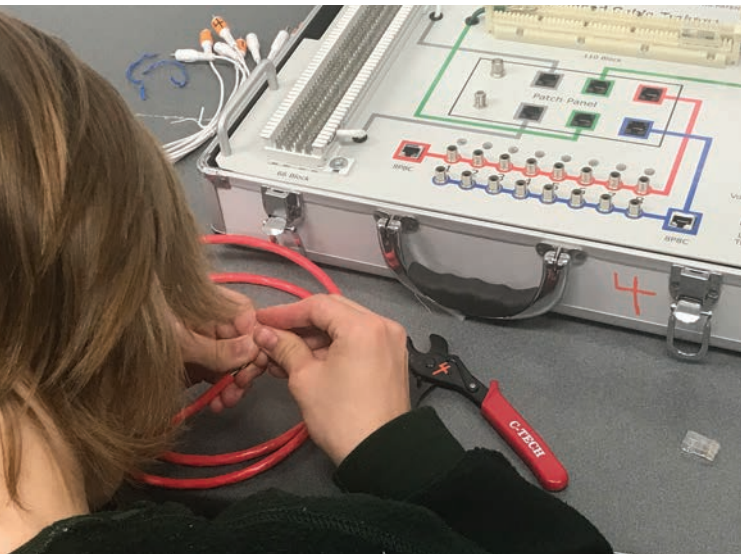


LAPORTE JUVENILE CORRECTIONAL FACILITY

The outdoor recreation building, which was started April 2020, was completed in 2021. The 40-foot-by-60-foot indoor recreation space allows students to have inside recreation during inclement weather. The building includes a basketball court, volleyball court and space for students to walk and do other activities inside. The space is also used for group activities for programs and physical education activities.

LOGANSPORT JUVENILE CORRECTIONAL FACILITY

Logansport Juvenile Correctional Facility gave back to its local community. The Insight Garden Program donated 112 pounds of produce to the Emmaus Mission. A new greenhouse was constructed with the hope that students can continue this and donate even more in 2022. Youth assisted with the construction, giving them useful skills that they can apply toward a future career. Youth continued to assist SAWS (Servants at Work) with the prefabrication of ramps for low income people in the community that are struggling with mobility issues, but cannot afford to buy a ramp.



PENDLETON JUVENILE CORRECTIONAL FACILITY

In October of 2021, a staff member went to New Jersey for training from C-Tech to become a certified instructor for their Introduction to Telecommunications, Network Cabling-Copper Based, and Network Cabling-Fiber programs. Seven students started the Introduction to Telecommunications course with six completing the course and earning their certification. Two of these students continued and earned their Network Cabling-Copper Based certification.

	TASC AND H.S. DIPLOMA GRADUATES	CREDITS
LaPorte Juvenile Correctional Facility	15	763
Logansport Juvenile Correctional Facility	43	1,143
Pendleton Juvenile Correctional Facility	61	1,685

DIVISION OF RE-ENTRY SERVICES

CASE PLAN CREDIT TIME (CPCT)

In 2021, a big focus of the IDOC was planning for the implementation of Case Plan Credit Time, which as quoted from HEA1120, is "...Credit which consists of a case plan designed to address an incarcerated person's risk of recidivism, and may include:

- Addiction Recovery Treatment
- Vocational Educational Programs
- Adult Basic Education, HSD/HSE, College Diploma, etc.
- Any other holistic programming which may reduce the person's likelihood to recidivate"

Basics of the CPCT Credit Time Structure

- Credit time is earned by making appropriate progress in case plan goals
- Case plan goals are based on the individual's needs as determined by the IRAS
- Client and caseworker develop goals and add them to the case plan
- Goals may include programs, behavior, courses, mental health, self-care, etc.
- Individuals continue to set and achieve goals during their entire incarceration
- Reviews will be performed at pre-determined benchmarks
- Total credit time allowed by law is evenly divided between these review periods
- The progress is reviewed away from the facility by an unbiased review panel
- Credit time is applied at the end of a review period, upon review panel approval

Benefits of CPCT

- Includes review periods, documentation, and evaluations
- Allows case management staff to guide goal setting based on individual need
- Focuses on evidence-based practices and quality case planning
- Limits criminal association between low risk and high risk offenders
- Those with cognitive, mental health, and/or medical issues, will now be eligible for credit time based on treatment progress and behavior
- This structure prevents "time cut shopping"

RE-ENTRY CERTIFICATIONS

Total Certifications Earned

1,274

Employer Desired Certifications Earned

155

High Wage High Demand Certifications Earned

1,119

Total Individuals Earning Certifications

735



DIVISION OF RE-ENTRY SERVICES



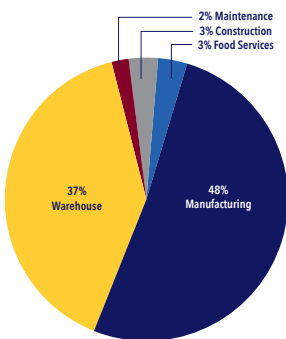
1,120
Placements

\$14.38
Hourly Wage

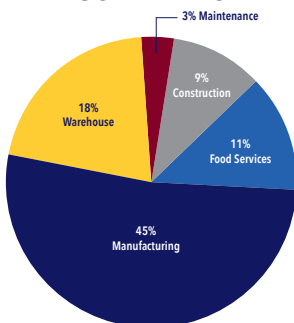
369
Business Partnerships

TOP FIELDS OF EMPLOYMENT

PRE-RELEASE



POST-RELEASE



HIRE (HOOSIER INITIATIVE FOR RE-ENTRY)

The Hoosier Initiative for Re-Entry, (HIRE) Program is a two-time NASWA National Award-winning program that has just celebrated their 10 Year Anniversary with the Indiana Department of Correction and the State of Indiana. HIRE focuses on both in and out of facility employment, partnering with facilities and parole agents across the State of Indiana, to lower recidivism and unemployment.

HIRE FOCUSES ON THREE MAIN PILLARS:

Direct Client Services: The HIRE Program starts working with clients in-facility pre-release and continues their work post-release. HIRE completes this through the two-day HIRE Academy, All-Encompassing Module, and client one-on-ones where HIRE teaches clients how to create a professional resume, discuss past criminal charges appropriately with employers, interviewing skills, soft skills, conflict resolution, financial literacy, digital literacy, and more. The HIRE Program focuses on helping clients gain the skills needed to not only obtain a job but keep a job.

