



## Governor's Re-entry Council

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### Meeting Summary September 10, 2014

Department of Public Safety Standards and Training (DPSST)  
Hall of Heroes  
4190 Aumsville Highway  
Salem, OR 97317

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**CHAIR:** Colette S. Peters

**NOTE TAKER:** Kellie Whiting

**ATTENDEES:** Colette S. Peters, Cameron Smith, Kevin Cameron for Dick Withnell, Greg Hamann, Sandy Dugan, Kelly Raths, Margaret Van Vliet, Seantel Heisel on behalf of Fariborz Pakseresht, Jerry Moore, Gail Meyer on behalf of Bronson James, Paul Solomon, Courtland Geyer, Ashley Carson-Cottingham, Rod Underhill, Kristin Wings-Yanez, Patrice Altenhofen, Kim Brockamp, Cindy Booth

**OBSERVERS:** Zack Erdman, Debra Giard, Parrish VanWert, Beth Hays, Benny Ward, Todd Nell, Dawnell Meyers, Martha Duncan-Perez, Sharon Darcy, Nathan Catlin, Ann O'Malley, Christine VanOrder

#### 1. Introduction - Colette S. Peters, Director, DOC

INTRODUCTION:	Director Peters introduced Courtland Geyer, Marion County Circuit Court Judge as the newest member of the Council (appointed August 2014).
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#### 2. Approval of Meeting Summary

DISCUSSION:	Revision to page 7.
ACTION:	The Council approved the June 4, 2014 meeting summary.
ATTACHMENT:	 GovernorCouncilMeetingMinutes 6-4-14.doc

**3. Focused Presentation from the Business Community Implementation Team - Kevin Cameron, Team Co-Lead**

PRESENTATION:	<p>Kevin Cameron, Team Co-Lead, provided a Quarterly Report (<i>See attachments</i>). Reported the Team is focused on connecting the re-entry population to employment opportunities, removing barriers to such and ensuring value to both employers and communities. The Team distributed a 2014 Employer Survey through the Salem Area Chamber of Commerce as a first attempt to reach local businesses and gain additional information as to the barriers, fears, perceptions and the ‘will’ of employers to hire persons returning from incarceration. Of the 117 survey responses, 70.9% of employers ask applicants to disclose felony convictions and/or criminal history. When asked what the incentives are for employers to hire a qualified applicant with a conviction history, 34.5% responded financial incentives from Federal and State Resources; 34.5% responded job coaching and supervision provided by outside entities; 32.7% answered pre-screening and job matching provided by outside entities; and 22.7% sited no-cost to employer drug screening. The survey reflects a common belief that reducing recidivism benefits society; employment assists in reducing recidivism, crime and financial burden on the communities; and employers feel that post-release supervision is key. The survey illustrated that Oregon’s National Readiness Certificate (NCRC) is not well known among employers with only 2.1% of respondents having acknowledged it in hiring decisions; 89% have no knowledge of it; 8.5% use it occasionally. Following the feedback from the Employer Survey, the Business Community Implementation Team met with Salem/Marion County Business Leaders to discuss and solicit feedback from the Survey. Deb Giard, Marion County Parole and Probation, provided a presentation titled “Hiring Individuals on Correctional Supervision”, illustrating the benefits to employers, clients and the community. Additionally, Todd Nell, CCWD and David Allen, Employment Department presented details on the NCRC. Attendees at the June 18<sup>th</sup> event included Janet Carlson, Marion County Commissioner; Mary White, Salvation Army; Rick Day, Advantage Precast Inc.; Genevieve Martin and Gina Delahunt, Dave’s Killer Bread; Rob Roberson, Cascade Collections; Jason Brandt, Salem Chamber of Commerce; Doug Lethin, C&amp;R Remodeling; Michael Rideout and Myron James, Union Gospel Mission; and Todd Londin, ABC Windows. The Team is scheduled to present to SEDCOR on October 8<sup>th</sup>, 2014 to further highlight employer incentives and benefits; illustrate consequences for having an unemployed re-entry population; educate employers about hiring employees who are accountable to post-prison supervision; and share success stories. As part of the Team’s regional efforts, the Team plans to branch out throughout the state to educate business owners as to the benefits of hiring persons coming from incarceration. The Team continues building a ‘Toolbox’ for employers focused on creating more success stories, and increasing collaboration and employment opportunities for the re-entry population. The Team will meet again on October 22, 2014. Deb Giard, Marion County Parole and Probation, offered Marion County works</p>
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	<p>with both Release and Transition Counselors to assess what employment or education pathways are suitable and available for persons releasing from incarceration.</p> <p>Cindy Booth, DOC and Council Support added Community Colleges, Workforce Development and the Employment Department is ‘advertising’ the NCRC as a vocational pathway towards employment. Educating employers about the NCRC is part of the Business Community Implementation Team’s Communication Plan, outreach and engagement strategies. Additionally, the Education Implementation Team is looking at the NCRC as integral toward an educational pathway, recognizing online opportunities are limited or non-existent for an AIC during incarceration. Mentioned the Oregon Youth Authority is piloting an online version of the NCRC.</p> <p>There was agreement among the Council that employers need to be educated about the skill-sets obtained through the NCRC to better understand its value.</p> <p>Kim Brockamp, DOC pointed out the Department of Corrections conducts an assessment upon intake to identify skills, education and/or vocational training acquired by the AIC. Further, DOC has convened a committee to enhance and administer soft-skills training at the beginning of incarceration to better prepare the re-entry population for employment.</p> <p>Paul Solomon, Sponsors Inc., added that in order to achieve a sustainable ‘toolbox’, the Business Implementation Team aspires to cultivate leadership in various business communities throughout the state as well as leverage what currently exists, and what has proven successful.</p> <p>The presentation scheduled for the October 8<sup>th</sup> SEDCOR meeting, titled “Hiring Individuals on Correctional Supervision” will be presented at the Council meeting on December 3, 2014 per Director Peter’s request.</p>
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**4. Updates and discussion concerning the work of the Implementation Teams**

