



UPAN Newsletter Volume 6 Number 3 | MARCH 2019

“Empowerment and Growth Through Knowledge and Unity”

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Day of Empathy – Visitation Issues And Recommendations

NEXT UPAN MEETING: MONDAY, APRIL 8, 2019 6:30 – 8:30 p.m.

Kafeneio Coffee House 258 West 3300 South, Salt Lake City

TOPIC: Presentation by U of U on Utah Prison Education Program (UPEP)

All UPAN Meetings are free and open to the public.

NEXT FOCUS MEETING: Monday, May 6, 2019 6:30 PM – 7:30 PM

LOCATION: Treatment Resource Center in West Valley, 3280 W 3500 S, West Valley City

TOPIC: Jeremy Sharp Director of DPO will present on visiting policies.

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Disclaimer: Formulate your own opinions about the information presented. This information is presented for the reader’s enlightenment and evaluation.

DAY OF EMPATHY PLEDGE

- I pledge to be a positive influence on my friends, family, and community.
- I promise to listen with an open heart, without judgement.
- I give my word to speak with sincerity and kindness.
 - When I’m challenged, I will see the humanity in others.
- I commit to recognizing and checking my privileges.
 - I understand that we come from different backgrounds
- I vow to pay attention to our societal needs.
 - I will choose love when things get hard.
 - I pledge to choose empathy

A Franciscan Blessing for Advocates

Submitted by Deon Corkins

- May God bless you with discomfort at easy answers, half-truths and superficial relationships, so that you may live deep within your heart.
- May God bless you with anger at injustice, oppression and exploitation of people, so that you may wish for justice, freedom and peace.
- May God bless you with enough foolishness to believe that you can make a difference in this world, so that you can do what others claim cannot be done.

From: Common Prayer Book – A Liturgy for Ordinary Radicals (pocket edition)

UTAH'S DAY OF EMPATHY HELD TUESDAY MARCH 5, 2019

UPAN partnered with #cut50 to host Utah's 3rd Annual Day of Empathy (DOE), March 5, 2019. Britnee Webb is Utah's #cut50 Day of Empathy Partner and UPAN's organizer of this event. She introduced the event and each speaker. She also shared her own story.

Speakers included Molly Prince, a founder and past president of UPA. She is a licensed therapist who works with individuals involved in the criminal justice system. She introduced the necessity of educating the public about the realities and issues that people involved in the criminal justice system face and the need for empathy for all involved including victims, offenders, the families of victims and offenders and many others touched by crime. Molly discussed that the majority of people in prisons and jails are victims of some sort of trauma themselves and that in order to change, they need to be helped to work through their own trauma and recover. In dealing with offenders we still need to remember they need understanding. She pointed out the difference between *empathy* and *sympathy*. A summary of her talk is in this newsletter. She encouraged everyone to remember that like love, there is always enough empathy to go around.

Lori Lloyd is a mother and was formerly incarcerated in the federal system who has spoken for this event in the past. She discussed the treatment of inmates in prisons and jails. She shared significant challenges she has faced attempting to find employment as a felon at age 38 and finally securing one for minimum wage in a party supply store. She brought attention to the struggles of individuals with records finding housing and spoke to the need for the community to open their minds to the realities.

Maykela Cox is a peer counselor with Journey of Hope in Salt Lake City. She is also formerly incarcerated. She told her story of being a pre-law student who was 8 months pregnant when she was arrested for offenses she allegedly committed as a minor and the difficult choice she made to take a plea bargain so she could have a chance to be in the community and raise her baby rather than fight the charges and risk being imprisoned for many years. She shared the challenges she had in finding a job and discussed how her own journey of hope has led her to helping other women entangled in Utah's criminal justice system. She is moving forward toward her dream of finishing her law degree.

Ryan Parker, a social worker who works with homeless and a candidate for the Salt Lake City Council emphasized the importance of the clean slate initiative and expungements of felons after five years in the community. He discussed how not everyone caught up in the system is guilty of a crime. He shared his experience with the criminal justice system when he was a youth wearing a hoodie in Orem while out after

curfew. He was targeted as wearing a hoodie that was thought to have been used in a crime and then the case was made against him based on only the hoodie and nothing else. He also discussed how being homeless has now become a status that allows law enforcement to demand ID and basically profile homeless and indigent persons. He stressed "don't criminalize trauma." He is an advocate for criminal justice reform.