Business Outreach: The HIRE Program partners with businesses across the State of Indiana to help match clients to employers. HIRE takes into consideration a client's hard and soft skills, as well as their passion and drive to help align both the client and business appropriately. HIRE also assists with the Work Opportunity Tax Credit and Federal Bonding for our business partners. HIRE Coordinators take the time to focus on the exact needs of the businesses and skills of each client to make a beneficial and long-lasting employer/employee partnership.

Community Organization Outreach: The HIRE Program partners with community organizations across the State of Indiana so that we can refer clients to any wrap around services they might need to alleviate barriers keeping them from successful employment and careers. Each region focuses on creating a network of barrier busting organizations that are willing to help our clients succeed.

DIVISION OF RE-ENTRY SERVICES

COMMUNITY CORRECTIONS

In 2021, the Community Corrections Division continued its work in partnership with the University of Cincinnati Corrections Institute (UCCI) to validate the Correctional Program Checklist Community Supervision Agency (CPC-CSA) tool for Indiana Community Corrections agencies.



This project was funded by a nearly \$1 million Bureau of Justice Assistance Innovations in Supervision: Creating Safer Communities Grant.

The UCCI will train eight state level staff for the CPC and the CPC-CSA to conduct assessments alongside the division’s certified staff. To meet the target deadlines, funding also supports UCCI staff to conduct a research validation study and sustainability plan.

The CPC-CSA is a robust, data driven assessment tool derived from the principles of effective intervention. The process includes visiting an agency to collect information from staff and participant interviews, observation of groups, and review of materials. The agency is scored on 56 indicators and a report is written that identifies strengths and areas for improvement and recommendations in the categories listed below.

Across Indiana, 78 community corrections agencies are participating in the evaluations, which will provide a roadmap of processes and strategies whose outcomes impact recidivism. The project includes a validation study that will examine multiple measures of recidivism including arrest, technical violations/ revocation, conviction, and reincarceration.

In partnership with BJA Task Force, we will coordinate data collection parameters and processes, as analyzing multiple recidivism measures is imperative for a robust study. This is an incredible opportunity for Indiana Community Corrections to spearhead the validation of the CPC-CSA and serve as a model in EBP implementation throughout the nation. Indiana joins a network of other states, including California, Illinois, Ohio, Kentucky and Wisconsin, who have implemented CPC tools.



**CALENDAR
YEAR 2022**

262

Programs

\$72.9M

Awarded

**COMMUNITY
CORRECTIONS**

78 Programs

\$58.1M

PROBATION

38 Programs

\$3.6M

PRETRIAL SERVICES

21 Programs

\$2.2M

COURT PROGRAMS

57 Programs

\$6.1M

**PROSECUTOR'S
DIVERSION**

7 Programs

\$579k

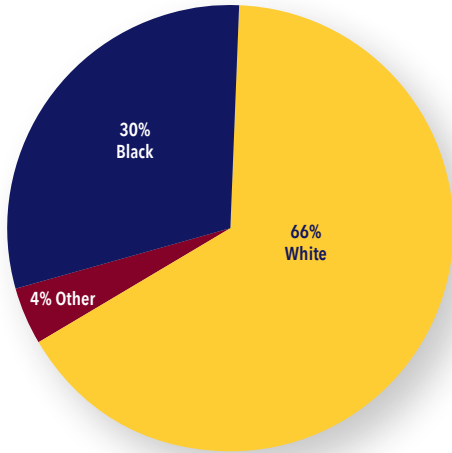
JAIL TREATMENT

28 Programs

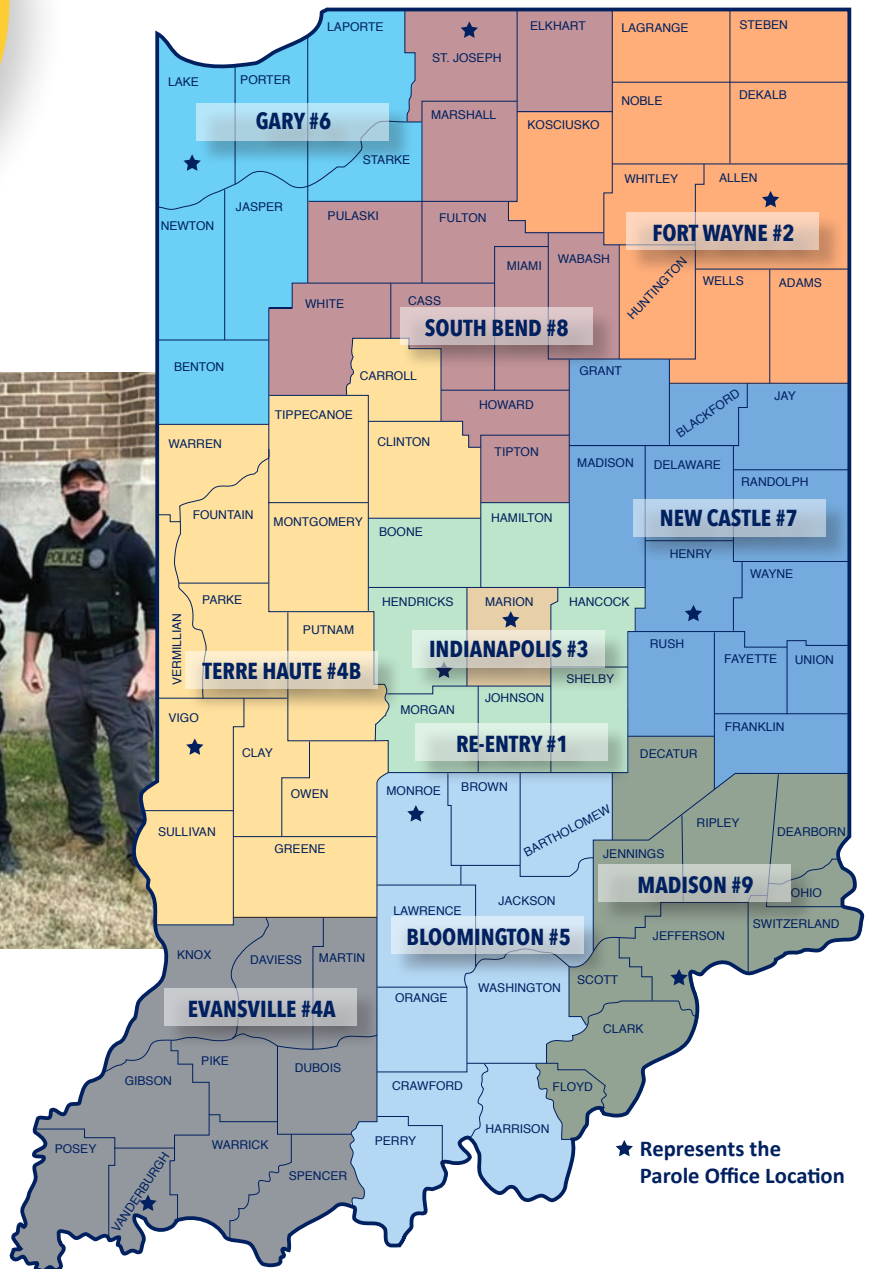
\$2.2M

PAROLE SERVICES & DIVISION

PAROLEES BY RACE & ETHNICITY



PAROLE POPULATION BY SEX





ASSISTING OTHERS

One parole highlight from the past year is assisting other divisions. During the past year, parole staff have assisted the operations division by volunteering to work custody positions in facilities, hospital watches, extradition transports (in-state and out of state), surveillance teams, staffing the Violence Reduction Team, security details, and apprehension of fugitives.