DISCUSSION:	<p><b><u>Aging Populations</u></b></p> <p>Ashley Carson – Cottingham, Team Lead provided the Team Quarterly Report (<i>See attachments</i>). The Team established the following overarching objectives: 1) Thoughtful community-based or other placement; 2) Access to continuing physical and mental health care; and 3) Uninterrupted service delivery to meet all basic needs (housing, employment, etc.). The Team invited the Nevada Department of Corrections to talk discuss their “True Grit” program specific to the aging re-entry population. Ms. Carson-Cottingham presented the vision and purpose of the Aging Population Implementation Team to the Governor’s Commission on Senior Services. The Commission’s Chair and others expressed interest in becoming involved with the work of the Implementation Team. The Team is focused on identifying the unique needs of the aging re-entry</p>
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population and how to remove barriers to such. Mentioned the Legislative Taskforce on the Delivery of Human Services, raised the issue of re-entry at a recent meeting, requesting the group be cognizant of the re-entry population.

**Education Implementation Team**

Greg Hamann, President, LBCC and Team Lead, provided the Team Quarterly Report (*See attachments*). The sub-groups continue to work toward creating educational pathways and support models; mitigate costs; market and provide online access as framework for successful re-entry. Contends the Team is convinced the incarcerated population needs to be a part of the educational strategy and is not distinct from the rest of the population in terms of educational obtainment. Offered that persons in custody need to be integrated into the 40-40-20 Education Initiative. Held there should be continuity for educational pathways and progress pre and post release. Demonstrated the efforts of all seven Implementation Teams cannot be ‘siloed’ and an integrated strategy is critical to successful re-entry. Maintained the need for increased integration of support for both pre- and post-stages of re-entry, connecting education to critical components of the ‘re-entry map’ such as housing, transportation, and employment. The Sub-groups expect to provide a preliminary set of recommendations for further investigation by the full Team. The Team will prioritize the recommendations, and develop formal recommendations and implementation strategies to present to the Governor’s Re-entry Council at the March 2015 meeting. Applauds the Implementation Team membership, acknowledging the diversity, expertise and creative thinking among the Team.