Shannon Cox, the Executive Director and founder of Journey of Hope in Salt Lake City spoke next. Journey of Hope is an organization that assists and supports women in their journeys to recovery and move forward after being marginalized. Its clientele includes previously incarcerated women; homeless women; sexually exploited and trafficked women; women fleeing domestic violence; young women aging out of state services. It helps to link these women to the various resources and services that need to become self-sufficient and happy, healthy members of society. Shannon shared the statistics that 97% of the women in Utah State Prison have been sexually assaulted. Most males in prison also have been through significant trauma. About inmates and others involved in the system, Ms. Cox states, "If we had seen them from a trauma-informed lens, they wouldn't be there." She went on to explain that Utah's Justice Reinvestment Initiative (JRI) has fallen short due to lack of funding for medical and mental health beds necessary to treat individuals that the law mandates. She closed by saying that we can divert a whole generation away from prisons. "The Day Of Empathy should be a Year Of Empathy".

Jason Groth, the Smart Justice Coordinator at Utah's ACLU, spoke on the importance of the DOE to bring the stories and necessary truths to the forefront of criminal justice reform. He expressed his appreciation for speakers who are courageous enough to share their stories and cut his talk short to allow more time to hear the voices of the individuals there to share their stories.

Dave Donaldson, Executive Director of Fresh Start Ventures in Utah County, shared his story of involvement in the system 17 years ago. He spoke to how his experience changed him and he found his mission in life working toward meeting the need to help people rebuild their lives after incarceration. This has resulted in he and his wife Linda's forming Fresh Start Ventures. They also volunteer with and are involved in REAL Transition inside the prison and in the community. He shared his perspective based on a quote by Mother Teresa saying, "*the problem in the world is we've forgotten we belong to one another.*" He also referred to Father Gregory J. Boyle (Homeboy Industries in CA) who said, "*The measure of our compassion lies not in our service of those on the margins but only in our willingness to see ourselves in kinship with them.*"

<https://www.facebook.com/HomeboyIndustries/posts/the-measure-of-our-compassion-lies-not-in-our-service-of-those-on-the-margins-bu/10155211012643467/>

Mark Julkunen spoke about his history in the system for approximately 28 years and how his experience with REAL Transition program has contributed to his transformation. He is a peer mentor.

Paula Jones is also affiliated with Fresh Start and REAL Transition. She spoke about her lifelong history of sexual abuse from the time she was a child and how it contributed to her anger and inability to trust. She spent time in Utah State Prison and paroled to a halfway house. She credits the love and support of Linda at Fresh Start Ventures with contributing to her healing and guiding her into a happier and healthier lifestyle as she has reintegrated into the community.

Pastor Shawn Clay, who has been incarcerated, shared his story of coming from a broken and abusive home that also involved parental drug use. He spoke to how as a kid he did not have a way or the support to process what he had been through. By his adulthood

he was also an addict and ended up in prison. He talked about the identity of being an addict or a criminal. He stressed, *"I am more than a rap sheet... We are not our mistakes."* He discussed giving back to the community after he got clean. He worked at the Salt Lake Mission for years until he received a calling to start New Beginnings Ministries with his wife.

Throughout the event there was a slide show rotating through photos from previous Day of Empathy events in Utah, and various quotes about empathy as well as criminal justice statistics. Britnee Webb shared statistics and information about other #cut50 campaigns and projects including the *Still Not Free* campaign regarding probation and parole. There are currently 4 million people on probation and parole in the US. Van Jones, CEO of the Reform Alliance, has a goal to get 1 million people out of our probation and parole systems in this country over the next 5 years. 70 million Americans have some sort of criminal record. This then impacts about 280 million Americans. Then, you realize that most of these folks have families that are impacted by how our society views and treats former felons. Think about it - there is enough empathy to go around.

"The best way of convincing another is to first listen to them. With empathy." Jibran Bashir

There is Enough Empathy to Go Around

This article is based on the talk written and presented by UPAN Founder Molly Prince at the 3^d Annual Day of Empathy

On behalf of UPAN, I want to thank everyone involved in making this Day of Empathy possible and to everyone who is attending this important event right now.

I am a Licensed Clinical Social Worker – a therapist – in private practice in Salt Lake City. My specialty is working with individuals who have offended sexually. Throughout my 23-year career in this field I have also worked with victims, as well as families of both victims and offenders. I help my clients address their own history of all types of abuse and trauma including physical, verbal, emotional, spiritual, and sexual abuse.

I also have had people I love incarcerated in the Utah State Prison as well as another state for the past 15 years. I have become very familiar with challenges presented to individuals and their families who have become caught up in the criminal justice and prison systems.

When a loved one enters the system, it is a very confusing and overwhelming experience. The prison journey and the broad spectrum of problems and issues we face is almost incomprehensible to someone who has never had someone close to them end up in prison, or been in prison themselves.

I was going to talk about the emotional, physical, spiritual, and financial toll having a loved one in prison

takes on families. However, today (March 5) I read some posts on UPAN's Facebook page in response to our Day of Empathy posts that changed my focus. As I was reading these posts and contemplating tonight's event it occurred to me that there is still SO MUCH WORK TO DO to educate people on the real issues!

