Reducing Recidivism in Arizona

Prepared for

Governor's Recidivism Reduction Project Team

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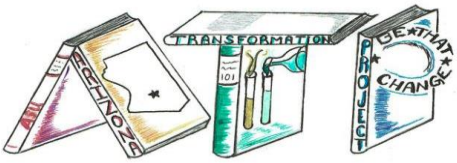

Final Report Submitted: 8-9-17

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Acknowledgements

The research team would like to thank the Governor's Recidivism Reduction Project Team and the administration and staff at the Arizona Department of Corrections for their cooperation and partnership on this project. In particular we extend our gratitude to Tim Roemer of the Governor's Office and Karen Hellman of the Arizona Department of Corrections, along with Warden Kevin Curran (ASPC-Florence), Deputy Warden Edward Shuman (ASPC-Florence, East Unit), and COIII Alexie Noble (ASPC-Florence, East Unit). We appreciate all of the time and thought shared by the men at East Unit.

Suggested Citation: Wright, K. A., Haverkate, D. L., Meyers, T. J., Matekel, C., Telep, C. W., Maloney, E., Thrasher, J., House, J., White, V., & Wroe, T. (2017). *Reducing recidivism in Arizona.* Prepared for Governor's Recidivism Reduction Team. Phoenix, AZ: Office of Correctional Solutions, Arizona State University.

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RECIDIVISM REDUCTION IN ARIZONA

EXECUTIVE SUMMARY

Overview

In spring 2017, the Governor's Recidivism Reduction Project Team partnered with the Office of Correctional Solutions (OCS) at Arizona State University and the Arizona Transformation Project (ATP) to conduct a study of reentry and recidivism. Unlike other studies on the topic, the research presented here centers solely on the perspectives of incarcerated persons. Our sample includes those who have first-hand experiences with the process of reentry and sometimes, recidivism. On May 12th, 2017, five incarcerated men at ASPC-Florence, East Unit, a medium-security male facility, began conducting in-depth semi-structured interviews with currently incarcerated individuals.

The interviews included questions created by the Governor's Recidivism Reduction Project Team and the Arizona Transformation Project to better understand recidivism in Arizona. Over the next eight weeks, the men would complete 409 total interviews. The men incarcerated at ASPC-Florence East Unit may not be representative of all men incarcerated in Arizona. It is important to note, however, that the men interviewed have significant criminal histories, and they have served time in a variety of facilities and security levels throughout the state.

Summary of Methods

Incarcerated interviewers were trained in human subjects research and general qualitative interview techniques in preparation for the project. The five interviewers conducted all semi-structured interviews. These interviews covered a number of topics including housing, employment, substance abuse, reentry challenges, and participant views on effective solutions to recidivism. This research was approved by the Arizona State University Institutional Review Board (STUDY00005907).

In Section 1 we present demographic information of the final sample. Sections 2 - 6 present the qualitative data from the interviews. These qualitative data are presented in sections, where each individual response was coded to organize and identify common themes across respondents. As such, the percentages of responses in each category for each question will often equal over 100%. The responses that are included for each theme best highlight the concerns and ideas that the respondents discussed. Each section ends with a list identifying themes brought up by less than 10% of respondents (ordered from most frequently mentioned to least). The last section, Section 7, describes the implications of this research based on the themes that emerged across all questions and respondents.

Summary of Results

1. *The respondents represent a unique cross-section of the population:*
   - The average age of the sample was 40 years old (range 19 to 86).
   - The majority of the sample have recidivated (61.9%), but only 7.3% of the sample were reincarcerated for a technical violation.
   - On average, respondents in this sample have 2.41 prior commitments, and have roughly 5.75 years left to serve on their current sentence (range 1 to 162 years).
   - The largest racial/ethnic group represented was Caucasian (48%), followed by Latino (25%), Black (24%), American Indian (3%), and Asian (1%).
   - Only 20% of the sample had less than a GED.
   - The majority of the sample is single (56%).

2. *In-prison employment and work opportunities:*
   - 73% of the sample reported that the job training offered in prison will not be useful when they get out. Many respondents claimed that the training/work opportunities that are offered do not apply to the jobs that they will most likely secure upon release (36%). Instead, job opportunities in prison were viewed as menial labor jobs that do not require the skills necessary to secure and maintain gainful employment during reentry.
   - The biggest barriers to securing employment upon release included the stigma associated with being a felon (52%) and a general lack of education and skills (e.g., employment, technical, people) that are necessary to secure employment (21%).