The Parole division has covered over 1,000 shifts/posts at Pendleton Correctional Facility, Indiana State Prison and various other facilities this past year to assist.

All of these details are in addition to their regular duties.

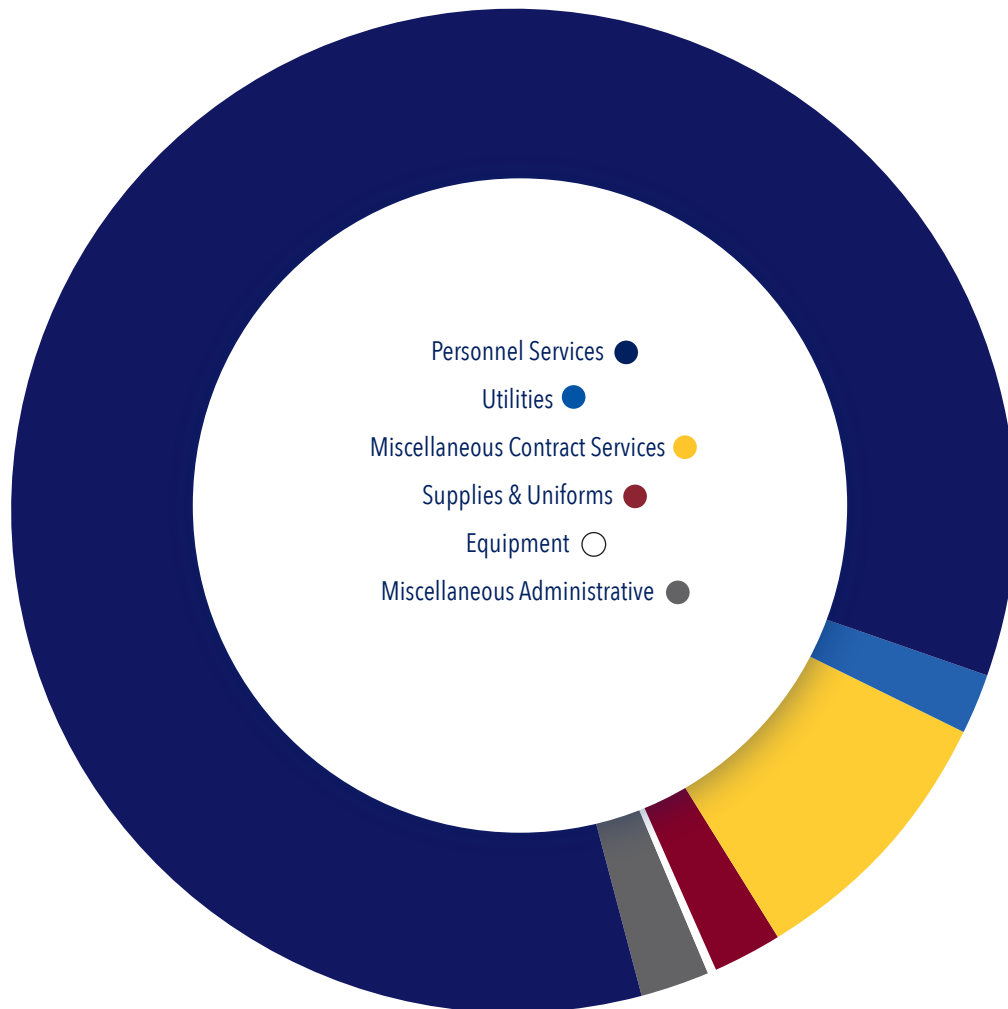
	POPULATION										RETURNED																
	DEMOGRAPHICS						TOTAL		GRAND TOTAL	EMPLOYMENT*		DISCHARGED		TECHNICAL		DELINQUENT		FELONY		MISDEMEANOR		TOTAL RETURNED					
	MALE			FEMALE			MALE	FEMALE	TOTAL	PERCENT	HOURLY WAGE	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE		FEMALE	TOTAL			
	BLACK	WHITE	OTHER	BLACK	WHITE	OTHER																					
JUL 20							4721	636	5357	73.4%	\$13.45	305	55	360	19	2	21	6	2	8	8	0	8	0	0	0	37
AUG 20	1463	3084	201	102	515	17	4748	634	5382	75.6%	\$13.48	253	41	294	19	1	20	7	0	7	10	0	10	0	0	0	37
SEP 20	1471	3042	210	113	506	19	4723	638	5361	74.5%	\$13.47	287	39	326	26	2	28	11	0	11	17	0	17	1	0	1	57
OCT 20	1468	3024	230	107	501	21	4722	629	5351	76.7%	\$13.69	238	43	281	30	2	32	6	0	6	16	0	16	0	0	0	54
NOV 20	1433	3042	211	109	491	27	4686	627	5313	76.4%	\$13.81	297	61	358	34	2	36	7	0	7	4	1	5	0	0	0	48
DEC 20	1457	3003	192	118	488	19	4652	625	5277	75.9%	\$13.81	280	46	326	27	0	27	5	1	6	12	0	12	0	0	0	45
JAN 21	1497	2968	191	112	486	17	4656	615	5271	77.5%	\$14.00	252	50	302	13	2	15	6	0	6	10	0	10	0	0	0	31
FEB 21	1471	2868	202	102	478	17	4541	597	5138	78.0%	\$14.14	287	56	343	23	2	25	8	1	9	12	0	12	1	0	1	47
MAR 21	1406	2914	191	105	472	14	4511	591	5102	81.0%	\$14.39	273	47	320	33	3	36	5	0	5	12	0	12	1	0	1	54
APR 21	1398	2859	184	111	476	14	4441	601	5042	81.7%	\$14.54	271	46	317	26	3	29	6	1	7	9	0	9	0	0	0	45
MAY 21	1394	2917	185	110	457	17	4496	584	5080	82.2%	\$14.78	207	52	259	26	0	26	8	1	9	11	1	12	1	0	1	48
JUN 21	1400	2888	191	105	461	15	4479	581	5060	84.1%	\$15.06	244	48	292	33	3	36	3	2	5	11	1	12	1	1	2	55

* Employment is taken from the SAS Dashboard on the 3rd of the following month. So January 2021s numbers were pulled on February 3, 2021. They are not an average, but a listing of that date.