One post responded to a video about Day of Empathy saying "I would like to see a day for those that never got justice." I have no argument with that.

However, someone else responded: *"My empathy is completely to victims. Persons who were strictly enjoying their life when some idiot decided to destroy it. Lock them up and throw away the keys."*

That got my attention – and I read through some responses from others trying to educate that person about the various factors that could influence someone to take a path that leads to crime. He was not to be swayed.

I began to think more about this thread. It seems to me that there is some sort of misguided notion that there is not enough Empathy to go around. A myth that says, "if we experience and act on Empathy toward persons who committed crimes, that must mean we do not or cannot have Empathy for those who were hurt or victimized by them". THIS IS NOT TRUE.

I would like to propose that there is ENOUGH Empathy to go around to everyone – victims, offenders, survivors

- and the families of both. Like Love, the more you share, the more you have.

In my practice with people who have committed crimes, Empathy is a huge component of therapy. For every crime committed there are primary victims, secondary victims, tertiary victims, and levels four and five. We are all impacted by crimes on many levels and in many ways.

The first level is from personal experience as a primary victim, the person who was directly injured or suffered harm or trauma. The second level includes being a family member of either a person who was victimized or a family member of someone who commits a crime. Secondary victims are pushed into a situation where we have to deal with the emotional impact of betrayal or disappointment. This can include the moral and spiritual struggles some of us have in making a decision about if we are able to fully and unconditionally love and support someone who has done the unthinkable. Another impact on secondary (and sometimes primary) victims is the financial burden of having a loved now in prison that we have chosen to stand by.

On the third level is the community that is impacted by crime which results in fear and lack of feeling safe. There is the financial burden to local taxpayers that goes to extra protection in communities and neighborhoods, including home security systems, business security systems, and other costs.

Then we move father out to other levels of cost related to our criminal justice system: to police forces and how those working in the criminal justice system are impacted, to public funds needed to pay for prosecution and prisons. Costs for treatment, education and programs to foster healing and change.

A vital fact to remember is that most of those who have committed crimes have been victims themselves during their lifetime. They have experienced a variety of abuses and traumatizing events that leave them needing help and support. Many of these individuals have been overlooked, ignored, or forgotten by a system that does not come from a place of empathy and compassion. Therefore, they did not get the help, support and healing they needed earlier in their lives that could have diverted their choices which resulted in addictions and things that took them down a dark road.

Most people in our youth detention centers, our county jails, and our prison systems are also victims of experiences that were wounding to their bodies, their psyches, and their very souls; and that they never recovered from these wounds in a healthy manner.

Earlier in this program, we saw a video clip of Van

Jones' plea to come from our hearts and from a place of Empathy to make our communities safe, to reform our criminal justice systems, and restore families.

To do this we need to understand there is a difference between Empathy and Sympathy. *Sympathy* is simply feeling sorry or pity for someone and the hardships that another person may experience. It does not involve understanding that person's experience, where they are coming from or what their thoughts, feelings, or perceptions might be.

Empathy is putting yourself in the shoes of another, "feeling into" and understanding what another may be going through in their circumstances. Empathy allows us to imagine what it's like to be the other person. It helps us to understand what they may be thinking or feeling in certain situations. It requires us to suspend judgement about what we think they "should" do and rather understand what they may be experiencing- which then may help with understanding their choices.

Empathy is not about agreeing or approving. It does require a suspension of judgement and anger at the other person. Anger and judgement block our ability to understand one another.

This movement is about Empathy – understanding how someone may have ended up in their situation. Understanding how the other may feel in their situation. It has nothing to do with condoning or judging their behaviors – simply understanding so we can get to the root of the problem and work to make changes.

Albert Einstein said, "**We cannot solve problems using the same kind of thinking we used when we created them.**" I propose that it is time to change our thinking about how we deal with all types of abuse and neglect toward children in our society and how we deal with various addictions as a society. How we deal with domestic violence and sexual abuse and assault. How we deal with one group of people having power over another group. We have made some strides over the past two decades, but we have a long way to go. It is time to look at approaching all of these problems and understanding where every person is coming from. Trying to imagine what it is like to be in their shoes.

I saw a doctor from the VA wearing a T-Shirt one day years ago that I have never forgotten. It said: "**It is really hard to hate someone when you know their story.**" Empathy is about learning people's stories without judging them. Understanding their feelings and the needs they were trying to meet when they made their poor choices or committed their crimes.

Like Love – there is always enough Empathy to go around. The more you have, the more it grows.