3. *The impact of housing:*
   - Only 12% of the sample were homeless at the time of their most recent arrest. Approximately 1/3 of the sample, however, did not know where they will live when released (31%).

- Roughly 1/3 of the sample reported ever living in a halfway house (33%).
- Of those who reported ever living in a halfway house, slightly over half felt that the halfway house provided adequate support (54%).

4. *Substance use and responses to substance abuse:*
    - Respondents included in the sample reported a high level of substance use in the month prior to their incarceration. The majority of the sample reported using alcohol (63%), while over half reported using marijuana in the month prior to their incarceration (57%). 44% of the sample reported using methamphetamine, while one-quarter of the sample reported using prescription medication (25%).
    - While substance use in the month prior to incarceration appeared high, less than half of the sample felt that they had a substance abuse problem (46%).

5. *Reentry services and support*:
    - There were a large number of services that are needed upon release. Identified services that were needed by at least half of the respondents included employment (72%), assistance with healthcare (71%), proper identification (71%), mentorship from someone who has been through the system (62%), family or friend support (60%), and transportation (54%).

6. *Solutions proposed by respondents:*
    - There were a number of solutions reported that respondents believed could reduce recidivism. The majority of respondents (62%) believed that meaningful employment, job training, and trade opportunities while in prison would reduce recidivism and make for a more positive and supportive prison environment.
    - At the time of reentry, job placement prior to or at release (32%) was identified as the main solution to recidivism. In the community, respondents reported that the opportunity to engage with mentors, advocates, or support groups (19%) would reduce recidivism. The importance of mentorship was mentioned numerous times across multiple sections of the interview.

SECTION ONE:
DEMOGRAPHIC INFORMATION

Total Sample: 409 male respondents

Average Age: 40 years (range 19 to 86)

Race/Ethnicity: 48% = White; 25% = Hispanic; 24% = Black; 3% = American Indian; 1% = Asian; 3% = Other (totals over 100% given some marked multiple race/ethnicity categories)

Highest Level of Education[1]: 19% = Less than GED; 43% = GED/high school diploma; 38% = More than GED

Relationship Status: 56%= Single; 12%= In a relationship; 15%= Married; 2% = Separated; 13%= Divorced; 2%= Widowed

Average Number of Children: 2.10 (range 0 to 14)

Average Number of Minor Children: 1.14 (range 0 to 12)

Recidivists: 62%= Yes; 38%= No

Incarcerated for Technical Violation: 7%= Yes; 93%= No

Average Number of Prior Commitments, including this one: 2.41 times (range 1 to 12)

Average (median) Time Currently Incarcerated: 60 months (range 1 month to 612 months)

Average (median) Time Still to Serve: 5.75 years (range less than 1 year to 162 years)
(Note: Sample included 26 lifers who were not included in this calculation).

[1] The interviewers suggested that these percentages likely overestimate the education levels of those incarcerated at East Unit due to respondents considering DOC programming as representing "More than a GED." Nevertheless, a higher percentage had at minimum a GED as compared to the larger ADC population.

SECTION TWO:
EMPLOYMENT

- **Working at Time of Most Recent Arrest:**
  47% = Full-Time; 43% = Not Working; 10% = Part-Time

- **Average (median) Amount of Time Longest Employment:**
  36 months (range 0 to 456 months)

- **Currently Working in Prison:**
  76% Yes; 24% = No

Why weren't you working prior to your most recent arrest?

***Drug Use/Sales* (42%)**

- "Selling drugs. I made enough money to support myself. I did, however, own a couple of trucking businesses but they weren't legit. "
- "Drugs. Had gotten fired from job. Used company truck to go get drugs."
- "Selling drugs and dealing with addiction."
- "Because I chose to use drugs and leave employer."

***Quit/Fired/Laid Off from Job* (11%)**

- "I was laid off less than a month before my most recent arrest."
- "I had escaped for 18 years worked most of them but I quit before I turned myself in."
- "Went crazy a week before arrest, quit job."
- "Got fired."

***Committing Crimes* (10%)**

- "Because I was doing illegal things to make money."
- "Supporting self through criminal activity."
- "I was actually scheduled for a job interview the following Monday after I was arrested."
- "With the money I was making from armed robberies, there was no need for a job."
- "Running the streets. Only out for 12 days."