PAROLE SERVICES FY21 SUMMARY

JULY 1, 2020 - JUNE 30, 2021

Personnel Services	\$ 12,271,144
Utilities	\$ 297,680
Miscellaneous Contract Services	\$ 1,258,602
Supplies & Uniforms	\$ 297,669
Equipment	\$ 6,000
Miscellaneous Administrative	\$ 300,460
Food Service Contract	-
Medical Services Contract	-
Education Services Contract	-
Preventative Maintenance	-
Lease Payments	-
Capital Projects	-
TOTAL	\$ 14,431,555



MEDICAL SERVICES DIVISION



COVID-19 RESPONSE

COVID-19 continued to be a key concern at our facilities in 2021, but we were able to begin vaccinating both staff and incarcerated individuals.

By June 2021, 46% of the IDP incarcerated population had been fully vaccinated, with over 56% having received at least a first dose of the vaccine. We were able to partner with Indiana Department of Health and the Indiana National Guard to engage in assistance with the vaccination efforts.

EXPANDING, RESTRUCTURING THE DIVISION

The medical division was able to hire a psychologist, Dr. Deanna Dwenger, to oversee behavioral health for the agency, which is a significant need for the incarcerated population. In addition, the department also expanded offerings to staff for their own mental health, including developing protocols to support staff in times of crisis.

Addiction recovery programming—another significant need for the incarcerated population—was also restructured, reducing wait times and serving more patients.

NEW PEDIATRIC CLINIC

A pediatric clinic was established at Indiana Women's Prison in partnership with Eskenazi Health & the Leath Maternal Child Unit. Mothers are able to be with their babies during medical appointments, and children can get many services on-site. The clinic makes IDOC's mother-baby unit the most comprehensive prison nursery in the country.

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

HCV Total Samples

7,488

HCV Positive Samples

1,733

HIV Total Samples

7,507

HIV Positive Samples

59

DIVISION OF DIVERSITY & DEVELOPMENT



IDOC-OUT

The division created IDOC-Out, the department's first Employee and Friends Resource Group (EFRG) that supports and encourages those who identify as LGBTQ + as well as allies of those who identify as LGBTQ + to bring their authentic self to work day in and day out.

FEMALE EMPOWERMENT PANEL

Female Empowerment Panels were started as a result of HIRE data that showed female returning citizens were getting jobs that paid significantly less than their male counterparts upon release. The panels were conducted in three female facilities and included incarcerated individuals who were within six months of release. The goal was to find out what we could do as an agency to better prepare women for release to help them be successful. In response, HIRE created an improved module for their HIRE academy, which prepares individuals for release, which specifically addressed issues that women face.

NEW TRAINING

In 2021, Bias, Diversity and Inclusion Training was rolled out across the state. In addition, the implementation of an Interview Review Process identified issues with the department's interview process. As a result, a mandatory Interview Skills Training was created to address bias and inequities in the process and to create a more consistent, structured and equitable process.



DIVISION OF STAFF DEVELOPMENT & TRAINING

STAFF WELLNESS

Staff Development and Training worked diligently to assist with increasing staff wellness for all employees within the Department throughout 2021.

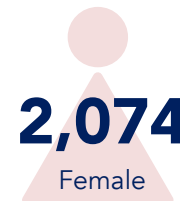
- Added the “Towards Corrections Fulfillment for New Staff” program to the New Employee Training Process. This program is designed to support today’s correctional professionals in achieving a healthy and successful career in corrections. Individuals will be introduced to the potential of Corrections Fatigue in relation to working in a corrections environment and will be exposed to evidence-informed coping skills to maintain health and wellness in their professional and personal lives.
- Increased the number of scheduled offerings for the “From Correctional Fatigue to Fulfillment” program being conducted at the Facilities and Regional Locations. This provided staff more opportunities to attend the program without having to travel to the Correctional Training Institute. We also collaborated with Desert Waters Correctional Outreach to certify 12 new instructors across the state.
- **COVID Vaccine Support:** Since the beginning of the pandemic, there is one thing that we have all had to improve in and that is flexibility. Not with our bodies but with our minds, resources, missions, and goals to face the unknown. In early January 2021, Staff Development and Training was called into action with assisting our facilities to prepare to host their first vaccine clinics. Staff logged many hours over several days inputting information and pre-registering staff into the computer system that was being utilized. This allowed our teammates with the Indiana National Guard and Indiana Department of Health to complete their vaccine related tasks in a quicker manner. Staff Development and Training also assisted on-site at the clinics as needed and assisted with enrollment and support with staff. Following the success of the first vaccine clinics, Staff Development and Training staff also assisted at the 2nd shot and booster shot clinics later in the year. Sometimes the information changed daily, and we encountered obstacles, but this was a true test of flexibility within the division.
- **Incorporated Diversity, Inclusion, and Belonging** into Phase 3 of the New Employee Training Process and DOC Supervisory Program. At initial implementation for supervisory staff, Staff Development and Training conducted training for 1,200 supervisory staff across the Department.
- **QPR Training:** IDOC has partnered up with Ascension St. Vincent to conduct QPR Training. QPR stands for Question, Persuade, and Refer — the 3 simple steps anyone can learn to help save a life from suicide. These steps are to recognize the warning signs of suicide, know how to offer hope, and know how to get the help and save a life.