"If you judge people, you have no time to love them." – Mother Teresa
"Empathy... we must understand before we judge." #Cut50

Visitation Issues Being Reviewed by USP by Deb Stone

Concerns and complaints about visitation are an ongoing issue for which UPAN is contacted about by both inmates and visitors. USP administration is in the process of reviewing the visiting policies and in February contacted us asking for input from families to help them identify the problems from visitors' perspectives. Molly Prince sent out an email to all families and interested parties on UPAN's email list asking for input. We want to thank everyone who took the time to send in their concerns and proposed solutions. Every email received by UPAN was forwarded to me. I have organized those concerns into a document that was forwarded before the end of February to the administration for consideration as they review the visitation policy.

Even before this project, it had become apparent that visitation issues remain a huge concern to visitors. I have been a visitor for many years. First at Wasatch Youth, and then on up to Farmington Bay and Slate Canyon youth facilities, eventually evolving to USP Draper, CUCF Gunnison, Metro Jail, Davis County Jail, and Weber County Jail. Not my childhood dream, but when life gives you lemons, you make lemonade.

I have read your emails about some sad and frustrating visitation experiences. I, along with other UPAN

families, have either experienced firsthand, or been witness to some of the same experiences in your stories. The willingness of administration to ask for and examine all of the concerns is encouraging to us. It gives hope that there can be some positive changes to some of the outdated policies. It is important to remember that at the time some of the visitation policies were put in place, there was a reason that probably made sense at that time - and perhaps still continues to make sense today to some people. It is also important to remember that what does not seem reasonable to a visitor, may be based in a very different logic to those in charge at the prison, who are tasked with the safety and security of the institution, inmates, visitors, and staff.

When all of the ramifications of certain policies are considered, it may turn out that some of them are unfounded in this day and age, some just need tweaking, and others need clarification and consistency across the board. It may be hard to be patient with this process, but at least it is finally being addressed with the input of many of us who are impacted by these policies. I recommend that we all have patience and gratitude for the people who are willing to take a look at the concerns that have been set before them. Progress, not perfection, should be the expectation.

“Empathy... we must understand before we judge.” #Cut50

Recommendations for Visitors Regarding Visitation in Utah's Prisons by Molly Prince

UPAN is extremely pleased that the Division of Prison Operations is reviewing the visitation policies for Draper and Gunnison prisons. In the meantime, I have some ideas and suggestions for visitors and their incarcerated loved ones to consider.

As someone who has visited folks in several prisons and jails over the past 15 years, I have learned some things that make visits go smoothly, from the very beginning. Sometimes it is very easy to get upset with the facility for inconsistencies and vagueness in policy. However, I have found that if I, as a visitor, take full responsibility for making my visit go well, I encounter fewer challenges and frustrations. Here is what I do.

Know The Written Rules For Visiting. They are often similar but with various differences between the UDC (prisons) and each county jail. Before visiting I get online to the prison or jail's website and find the visitation rules, policy, and dress code. Most facilities have this available on their website. Utah DOC has theirs at www.corrections.utah.gov under the button at the top of the homepage titled Family & Friends of Inmates. Then choose the sidebar "How Do I..." where

there is content in the top section about visitation. There is a link to the visiting application and other links in the body to the Visiting Rules and schedules.

Annual Renewal of Visiting Clearance. Basically, it is up to the visitor to be responsible for their submission of application and yearly renewal of application. I realize that some visitors are told that their inmates are supposed to notify them when their renewal time comes up, but that is not consistent across the board and not every prisoner receives a list with the expiration dates of visiting approvals for their visitors in all housing units.

Here is what I recommend – keep a physical file for your prison paperwork. I keep a copy of our visiting applications and so I will always know when it is time to renew if I just check the date on the previous year's application. I also write a note on a paper calendar that I keep in my home office on the month I need to renew in the current year to remind me if I forget to check the file. A month before the date our visiting is due to expire, we fill out and submit our renewal applications with whatever information needs to be updated. Since I no longer visit in the Utah Prison System, I am not sure

how many weeks it is taking to get it approved. I used to either hand carry the applications and turn them in at the Glass House visiting check-in at Draper when I was visiting. Some years I mailed them and when I went to visit, I would just ask the visiting officer checking me in if my renewal was completed in the system. If I was told no, I would call and confirm that visiting received it. At the out of state prison I currently visit, this is the easiest process to find out if the renewal has been accomplished.

If you are driving long distances to visit and are in doubt about the status of your visiting clearance, call visiting and confirm you are approved for a visit on the dates you are planning, so it does not expire prior to arriving.

Keep Your ID Current. If you attempt to visit with an expired driver's license or ID, you will likely be turned away. If you are not turned away on one visit that may simply mean they did not check the expiration that time, but it does not mean you should continue to try to visit on an expired ID.