** Respondents also mentioned other reasons why they were unemployed at the time of their most recent arrest including: being on government assistance/retired, couldn't find a job/gave up, being on the run, criminal background/employment gap/lack of skills, personal/relationship issues/obligations, being disabled, wasn't earning enough through legal means, being a student, unmotivated to get a job, having side jobs, and just visiting the state when arrested.*

*** Percentages were calculated only among those who reported they were not working prior to their arrest (n=177)*

Why aren't you currently working in prison?

***Just Arrived at East Unit* (24%)**

- "I just got to this yard plus they're taking 67% of my money for DUI."
- "Just moved here - usually T.A."
- "Just came to East Unit."

***Medical Issue/Disabled* (20%)**

- "I am disabled and they don't want to give me a job despite not having a medical issue that prevents me from working."
- "I got shot and I can't work."
- "Not cleared through medical."
- "Mental disability."

***On a Waiting List/Waiting to Hear Back* (14%)**

- "I'm waiting for one. They go by list."
- "Applied for job haven't received one yet."
- "I saved a lot of money before I came in here and these jobs in here don't pay anything. When an ACI or any job besides the kitchen or raking rocks opens, I'll take it. Those (ACI) feels like a "real" job."

***Issues with Pay/Amount of Money Deducted* (10%)**

- "Why work for pennies when I know my worth has a human being?"
- "Because I am DUI and they take 67% of pay."
- "I don't work because they will take all of my earnings."

***Participating in Education/Programming Instead of Working* (10%)**

- "I was but not anymore because I volunteer in peer education teaching classes."
- "Because I attend the WBE (work based education class)."
- "Still taking mandatory education."
- "Going to classes."

** Respondents also mentioned other reasons why they were not working in prison at the time of the interview including: no good/worthwhile jobs available, fired from/quit job, not wanting to work, being close to release, and disciplinary issues.*

*** Percentages were calculated only among those who reported they were not working in prison (n=99)*

Do you believe the job training you are receiving in prison will be useful when you get out? Why or why not?

The Job Training in Prison is *Not* Useful (73%)

Training Doesn't Apply to Livable/Usable Jobs/Skills on the Outside **(35%)**

- "No. Currently no job skills/training offered to prepare you for the streets."
- "Sitting in a rec shack checking out kettle balls will do me no favors in the future."
- "I haven't learned any real skills in here. The construction class I took taught me enough to just be the guy that holds the drill and passes the hammer, while the real construction worker does the real job. I've had no chance to put the little bit that I did learn to practice. I've kind of forgotten a lot of it after 8 years."
- "I have received none whatsoever. The training in here is for archaic, defunct, obsolete training. There is no way the training in here can translate into the real world. It's like training someone to work at Blockbuster Video."

There is No Job Training/Not Working **(25%)**

- "They have a few classes but they're hard to get into. They don't really have job training."
- "Haven't received job training."
- "I'm not getting any job training! What job training?"
- "I've never had or been offered any job training in here."

Training Doesn't Correspond to Inmate's Desired Job/Trade **(11%)**

- "They don't have classes to teach what I need. No culinary course. Something for me to get out and get a better job."
- "What job training? There's no training doing something repeatedly that requires no skill. Training implies you're learning for a field you'll be working in."
- "There is no job training in prison, especially for what I want to do (motorcycle mechanic)."

Too Many Barriers for Participation in Work Programs **(8%)**

- "When you do get into what little they have you may be moved before you complete. Classes become security issue."
- "There's not enough jobs as it is."
- "Certain people get skilled jobs. They don't have enough skilled jobs to teach new people."
- "The classes they do have, there are so many things they want you to do to be eligible for it."

The Job Training in Prison *is* Useful (27%)

Gives You Universal Skills That Can Apply to All Jobs **(17%)**

- "It helps with teamwork, work ethic"
- "It is preparing him to maintain a full-time job."

- "They're not training me, but everything I'm learning is useful. Management skills, people skills, putting on shows, organizing them. Learning music has been productive."

***The Work Does/May Translate to a Job/Trade* (9%)**

- "If you learn to sew and use sewing machines, there's always opportunity to work in sewing industry."
- **"**I took some work based education. They'll help if you pursue that trade, but that won't work for everybody."
- **"**Because I've learned a lot of skills in prison, detail painter, power tools, hand tools and computers/clerical."