IDOC STAFF DATA

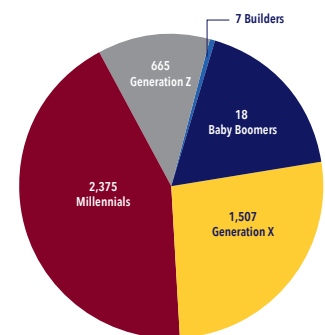
Total Staff

5,555

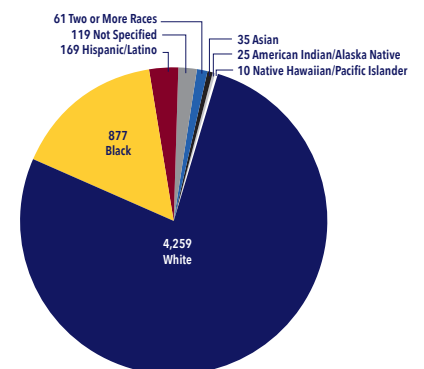
GENDER



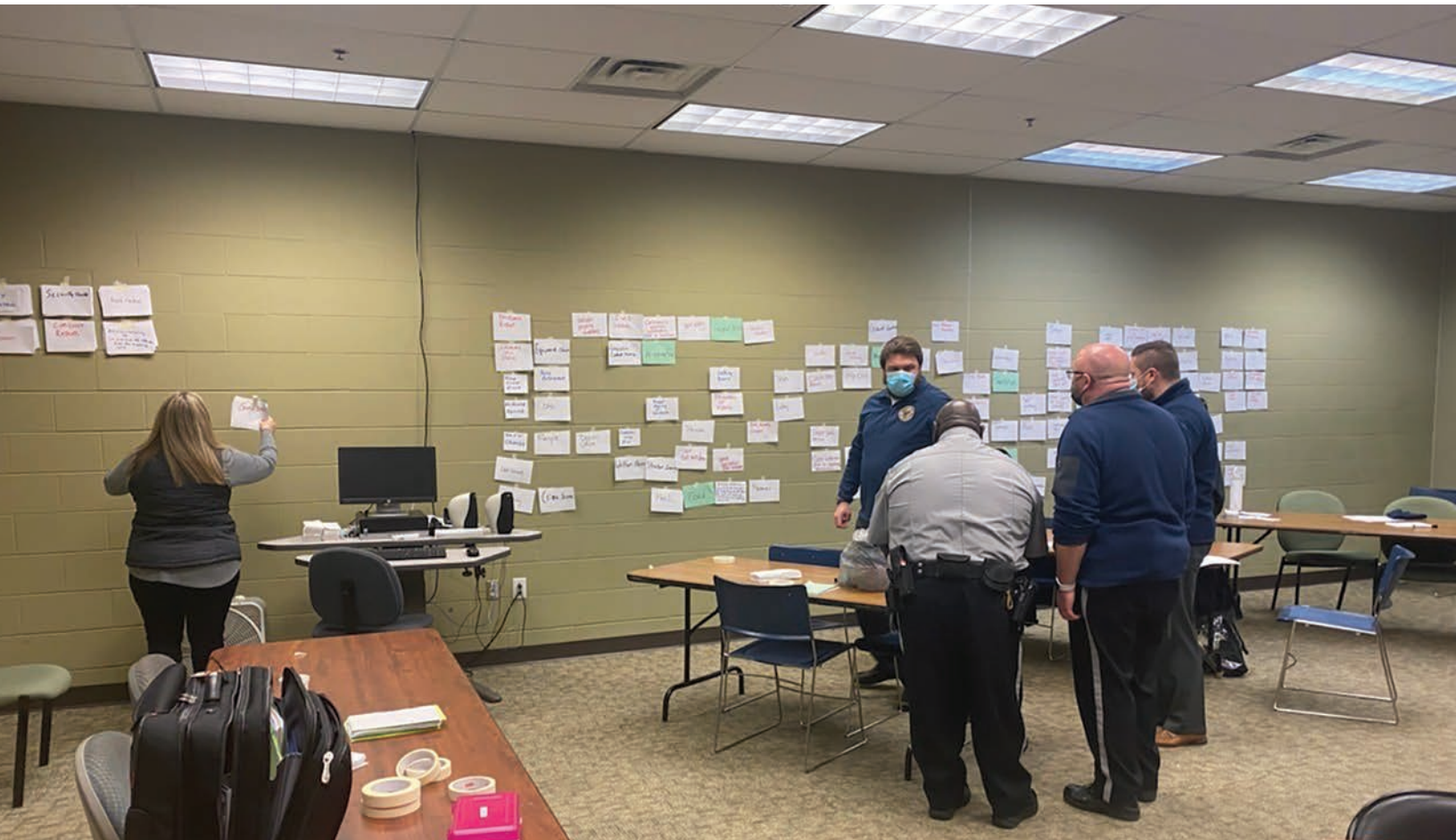
GENERATION



RACE



DIVISION OF STAFF DEVELOPMENT & TRAINING



STAFF WELLNESS continued...

- Dr. Dwenger collaborated with Staff Development and Training to identify individuals in the field to participate on the Staff Wellness Focus Group. This Focus Group was utilized to gain input from the facility staff on ways the Department can improve staff wellness.
- SD&T also provides support to IDOC staff in a variety of ways with employee engagement. Recruitment & Retention Coordinators manage various programs and initiatives designed to improve the culture and mental wellbeing of staff throughout the department:
 - Weekly rounds of the facility to engage with staff to discuss matters affecting them.
 - Incident follow-ups. During these engagements, RRCs meet with staff members who have been involved in critical incidents and staff assaults.
 - Long-term employee and culture surveys, and employee recognition events.

CURRICULUM UPDATES

Throughout 2021 there were a total of 63 updates made to the curriculum utilized to train all state employees, contract employees, and inter-agency employees providing services to the IDOC. These updates were made to ensure we are providing the most current information and to ensure individuals are receiving the best quality training necessary to effectively perform their job responsibilities.

RETENTION PROJECTS

In 2021, Staff Development and Training focused on improving employee retention throughout the Department. Our efforts and successes have included partnering with Director Manny Mendez from Governor Holcomb's Office to develop and implement strategies in the following areas:

Marketing and Community Outreach - Create an effective sustainable job marketing strategy that accurately depicts the Indiana Department of Correction and its stakeholders.

- Translated media materials into multiple languages to reach a broader more diverse audience.
- Developed recruitment videos "A Day in the Life"
- Developed universal contact cards for use at Job / Career fairs.

Employee Engagement - To improve investment and commitment into a career with IDOC. To create a sense of pride, dedication, and overall development of our staff to improve job satisfaction, retention, and quality.

- Continued to facilitate the Employee Engagement Committee and presented employee developed improvement ideas to Commissioner and Executive Team.
- Partnered with Purdue University Global to offer access to high-quality online degrees and the opportunity to expand knowledge, enhance skills, and achieve education and career goals.
- Worked with Leadership Teams at Pendleton and Pendleton Juvenile Correctional Facilities to complete 360 Degree Assessments for supervisory staff to identify opportunities to improve leadership skills. Additionally, Staff Development and Training developed and conducted specialized training sessions for management and supervisory personnel based on areas identified through the evaluation process.
- Modified our approach to the Agency Culture Assessment.
- Continued to recognize staff members for their commitment to the Agency, including delivering over 7,000 Commissioner's Meals and 3,600+ employee awards and recognitions.