Special Visits. If you live long distances from the prison your loved one can request through the caseworker a special visit. It has to be planned several weeks ahead of time and the visitor is responsible for making sure they have submitted a visiting application and copies of the ID and required information in a timely manner. They still have to verify the visitor's identity and do a background check, even if it is for a once a year visit. The beauty of a special visit is that it is possible to request being allowed to visit on days and times that are not your inmate's normal visiting hours, or on two days in a row, etc. I have known folks coming from both the east and west coast that have been approved to visit multiple visits through one day, or a couple visits one day and a couple the next while they are in town. This is something that requires coordination with your loved one, yourself, their case manager and Visiting. Special visits also have been approved for someone who lives far away but is not on the visiting list due to the inmate already having their limit of visitors and is a one-time visit. However, it needs to be planned well in advance of the anticipated visit.

Be Courteous to Correctional Staff. Remember that correctional staff have good days and bad days, just like we do. They are on their game some days, and some days, not so much. While I believe all correctional staff would do well to strive for the utmost professionalism, I also know they have their own families and personal problems that pop up unexpectedly and if I want them to treat me with respect and courtesy, then I should live up to my own standard and treat them with courtesy even if I feel they are lacking in the professionalism or respect department. I totally agree with the saying, "If they go low, I go high." It does not diminish us if we, as visitors, live up to a high standard of being above reproach in how we

interact with prison officers and other staff. I have found that I have personally grown through this process over the years. I have become much more able to tolerate treatment that is less than courteous through remembering how others treat me is more about them and what they are thinking, feeling, and going through than it is about me in that moment. There have been times I did not feel like saying "thank you" to an officer who has been rude to visitors or glared at me because I took too long to take my shoes off if they did not clear the metal detector. However, I decided long ago that I will never be the one to be responsible for my not getting a visit, or for anything that would reflect poorly on myself, my family, or my incarcerated loved one. I do not hold any expectation for an officer to reciprocate a friendly greeting, and so when one does, it is something that brings a smile to my face, rather than feeling disrespected when they do not.

Don't take everything personally when asked to comply with rules or go through something out of the ordinary; and follow the rules at all times about everything.

There were times when we have been in visits (both in and out of Utah) when drug dogs were brought into the check-in area or the visiting area. Visitors are not supposed to pet these animals, or pay attention to them, the dogs are working. I have seen visitors become offended when the officer told a visitor to not talk to or pet the animal, or try to get the dog's attention. Do not be offended, that rule is not about the visitor and is not intended to upset the visitor. The dog is working and is not there to entertain the visitors. Remembering clear boundaries helps in situations like this. My incarcerated loved one has a saying that has helped me in these types of situations – we are in "their" house (meaning the prison's territory) and we must act accordingly by following their rules.

Vehicle Searches Can Occur Randomly. We were only asked to pull over to have our vehicle searched upon entering USP Draper on two occasions in a 10-year span. If you are chosen to do this, don't take it personally. There are many reasons you may be asked to pull over and submit to a vehicle search. Sometimes the prison just does random searches of vehicles on random days and times. Sometimes something has occurred that we, as visitors, will not be told about, but that has triggered a step-up in security. Normally, it is not that they are targeting us personally, it is simply part of a process they are doing for reasons we will not ever know. In the visiting rules we agree to when applying to visit says the prison can do this. Always make sure that if you are a hunter or a concealed weapon holder, you do not have a weapon in the vehicle when you are attempting to drive onto prison property. Period. No exceptions or excuses.

Read, Understand And Follow The General Visiting Rules. These rules cover a wide spectrum of behavior and issues. While they may not always be enforced by

every visiting officer, it is easier to avoid problems by simply complying in the first place rather than pushing the limits to see which guards will enforce the rules and which ones won't.

Read, Understand And Comply With The Visitor Dress Code. Many of the responses we received from our request for concerns about visiting involve the dress standards for visitors. Some concerned the fact that a visitor was allowed into the visiting area wearing something that was not technically in compliance with the written policy, therefore the visitor felt it was approved or acceptable. Then on another visit they were turned away. While I cannot speak for why one officer will not enforce the dress code and another one will, what I have found no matter where I have visited, is that if I wear exactly what is allowed according to the policy then I do not have problems. Simple as that.

I remember several years ago when they implemented the "collar bone" rule in Draper which states that all blouses / shirts must cover the chest up to the collar bone. (I do not see that currently written in the Dress Standards section of the Visiting Rules). At that time, as now, current fashion has necklines lower than that. So I went out and purchased a few sweat shirts (it was winter time) and wore those. In the summer I made sure I had blouses I could button all the way up to the neck or t-shirt styles that came up to the collar bone. I was never turned away for that reason.

Ladies, the rule in all prisons I have visited, and through research I have done – no underwire bras are allowed in any prisons. If you find a bra with plastic underwire rather than metal, that will pass metal detectors. Otherwise purchase a "prison bra" that you wear to prison visits that has no significant metal in it. Inconvenient if you are planning a visit after work maybe, but it is not worth the fight to try to get permission to cut the wire out or go change it on the prison property.