***While Training is Useful, there is Inequality in Access across Yards* (2%)**

- **"**When I'm tutoring I'm sharp on math and language skills. I'm also in Rio Salado taking a small business course. This yard is different than other yards. There are so many more opportunities here. Other yards not even so much."
- **"**To clarify, the training I've received, past tense, which is no longer available, allowed me to learn MS office, particularly to create and maintain a student database using Access. Unfortunately, the CAC computer applications curriculum, along with every other computer applications curriculum with other community colleges across the state was terminated due to computer-phobic ADC administrator. "
- **"**I was certified HVAC in Douglas."

What do you believe is the biggest barrier to securing a job once released?

***Criminal History/Felony* (52%)**

- "People's criminal history. Now-a-days everybody does background checks. Even apartment complexes have felon free zones. That's a stress on people that causes them to return to what they know."
- "We're convicted felons man. It's hard. We are stained for the rest of our life with a felony, so some people won't hire. Those that hire felons might not be the best work or wages."
- "Getting to have a face-to-face interview. Because I have a felony they won't even interview you. They won't even give you a chance to explain your past. I shouldn't even be required to say that I have a felony on my job application."
- "I don't see a problem other than a felony on record."

***Lack of Education or Job/Technological/People Skills* (21%)**

- "Knowledge, education. Ex-cons are ill-equipped with the experience or practices to blend into today's society. The jobs that ex-cons feel comfortable with are seasonal, construction, custodial, and other menial service jobs, because that's all that exists in D.O.C (training) for most inmates. All technical jobs or training has been removed, like computer classes, masonry, concrete."
- "A lot of people either don't know the interview process. They don't know how to dress, interview, or even express themselves. They may not know how to write a resume."
- "An individual's own employability, what you have skills to do."

- "Having job experience, training, and education for a realistic job in the outside world."

***Direct Discrimination/Stereotyping/Stigma of Felons by Society* (17%)**

- "Stereotypes of convicts. Society does not allow us to pay our debt and move on. We are constantly paying our debt."
- "Stereotypes in the communities of ex-cons. Even though I have excellent job skills and much experience and would be faithful employee if given the chance."
- "The stigmatization of being a felon. Having a label."
- "Public stigmatization. Public perception. People believe they're worth more. If you tell someone they're only good enough to clean toilets that's not an option."

**Respondents mentioned other barriers to securing a job once released including: lack of transportation/driver's license, gap in employment/lack of job experience, lack of confidence, lack of motivation/laziness, personal choices/decisions, age at release, drugs/alcohol, lack of housing/phone/internet, lack of knowledge/false hope, tattoos, peer group/gang/poor neighborhood, still having a prison mentality, and lack of money/support. Those who were serving life sentences (n = 26) were excluded from this section.*

SECTION THREE:
HOUSING

- **Homeless at Time of Current Arrest:**
  12%= Yes; 88% = No

- **Location of Housing Impact Ability to Find Job:**
  16% = Yes; 84% = No

- **Ever Lived in Halfway House:**
  33% = Yes; 67% = No

  - Did Halfway House Provide Adequate Support:
  54% = Yes; 46% = No

- **Do You Know Where You'll Live When Released:**
  69% = Yes; 31% = No

At the time of your most recent arrest, what was your housing situation?

Owned/Own Home **(28%)**
- "Owned home with wife and family."
- "My wife and I have our own house."
- "We have properties."
- "Living in own trailer."

Living/Staying with Family (Not Specific if Renting or Owning) **(28%)**
- **"**Girlfriend's house."
- "Live with family at home."
- "Lived with parents."
- "Living with family."

Renting Home/Apartment Alone, with Family, or Friend(s) **(26%)**
- "Lived with uncle; rent apartment."
- "Lived in apartment with daughter and her mom."
- "Leasing house."
- "Renting a house with my girlfriend and friends."

Homeless/Couch to Couch/Motel **(12%)**
- "Motel by month."
- "Living out of car."
- "Homeless. That's how I violated."
- "Couch to couch, due to a failed relationship."

** Respondents also mentioned other housing situations including: staying with friends (not specific if renting or owning), group home/halfway house/sober living facility, and work-provided housing.*

How did your housing impact your ability to find a job?