Director Peters, DOC Director and Council Chair, commended the Team’s work.

**Family and Community Connections/Engagement**

Sandy Dugan, DHS and Co-Team Lead, referenced the Team Quarterly Report (*See attachments*). Announced the Team identified four focus areas and will begin to develop specific measures and recommendations within the following areas:

- 1) Strengths-based Family/Community Inventory and Engagement Strategy – creating a standard inventory/engagement strategy for family (broadly-defined) or an AIC’s social support network for use by DOC, community corrections agencies, and other state agencies and local partners (non-profits, etc.);
- 2) Coordination of Statewide Efforts to Inventory Resources and identify methods for replicating best practices; providing AIC’s access to this information while in prison; educating families and other supports with loved ones in prison; etc.;
- 3) Mentoring – creation of a state-wide ‘hub’ to coordinate and perpetuate mentoring programs for those incarcerated and on supervision. Collaboration among resources to secure funding, ensure best practices, and establish communication and cross-agency/organization collaborations to support the

role of mentors; 4) Case Collaboration – Create multi-disciplinary approaches to re-entry so family, DHS, mental health providers, mentors, community corrections, DOC, etc., are all working together to ensure realistic expectations (not contradictory demands), communication, wrap-around services that don't just support the person in custody/on supervision, but also include and support needs of their social networks.

The Team participated in a P.A.U.S.E. Training provided by Jason Mak, DHS Diversity and Inclusion Manager. The training helped remind the Team to give thought to the impacts of decisions on those not represented at the table. Jen Jackson, Sponsors, Inc., provided the Team with an informative presentation on mentoring and best practices. The Team heard from Margaret Braun, PhD, OYA Research, regarding the Oregon Feeder System, a large shared data research effort to better understand trends leading to Juvenile incarceration. The Team plans to hold Focus Groups to solicit feedback from both persons formerly incarcerated as well as those who are preparing for release to better understand what processes and structures are working to support family and community connections, and which are not. The Team wants to better understand how people in DOC facilities define 'Community-Family Support Networks', what are the best ways to build/maintain relationships during incarceration, and the challenges to such. Additionally, to understand where along the way (during incarceration) relationships blossom and/or are lost. The Focus Groups are scheduled to meet inside Coffee Creek Correctional Facility (CCCF) in Wilsonville, Santiam Correctional Facility (SCI) and the Oregon State Correctional Institution (OSCI), both in Salem, and within the communities (Lane County and Multnomah County) over the next few months.

#### **DOC Video Presentation: Professor Preponderance**

Director Peters invited the Council to watch a brief video titled "Professor Preponderance" to provide a glimpse of the work done by the Oregon Department of Corrections to better connect persons in custody with their children. Noted the Minnesota Department of Corrections study which concluded that the most overriding factor in the reduction of recidivism was whether or not the person in custody received visits, and /or was able to maintain family connections. The Oregon Department of Corrections learned that 59% of adults in DOC's custody did not receive visits. Subsequently, DOC provided education for adults in custody as to the importance of maintaining family connections and providing parenting education inside its prisons. As a result, 60% of adults in Oregon Department of Correction's custody have received visits. Reiterated the goal to prevent future victimization and generational criminality.

Rod Underhill, Multnomah County District Attorney asked if there are efforts to support the caretakers of children of incarcerated parents.

Kim Brockamp, DOC provided T.A.C.E. (Through a Child's Eyes) as an

example of such outreach. Acknowledged there is more work to be done.

Kelly Rath, DOC added a companion manual will be developed for caregivers, in addition to the manual for the incarcerated parent. Work is underway to create ‘enhanced visitation’; environments friendly to children and requires intentional and skillful participation from the incarcerated parent.

Paul Solomon, Sponsors Inc., asked if strategies are in place to increase access to visitation for families who live a substantial distance from the institution.