Some long-time prison visitors have joked that we have our "prison outfits." Those are outfits that are not layered, do not include hoods, scarves, or shawls, comply with the modesty rules, and include everything that will clear the metal detectors and meet dress code standards, from bras, to jewelry to shoes.

Complying With Dress Code And Rules Speeds Up The Check-in And Getting Into Visiting Rooms To See Loved Ones. Remember that every moment is precious to all of us when it comes to visiting. Every visitor that comes dressed in something that does not comply with the standard, or wants special permission that goes against the rules, costs the rest of us visiting time. Please do not be that person who robs other visitors of time with loved ones by arguing with officers about what you can or cannot do. I wish that officers

"If there is any one secret of success, it lies in the ability to get the other person's point of view and see things from his angle as well as your own." – Henry Ford

would allow visitors who are cleared to go through move on into the visit and deal with the problems that come up when someone comes in who cannot pass the screening after the rest are admitted. That rarely happens.

The Current USP Visiting Application Found Online Lists The Dress Code On It. Visitors initial each item and sign it agreeing they have read and are aware of the dress code. Therefore, someone saying they did not know something is not an excuse the visiting officers will accept. The denial of knowledge of the dress code can cause irritability, conflict and ill feelings that then affect the rest of the visitors and inmates. If everyone takes personal responsibility to dress according to the rules, even if they disagree or don't understand the reason behind the rule, the process goes more smoothly for everyone.

Choose Our Battles And Where We Fight Them. There are a lot of gray areas that we are hoping will become clarified in the coming month or two in a revised visiting policy, but for now, *if in doubt, don't wear it.* An example is the definition of capris for women. I have sat in visiting rooms that were very hot and the air conditioning was not working. However, I have chosen to never wear capris because I have watched folks be turned away because they were too high up on the calf, or just below the knee, (or white, so the guard said they could see underwear through them). It is not considerate or fair to other visitors to argue about the definition of capris in the visiting check-in area because it delays everyone's progress into the visiting room and having our loved ones called in. That is one thing we have notified administration that needs to have a clear and consistent definition.

My point being - please, please, please, do not delay the visits of others because you want to fight a rule you do not believe is fair. That discussion belongs outside of the visiting room and with the administration that makes those rules, not with officers who are not going to change their minds just because visitors disagree.

Corrections' Stance Is "Visitation Is A Privilege." The Utah Department of Corrections Visiting Rules posted on the website state, "*Visitation is a privilege, not a right, afforded to inmates/visitors under the jurisdiction of the Utah Department of Corrections. Visitors shall comply with all Department rules, policies and procedures.*" Even though we, as visitors, did not commit a crime that landed us in prison, we are affected by the rules that govern our interaction and visits with our inmates. As my incarcerated loved one reminds me, "*We are in their house.*"

Know the rules and do your best to follow them and it makes it easier for everyone in visiting – incarcerated and visitors alike.

FOCUS Meeting, Monday, February 4, 2019 – Utah Correctional Industries

February 4, 2019 FOCUS Meeting Summary by Molly Prince

Additional information can be found at the UCI website <https://uci.utah.gov/index.php/about>

On February 4, 2019 the Public Information Officer Kaitlin Felsted of the UDC hosted a FOCUS meeting with Scott Crowther, Director of UCI and Maria Peterson, Deputy Director of UCI. They presented on the change in culture of Utah Correctional Industries.

UCI is a private, for profit corporation that employs a significant number of inmates housed in the Draper and Gunnison prisons. According to the UCI website, it is a division of the Utah Department of Corrections. It operates multiple work programs with approximately 700 inmate work participants producing products and services for state and local government agencies.

The website shows that UCI operates more than 20 businesses producing products and services which include furniture, seating, and upholstery; embroidery and silk screening; sewing (including making inmate clothing); road and office signs; license plates; and printing. Other services include: inmate commissary, culinary, Green Thumb Nursery, document scanning and data entry, and micrographics, construction, and the Serving Time Cafe.

While USP has used prison work programs since it was a territorial prison in the late 1800s, Utah Correctional Industries (UCI) was originally created as a separate entity of the Department of Corrections in 1985.

UCI Mission Statement “Utah Correctional Industries is dedicated to public safety through innovative career building, community partnerships, and quality production to develop successful people.” It’s a fact - skill development and gaining a trade lowers the risk for returning to prison. It improves cooperation and contact with parole officers, increases compliance with parole requirements, and contributes to safer correctional facilities and the community.

The presentation by the UCI directors indicated that inmate employment helps taxpayers by reducing dependence on government programs, lowering criminal justice costs, contributes to local businesses, generates tax revenue, and provides a stable and reliable work-force. Also, UCI purchases raw materials, supplies, parts and equipment from local communities. It is self-funded.