***Lack of Opportunities in Neighborhood/Surrounding Area* (24%)**

- "It was very upscale neighborhood and I couldn't get a job. I couldn't reach my own potential."
- "Jobs located around area were too low paying to support wife and five kids."
- "Place where ex-cons are allowed to live, typically there is no work around there."

***Lack of Transportation/Driver's License* (21%)**

- "Transportation - lack thereof. Distance to and from work. Many times, jobs offered were hours outside public transportation"
- "In San Tan, there isn't any public transportation."
- "Didn't have license, couldn't commute."

***Homeless/Lack of Permanent Address* (15%)**

- "No residential address to give to employer."
- "When you are homeless and you apply for a job, the employer asks for home address. When you don't have one, it's a red flag."
- "I never knew where I would end up from day to day. My housing was priority over working."

***Characteristics of Neighborhood* (10%)**

- "It was in a crime ridden area."
- "The neighborhood was bad and I got drawn into my old lifestyle."
- "Area was dictated by previous incarceration."

***Proximity to Transportation and Housing Had a Positive Impact on Finding a Job* (10%)**

- "I lived on Ft. Huachuca. I was ready to be deployed. Every job I needed was right there. So, it impacted me in a positive way."
- "There were a lot of businesses where I lived at and easy transportation."
- "I made sure I lived by the light rail or bus lines."

** Respondents also mentioned other reasons why the location of housing impacted ability to find employment including: discrimination, drugs, lack of motivation to look for job, lack of skills required for jobs in area, and just moved to area.*

*** Percentages were calculated only among those who answered "yes, my housing impacted my ability to find a job" (n=67)*

Did the halfway house provide adequate support? Why or why not?

***Yes*, It Provided Adequate Support (54%)**

Reasons why the halfway house provided adequate support:

***Assisted with Finding a Job/Provided Employment* (21%)**

- "They provided me a job at 7-Eleven."
- "It had jobs lined up for us and we had a tax discount to hire felons."
- "They helped me find a job. Even after I was out of there, they helped me find a job. I guess I was lucky. That's how I got the conveyer belt job."

***Hosted Classes/Offered Services* (20%)**

- "They had education classes."
- "A/A meetings. Manager supportive, encouraging."
- "Because the halfway house I was in helped me identify things within myself that I did not recognize."
- "Because of the meetings and I was learning a lot and I was the cook."

***Provided Transportation/Necessities* (15%)**

- "Provided internet access, list of companies that hire convicts, A/A, N/A, had van to take people to worship their faith, counseling, vouchers for clothes, food boxes."
- "Transportation, money, and food were provided for me."
- "Provided basic necessities."

***Provided Shelter/Stability/Structure* (12%)**

- "Adequate for me is shelter to sleep. A stable residence."
- **"**Because it structured my life."
- **"**There was structure, but not enough security."

** Respondents also mentioned other reasons why the halfway house provided adequate support including: the halfway house was outside of Arizona or Federal, the halfway house offered financial assistance, and the halfway house provided adequate support but individual didn't take advantage of the support.*

***No*, It Did Not Provide Adequate Support (46%)**

Reasons why the halfway house did not provide adequate support:

***Didn't Care About Occupants/Only Geared Toward Money* (20%)**

- "They didn't help me. They didn't care what I did. They were in it for the money."
- "Not there long enough to gain benefit. Not conducive to proper reentry - too many drugs. Halfway house only worried about income, not success."
- "They were worried about money and not treatment that we needed."

- "It was only a cash cow. They are not structured to help you. They only want to give you a place to lay your head while charging enormous rates."

Didn't Provide Help/Only a Place to Sleep **(19%)**

- **"**They just put a roof over my head."
- **"**It's not independently centered. All 12 step programs. You either get your own job or work for them."
- **"**All they really had was some drug and alcohol classes. They offered no help to get a job. They did however allow us to go out and look for work."

Rampant Drug Use/Sales/Criminal Activity in House **(14%)**

- "Drug infested area, and no monitoring, sponsors were actually selling and/or using drugs."
- "If you like heroin and not alcohol, it does. It's just like a dumping ground for people with all kinds of problems. You put them all together and it's a disaster. It's more of a homeless shelter than any type of helpful "step back into society" program."
- "There were drugs there. The manager was doing and selling drugs. I had a mentor who switched me to another halfway house who advised me where to get drugs."
- "I was exposed to things there I was never exposed to before (i.e. heroin, meth, people shooting up) which led me to bad habits."