Director Peters answered the Oregon Department of Corrections is the first in the Nation to provide visitation via video stream. Mentioned the capabilities allow families to visit globally. Further, the technology is sophisticated and secure.

#### **Juvenile Re-Entry Implementation Team**

Seantel Heisel, Oregon Youth Authority and Team Lead, referred to the Team Quarterly Report (*See attachments*). The Team is currently developing measures and targets. A need for content and subject matter experts remains when addressing specific action items, such as representation from Community Corrections. Subgroups continue work on identified action items, mapping current practices and identifying areas for improvement. Subgroup Leads are working to identify representatives who can assist in providing direction and information. Acknowledged the challenges surrounding technology and data sharing when discussing seamless transitions and ensuring access to resources pre- and post release.

#### **Sex Offender Implementation Team**

Kristin Wings-Yanez, BOPPPS and Team Lead, provided the Team Quarterly Report (*See attachments*). HB 2549 (2013) created a three-level system for ranking sex offenders based on their risk of committing another sex crime as established by a designated risk assessment tool. Since its enactment, State agencies have awaited legal advice from the Oregon Department of Justice regarding what the measure requires. Offered the bill will eventually provide information to the public about what the levels of risks are in the community as well as provide mechanisms for relief of sex offender registration. The Team will develop communication plans to educate sex offender populations impacted by the new law, and for agencies and organizations providing supervision, services etc. to impacted persons. In addition to implementing the requirements of HB 2549 (2013), the Team will develop and administer rules, policies, practices and procedures to guide implementation of statutory requirements. Believes a member of the Crime Victims Community should be part of the discussion regarding education for crime victims about what the system means. The Team hopes to convene its initial meeting late fall.

	<p><b><u>Veterans Re-entry Implementation Team</u></b></p> <p>Cameron Smith, Veteran Affairs Director and Team Lead, referred to the Team’s Quarterly Report (<i>See attachments</i>). To accurately reflect the number of incarcerated Veterans, a process will be developed to gain adult in custody approval at DOC intake to run social security numbers against the national database. Identifying Veterans status of those in DOC’s custody is needed to ensure benefits both while incarcerated and upon release. Use of the National Veterans Re-entry Search Service (VRSS) to confirm veteran status of those in DOC’s custody is currently in pilot stage. The Team will measure the percent of incarcerated Veterans verified through VRSS, and the percent of incarcerated Veterans for whom power of attorney is established allowing ODVA to work on their behalf to secure benefits. Further, to categorize the powers of attorney by gender, race etc., to identify any underrepresented areas. Mentioned the potential cost-savings to state safety-net services, and/or the Department of Corrections by connecting verified and eligible Veterans to their Veteran benefits. Shared that Deer Ridge Correctional Institution received initial approval for an American Legion Post (#131) within the walls of the institution; the first in the Nation.</p>
ATTACHMENTS:	<div style="display: flex; flex-wrap: wrap; justify-content: space-around;"> <div style="text-align: center; margin: 5px;">         Business_Team_QuarterlyCouncilReport_9-10-2014 (2)     </div> <div style="text-align: center; margin: 5px;">         AgingPopulation_Team_QuarterlyCouncilReport_9-10-2014 (2)     </div> <div style="text-align: center; margin: 5px;">         EducationTeamQuarterlyCouncilReport_9-10-2014 (2)     </div> <div style="text-align: center; margin: 5px;">         FCCE_Team_QuarterlyCouncilReport_9-10-2014 (2)     </div> <div style="text-align: center; margin: 5px;">         JuvenileReentryQuarterlyCouncilReport_9-10-2014 (2)     </div> <div style="text-align: center; margin: 5px;">         Sex_Offender_Level_SystemQuarterlyReport_9-10-2014 (2)     </div> <div style="text-align: center; margin: 5px;">         Veterans_QuarterlyReport_9-10-2014 (2)     </div> </div>