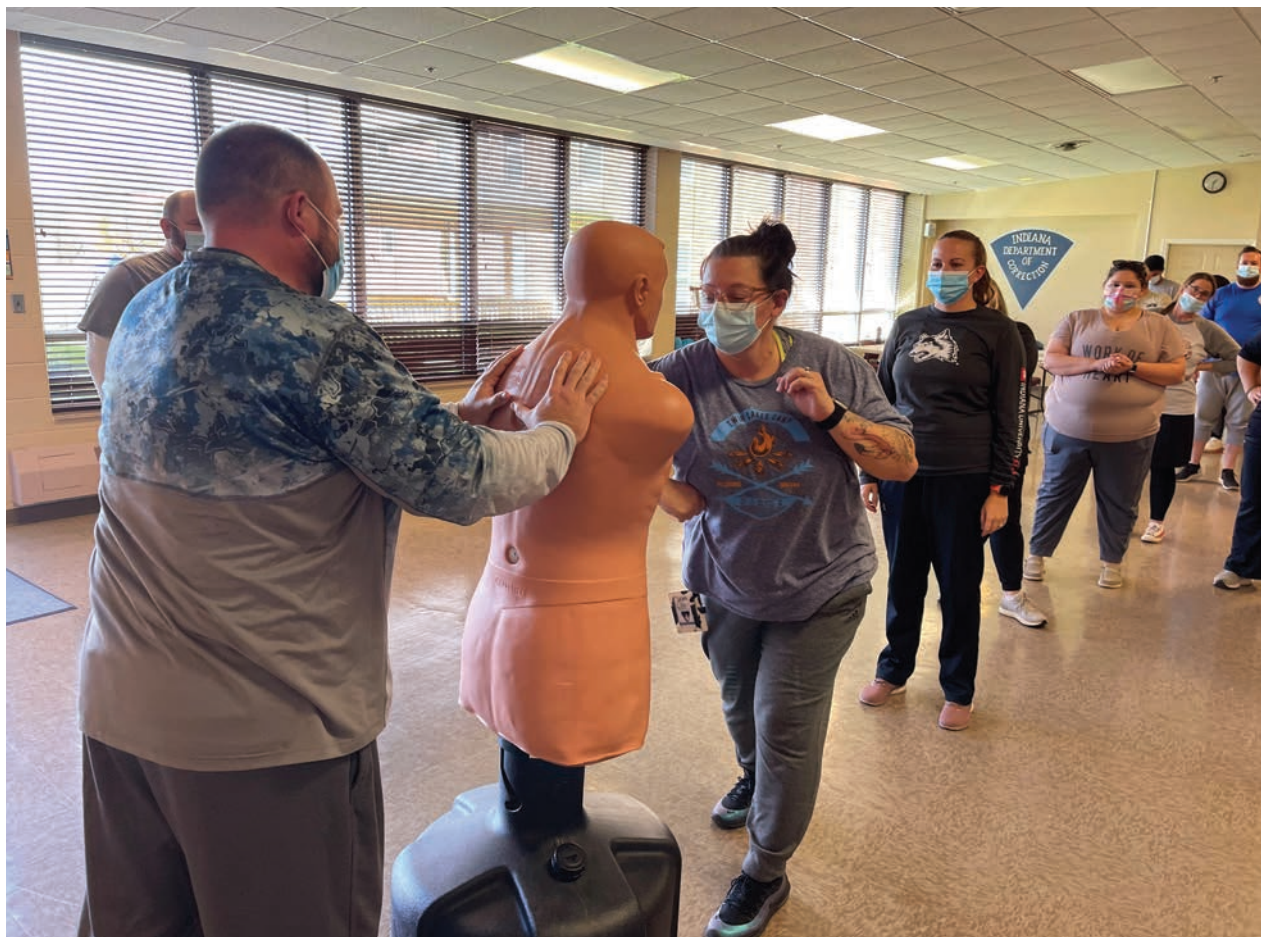
Training Improvements - Training helps a new employee feel like they understand and belong, and a seasoned employee reach their full potential and level of confidence.

- Updated curriculum for the "DOC Supervisory Program"
- Updated curriculum for "Principles of Custody Supervision" to enhance professional communications
- Revised Peer Leadership Program to include training regarding: Transition from Peer to Supervisor, Civility, Being Flexible, and Career Development
- Updated curriculum for the Leadership Academy to include Succession Planning, Changes in Professionalism (Now vs. Then), Servant Leadership, and Communication and Technology.

DIVISION OF STAFF DEVELOPMENT & TRAINING

Field Training Improvements - Enhance the OJT Program to engage employees in a one-on-one, learner-centered environment, through their first four months of employment.

- Conducted Job Task analysis at: Indiana State Prison, Miami Correctional Facility, Pendleton Correctional Facility, and Pendleton Juvenile Correctional Facility.
- Conducted pilot program at Indiana State Prison to update Performance Task sheets and establish a Performance Based Evaluation process.
- Implemented pilot program at Miami Correctional Facility that models a one-to-one training / mentoring process.
- Developed new tools and resources to track and monitor trainer and trainee performance throughout the on-the-job training process.
- Created two new Staff Development and Training positions to monitor and evaluate the field training program.



DIVISION OF CONSTRUCTION SERVICES



NEW CONSTRUCTION

State officials approved a \$400 million project for an expansion at the Westville Correctional Facility, which will allow for more efficiencies, an increased space for both programming and medical care, and will result in overall cost savings. Design work began, with multiple IDOC divisions having input on the best design features to meet the needs of the incarcerated population.



INDIANA CORRECTIONAL INDUSTRIES



3 TYPES OF OPERATIONS

JOINT VENTURE

683

Partnering with private sector companies to manufacture products or provide services

TRADITIONAL

362

Manufacture products and provide services.

COMMISSARY DISTRIBUTION LOGISTICS

112

Provide commissary products to incarcerated individuals and provide transportation and delivery of all products.

TOTAL INCARCERATED WORKERS

1,157

TOTAL JOBS AVAILABLE

1,508



NATIONAL TRAINING CONFERENCE

Originally scheduled to take place in the state of Washington, COVID-19 forced the National Correctional Industries Association (NCIA) to relocate its 2021 National Training Conference. Given only six months to prepare, Indiana Correctional Industries (ICI) "stepped up to the plate" to host the conference.

CI (Correctional Industries) practitioners from over 32 states, and exhibitors from across the country and Canada, came together in Indianapolis for a successful National Training Conference. It had been two and a half years since NCIA members had met in-person and those who made the trip to Indy found the four days of networking, education, and celebration to be both valuable and enjoyable.