They reported that prison employment helps the inmate by building self-esteem as they build marketable job skills in a supportive, pro-social environment. Research shows that it helps break the cycle of intergenerational crime. The incarcerated individuals working in UCI employment learn skills in good work habits, teamwork, communication, and have marketable job experience.

UCI Vision is: “Building a better community through career development by teaching soft skills, offering

apprenticeship programs, and utilizing community partners.” UCI has a Workforce Development Team that teaches work skills based in cognitive-behavioral therapy program called Makin It Work; vocational and technical skills training; soft skills in terms of general work habits; resume’ and release planning services with practice interviews in preparation for actual job interviews; and packets are provided on release day. The presentation stated there are three full-time staff members who focus on helping inmates find work after prison. These staff help inmate workers prepare for release-day by providing work references and job leads. They also hold mock interviews with actual employers.

UCI Core Values that are embodied in the new UCI include: Courage; Responsibility; Innovation; Ethical Operations; Self Reliance. These values are based in the idea that UCI can be a conduit to move people from the inside to be successful on the outside. Crowther discussed that they have been working to change the culture of UCI to have a focus on people and “building bridges, changing lives.” They have changed their logo to incorporate all three groups of people who make up UCI – orange to represent inmates, blue to represent community businesses, and gray to represent the officers involved in UCI.

Another culture change in UCI is that it is now focused on preparing offenders for careers rather than merely looking at the financial bottom line of UCI. They informed the attendees that UCI’s product today is considered people, versus the past when the product was furniture, signs, license plates, etc.

Legislative Intent of UCI

UCI was established with the legislative intent to accomplish four objectives: 1) to reduce inmate recidivism; 2) to train inmate offenders in general work habits, work skills, and specific training skills that increase their employment prospects when released from prison; 3) to be a self-supporting organization; and 4) generate enough revenue from the sale of goods and services to cover all of UCI’s operating expenses. All expenditures necessary for the administration of Utah Correctional Industries, including the payment of all salaries, necessary overhead expenses, acquisition of assets, and raw materials needed for production must be paid out of the Utah Correctional Industries Fund.

This fund is based on retained earnings and revenues generated through the sale of products and services. It was explained that these funds are separate from the Department of Corrections. UCI has no direct financial impact or influence on the UDC.

Financial Overview In response to questions about how the public can find the financial reports for UCI for

past years, it was reported that there were several years where there was not a UCI specific annual report produced and the information was included in Corrections' full financial report to the Legislature. However, Mr. Crowther stated that the 2018 financial records will be made public sometime in 2019. UPAN has not been made aware of when that will occur or where these reports will be found.

The revenues since 2014 averaged about \$24.5 million and expenditures since 2015 averaged about \$24.2 million, showing UCI is meeting its responsibility to support itself without additional funding from Utah taxpayers. In other words, there was profit, but we are still not clear on what happens to the profit. It sounds as if the profits are put back into UCI.

UCI sells products and services to state and local government subdivisions and efficiently manages internal operation procedures so that costs are reduced and revenue is generated to meet the cost of operation. UCI manufactures products and services that are used for government business to function. Research is done to ensure that market trends are identified and that customer needs are met through innovative products and desired services. As with any business that is profit oriented, UCI strives to be competitive in all aspects: price, quality, lead-time, customer service, product diversification, and availability.

Inmate Pay – Called “stipends” Working for UCI is not mandatory. Inmates who want to work can apply to work for UCI. Inmate workers are paid “stipends” for working at UCI. The pay ranges from \$0.60 an hour to \$1.80 per hour. Salaries make up 8 – 10% of UCI's operating expenses.

UCI also uses the Prison Industry Enhancement Certification Program (PIECP) PIECP is a federal program that enables private businesses to establish joint ventures with the prison to produce goods using prison labor. Inmates are placed in realistic work environments that approximate private-sector jobs and are paid a prevailing local wage. In doing so, they acquire marketable skills that improve their chances for successful rehabilitation and meaningful employment upon reentry. At the same time, the goods they produce help to offset the cost of their incarceration. According to the Bureau of Justice Assistance, up to 50 jurisdictions around the country may be certified under PIECP. Certification in the program exempts the corrections agency from normal restrictions on the sale of inmate-made goods in interstate commerce, which is prohibited by 18 U.S.C. 1761(a).

It was explained the PIECP workers receive the “prevailing wage” using Federal Minimum Wage codes. According to Federal guidelines, up to 80% of the prevailing wage can be recouped in costs for housing,

program administration, and food. However, in Utah, the cost is closer to an average of 50% for program facilitation. This can include security and mentors for programs that include inmates when they leave the prison to work in the community.

The federal guidelines for PIECP also requires a percentage of the inmates' earnings go into a Victim Reparation Fund and a Mandatory Savings Program.