**5. ODOC’s OMR Division Quarterly Target Review and Examples for Implementation Teams**

DISCUSSION:	<p>Director Peters introduced a DRAFT Measures Scorecard (<i>See attachments</i>).</p> <p>Cindy Booth, DOC walked the Council through the DRAFT Measures Scorecard, explaining it is a ‘living document’ to be used by the Implementation Teams to identify measureable targets and track the Team’s progress. Additionally, set baselines in which to measure against and adjust targets as needed.</p> <p>Ms. Booth presented data on the number of adults in custody who participated in the DMV Trips and the Valid with Previous Photo Program (VWPP) to obtain state-issued identification prior to release from DOC. (<i>See attachments</i>). By way of background, the Department of Motor Vehicles promulgated Administrative Rules, and the Department of Corrections developed identical rules that allow certain AIC’s to either obtain an original Identification Card (DMV Trip process) or obtain reissuance or renewal of an Oregon ID Card or ODL provided an AIC already has a Department of Motor Vehicles record, and is eligible for renewal or reissuance. The VWPP program allows DOC to</p>
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	<p>submit DMV applications, fees, and a photo of the individual which is then verified by DMV facial recognition software. Upon verification, the DMV issues a card to the adult in custody prior to release, which is obtainable by the AIC upon release. The data will continue to be part of the quarterly reports to the Council.</p> <p>Director Peters pointed out persons in custody who are enrolled in the Affordable Care Act and who have health care coverage upon release are internal cascading measures DOC tracks. Believes continuity of care upon release will have a positive impact on future victimization.</p> <p>Ms. Booth added the measures will also be part of the Aging Re-entry Implementation Team and the Juvenile Re-entry Implementation Team's scorecard. Per the Council's request, presented recidivism rates over the last five years and reported on a quarterly basis. Recidivism information can be found at the following address: <a href="http://www.oregon.gov/DOC/RESRCH/pages/index.aspx">http://www.oregon.gov/DOC/RESRCH/pages/index.aspx</a></p>
ATTACHMENTS:	<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">         Simulated Team Measures_Scorecard.     </div> <div style="text-align: center;">         Copy of Copy of DMV Stats_Bar Graph     </div> <div style="text-align: center;">         Copy of Recidivism_for 9-10-     </div> </div>

**6. Request for Public Comment**

PUBLIC COMMENT:	<p>Beth Hays, Mountain West Department of Mission Advancement, provided an overview of preliminary legislative concepts (<i>See attachments</i>). Indicated former Chief Justice De Muniz will draft language for consideration by the 78<sup>th</sup> Legislative Assembly to provide a 'Certificate of Good Standing' (amended from 'Certificate of Rehabilitation') and possibly a 'Fair Hiring' provision akin to other efforts in other states.</p> <p>Director Peters suggested inviting former Chief Justice De Muniz to speak further about the legislative concepts at the December 3<sup>rd</sup>, 2014 Governor's Re-entry Council meeting.</p>
ATTACHMENTS:	<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">         Certificate of Good Standing.docx     </div> <div style="text-align: center;">         Fair Hiring Policy.docx     </div> </div>

**7. Good of the Order**

DISCUSSION:	Director Peters thanked members for their time and attendance.
NEXT MEETING:	<p>Date: Wednesday, December 3, 2014</p> <p>Time: 2:30 to 4:30 PM</p> <p>Location: DPSST, Hall of Heroes 4190 Aumsville Highway Salem, OR 97317</p>

<p>FUTURE MEETINGS - AGENDA ITEMS:</p>	<p>Standing Agenda Items:</p> <ul style="list-style-type: none"><li>• Focused presentations and discussion concerning the work of one of the seven Implementation Teams:<ul style="list-style-type: none"><li>○ Aging Populations</li><li>○ Business Community</li><li>○ Education</li><li>○ Family and Community Connections/Engagement</li><li>○ Juvenile Re-Entry</li><li>○ Sex Offender Level System</li><li>○ Veterans</li></ul></li><li>• Implementation Team Quarterly Target Reviews</li><li>• Council Member Agency and Organization Reports</li><li>• Request for Public Comment</li><li>• Request for Future Agenda Items</li></ul>
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