The conference featured 20 workshops providing learning opportunities in the areas of re-entry, leadership, operations, and innovative products offered by CI's across the nation. Following a first-ever "town hall" styled keynote panel and opening session, attendees flooded the exhibit hall for the Grand Opening.

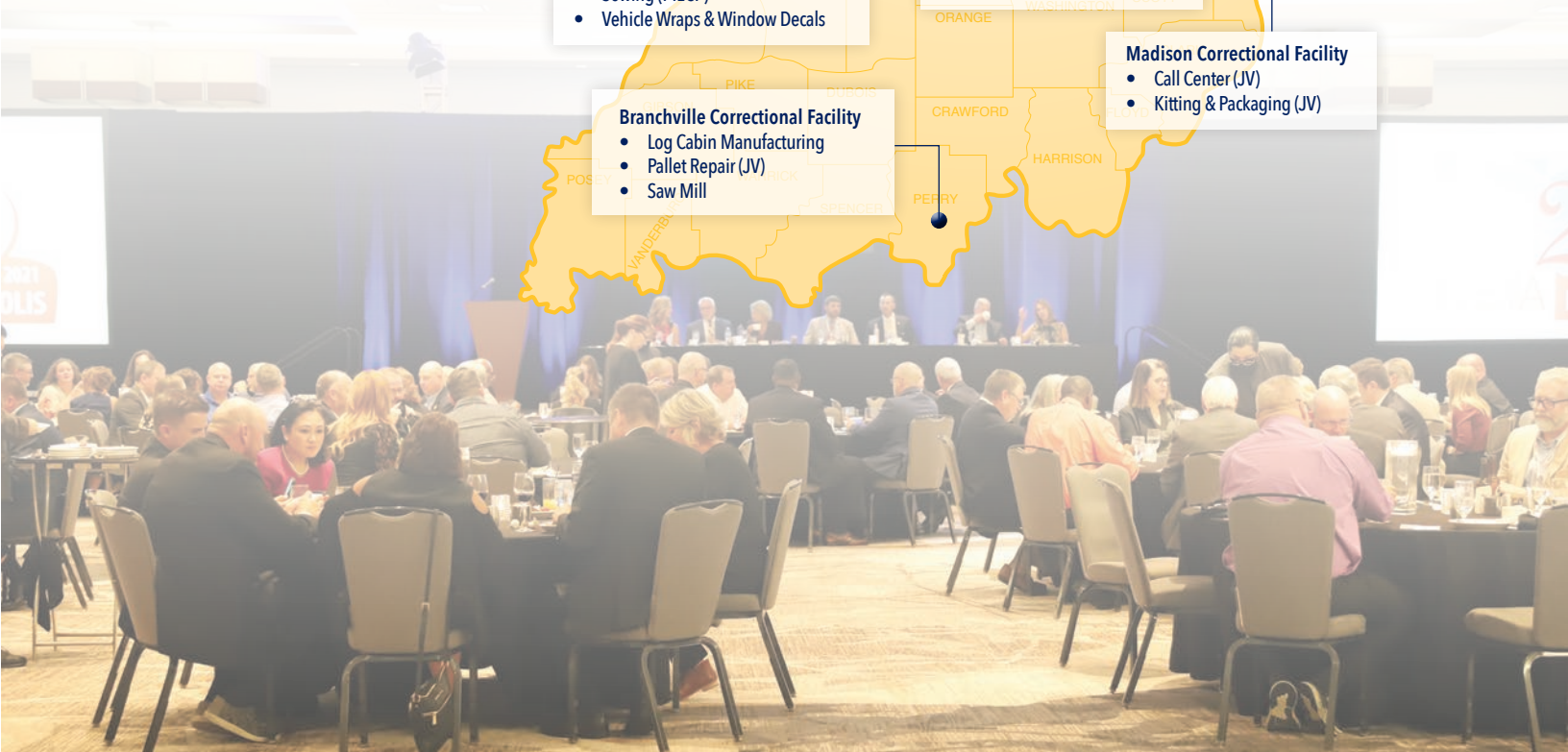
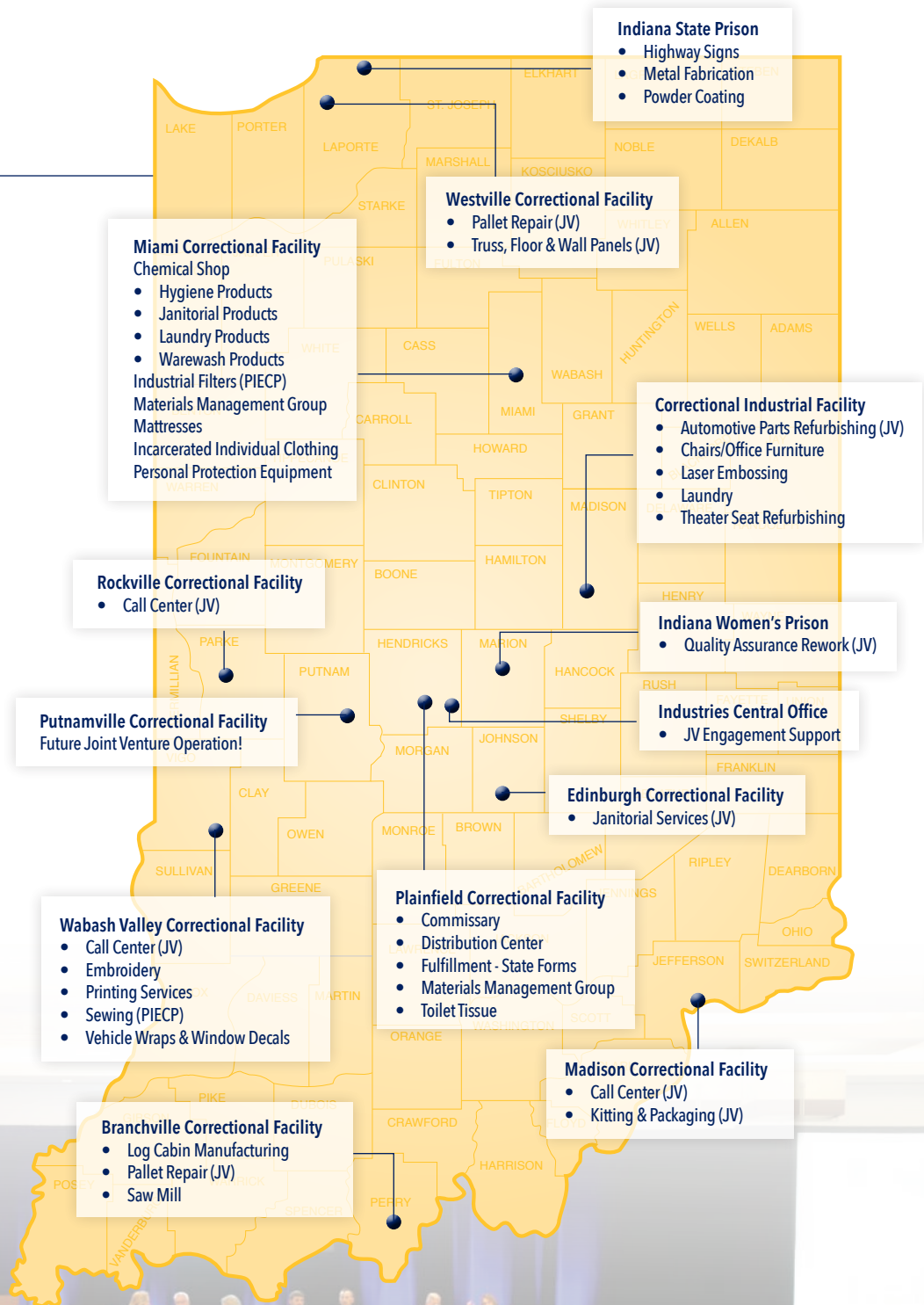
Keeping with tradition, the National Training Conference closed with its Annual Awards Banquet. Attendees and exhibitors gathered to not only celebrate the long overdue award winners, but also to celebrate CI's commitment to survive and thrive throughout the pandemic. It was a great evening to cap off a great conference!