According to Crowther, the stipends in Utah's prison system have the following deductions: 1) state and federal income taxes on income that the inmate chooses to withhold; 2) contributions to the Utah Crime Victims Reparations Fund of 8% (which according to federal guidelines can be not less than 5% and not more than 20%). Utah does not impose a mandatory savings on inmates involved in this PIECP program.

Current Challenges There are challenges in finding instructors qualified to teach the course material. UCI would like to incorporate welding jobs, but it needs \$50,000 on upgrades to start it now. However, the new prison being built in Salt Lake City will have a welding shop.

Women's Work Programs in Draper We were informed that there are three UCI programs available to women prisoners in USP. These are: 1) Print / Copy Center that employs about 20 female inmates, 2) Commissary jobs, and 3) the Serving Time Cafe. The women's UCI program is more competitive due to fewer jobs and more programming requirements for the women. UCI anticipates that once they move to the new prison, there will be an increase in women's jobs, hopefully doubling the current number. They will continue the Serving Time Café at the new prison because it is a good training experience for inmates interacting with public, however it is “not a money-maker.”

USP Draper Men's UCI Jobs and Programs The following is a list of UCI jobs for men was provided to UPAN by Maria Peterson after the meeting: Scanning, License Plate Plant, Furniture Shop, Seating Production, Juice Packaging, Embroidery, Silk Screening, Upholstery, Greenhouse and Constructions (which are off-site crews).

CUCF (Gunnison) currently has a Sewing Shop and Signage Shop.

Some changes in program locations

The Kane County Sheriff has notified UCI that it wants to employ 40 people, but it is not clear in what field. The Plate Plant may be relocating to Gunnison.

Please note that the trade / technical programs provided by Davis Area Applied Technology (DATC) and Snow College are not part of UCI.

Remember UPAN's Writing Exercise – See UPAN's Jan & Feb Newsletters, details (p.10). Thanx, Ed.

Help us finance UPAN. Start an account with Smith's Inspiring Donations. Go to this website: <https://www.smithsfoodanddrug.com/topic/inspiring-donations> Double Thanx, Ed.

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Monday, March 11, 2019 UPAN Meeting Summary by Warren Rosenbaum

UPAN President Shauna Denos hosted the meeting calling on Warren (N/L Ed.) to read two appreciation notes from inmates. He also requested that people help support our much needed office fundraising attempts by opening an account with Smith's Inspiring Donations and U S Bank; accumulated points from purchases becomes a check to UPAN. Our check last quarter was \$37. We'd have an office if most of our 800+ email addressees each earned \$5 per quarter.

An Bradshaw asked for more volunteers to help UPAN with various duties. Shane Severson helped with her request citing a need for tech support – and he will train! Faye Jenkins gave an update on legislation, Shane showed a film clip of Governor Herbert's declaration of Tuesday, March 5th as Utah's Day of

Empathy. Shauna read the official declaration shown on the screen and also reviewed each speaker at the Day of Empathy meeting as Shane showed pictures of them on the screen.

The open discussion was directed at the IPP (Inmate Placement Program) and the inconsistencies and several problems related to those contracts with county jails. That discussion occupied about a half-hour.

Another subject was clothing worn during visitation with Shane accessing the DOC website and the rules pages regarding clothing and visitation in general. The details, questions and responses were too numerous to include in this limited summary.

* * * * *

-- Empathy --

from inspiremykids.com

- Having empathy is a key ingredient to becoming the best person you can be.
You can practice empathy by:
- Listening to someone rather than trying to talk to them,
- Asking someone how they are feeling if you think there is something wrong
- Learning about people from different backgrounds and cultures
- Showing concern and care for others
- Paying attention to the needs of others
- Getting to know someone better instead of judging them

A Couple of Smiles and Maybe a Laugh

A man was told, to keep his feet healthy, he should put on a fresh pair of socks every day. After three days he stopped – he couldn't get his shoes on. Adopted from Ray Stevens CabaRay TV show.

Exercise and age have some strange side effects. An old man was on the floor doing sit-ups and when he tried to get up, he rocked himself to sleep.

A man stepped on the bathroom scale and started holding his stomach in with his hand. His wife said, "That's not going to help." He replied, "Oh yes it is. Now I can see the scale.

People who value every day of life and see the waste from over-incarceration – they're cool! Ed.

Utah Prisoner Advocate Network

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(go here to view recent UPAN meetings)
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Past-President & Treasurer: Molly Prince

Vice-president: Unfilled
Secretary: Unfilled
Director of Communications: Shane Severson
Inmate Newsletter Volunteer Coord: Deon Corkins
Director of Sex Offender Policy Issues: Faye Jenkins
Volunteer Coordinator: An Bradshaw
Newsletter Editor: Warren Rosenbaum
National #Cut50 Liaison: Britnee Webb

"Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has." Margaret Mead