INDUSTRIES & OPERATION LOCATIONS

MAP KEY

PIECP = Prison Industries Enhancement Certification Program

JV = Joint Venture



INDIANA CORRECTIONAL INDUSTRIES

CELEBRATING SUCCESSES

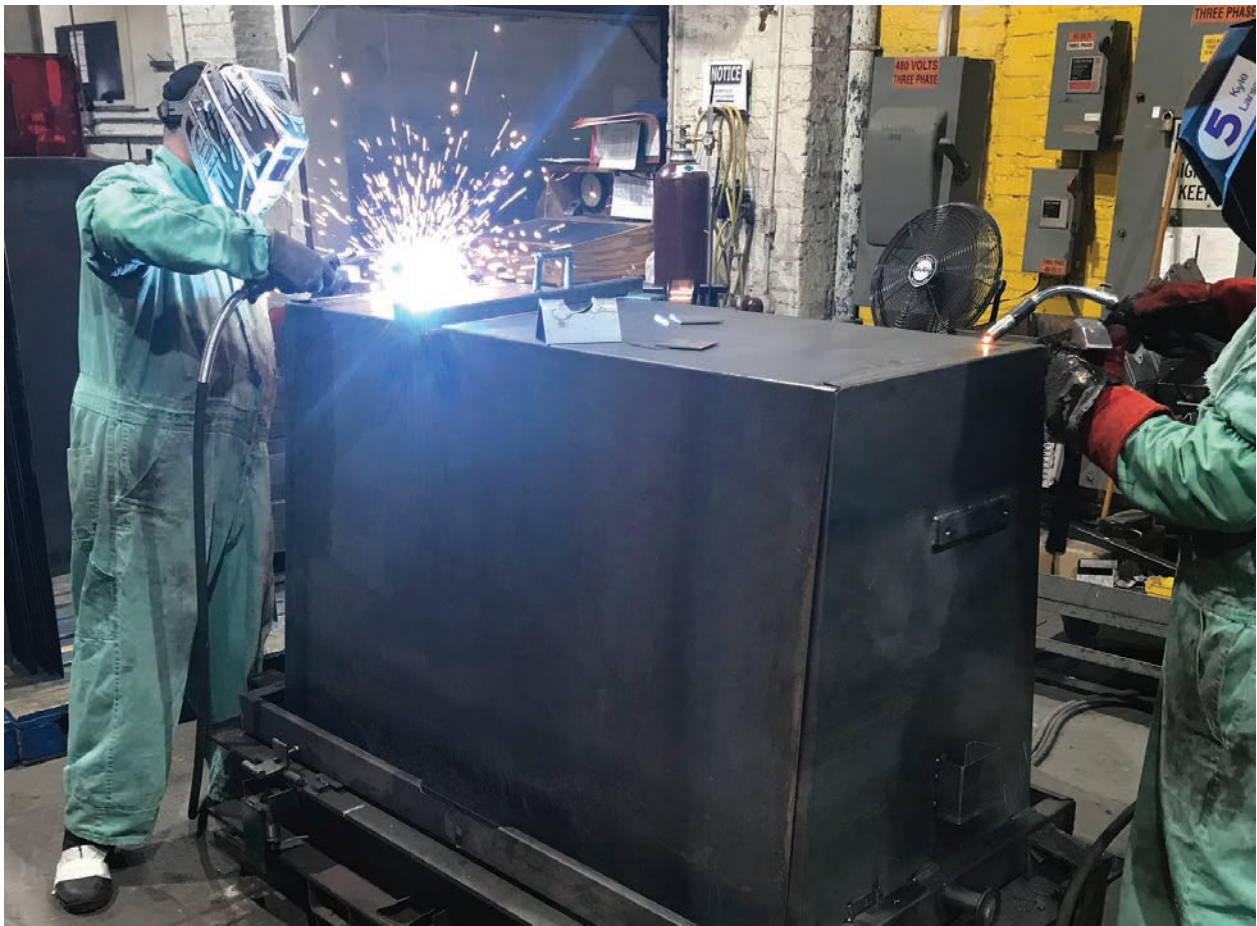
Rebounding from a tumultuous COVID year, Indiana Correctional Industries (ICI) regained momentum to achieve its mission of “providing incarcerated workers real-world training programs that develop work ethics, skills and abilities to support successful re-entry.”

Successes for ICI Operations included relocating the Mattress Shop and expanding mattress production; increasing embroidery production; instituting the 5S Lean Manufacturing system to improve quality by creating clean, well ordered, and disciplined operations.

ICI’s Joint Venture department added new partnerships with Plascon (manufacturer of plastic food grade beverage container liners), PAR-KAN (manufacturer of agriculture, airline, and restaurant products), Royer Corporation (packaging and shipping), and Tax Relief Advocates (B2B Call Center).

Additionally, existing Joint Venture partners Televerde (call center), Raine Tactical Gear, and A1 Pallet Company expanded their operations and increased offender jobs.

An integral part of the Indiana Department of Correction family, ICI continues to strive for improving its dedication and effectiveness of working cohesively with staff, other agencies and organizations across the state of Indiana.







IndianaDOC



IndianaDOC



IndianaCorrection



TheIndianaDOC