** Respondents also mentioned other reasons why the halfway house did not provide adequate support including: the structure/rules were too restrictive, halfway house was in a bad part of town, and help was not adequate (no explanation).*

*** Percentages for both sections (yes/no) were calculated only among those who reported to have been in a halfway house (n=134)*

What are your housing plans once released?

Stay with Family/Romantic Partner **(58%)**

- "Get out and get a job while living with family."
- "I'm going to take care of my elderly mother and disabled sister. I'm going to obtain formal education in order to achieve my financial and employment goals to continue to be a productive member of society as I always had been."
- "I'm staying with my brother but I don't know exactly where yet."
- "In my mom's house."
- "Move in with my sister until I get on my feet."
- "With my girlfriend."
- "Living with father through community supervision."
- "I have to live at my mom's first, then I'm going to buy another house."
- "I will go back to my grandparents in Show Low."

Buy/Rent Home/Apartment or Back in Own Home **(18%)**

- "Back at home with my wife and daughter."
- "Go to house I own."
- "I still have my own land."
- "My own apartment."
- "Rent a house with wife."
- "My dad passed away but he left us the house."

** Respondents also mentioned other housing plans including: living with family or on own out of state, living in a halfway house or treatment facility, unknown/multiple answers, staying with friends, organizational or religious housing, and living on a Native American reservation.*

*** Percentages were calculated only among those who answered "yes, I know where I'll live when released." (n=280)*

SECTION FOUR:
SUBSTANCE ABUSE

- **Drugs Used in the Month before Arrest:**

Alcohol = 63%	Heroin = 20%
Marijuana = 57%	Cocaine = 17%
Meth = 44%	Other = 9% (e.g., LSD, Mushrooms, PCP, Spice)
Prescription Medication = 25%	Crack = 6%

Do you think you have a substance abuse problem?

Yes, I have a Substance Abuse Problem (46%)

Challenges that Kept Respondents from Being Sober:

***Enjoy Being High/Addiction/Lack of Self-Control* (15%)**

- "I just love the streets. It just feels like more freedom to be high all day instead of having responsibility."
- "My addictive personality."
- "In prison there is always a supply of drugs. When they are around it's hard to say no. "

***Peers/Old Neighborhood* (13%)**

- "On the street in my neighborhood, the people around me in my neighborhood."
- "The environment. Where I worked everyone did drugs and place didn't drug test."
- "Life in general is a challenge, being around the old crowd. Can't go back to the same neighborhood."

***Used Drugs to Relieve Stress* (12%)**

- "Stress related to not being able to finding a job. Plus dealing with custody issues concerning his daughter."
- "Pressure from being released. Where I'm living-having no home. Being restricted, being hindered from taking care of what I need or not being able to take care of self. Being ostracized by my family."
- "Some triggers are family, my social network. Not being set up for success. Going back to old neighborhoods."

***Self-Medicated for Mental Illness/Pain Relief* (10%)**

- "Death in family that caused depression and I couldn't cope so I self-medicated."
- "I self-medicate for my schizophrenia. I smoke to bring it down."
- "Physical sickness, lack of treatment facilities or options."

** Respondents also mentioned other challenges to being sober including: boredom and being a drug seller turned a user.*

***No*, I Don't Have a Substance Abuse Problem (54%)**

Reasons Why the Respondents Thought They Were Able to Stay Sober:

***Learned From Past Prison Experience/Grew Up* (21%)**

- "I've lost the taste of drugs. The trauma of my crime sobered me up made me realize the cost of doing drugs."
- "I caught a life sentence in California in 1994. I gave up everything then and had no desire for it when I got out."
- "I've seen what it can do to you in the world. I know better to use it in here. I caught this case under the influence and it didn't help my decision making. It enhances anger."

***No Interest in Drugs or Substances* (16%)**

- "Raised by a single parent who taught me to not make those decisions when things got tough. I was busy helping my mom."
- "I've seen what it does to other people. Use them as an example."
- "I was turned off to drugs at young age because my mom was a heroin addict. I've spent most of life in prison so I never picked up a drug habit."

** Other reasons respondents thought they were able to stay sober include: self-control, religion, family/job obligations, doesn't label or recognize substance use as a problem, attending programming that addresses the root of the problem, and sober in prison but will use when released.*

If someone has a substance abuse problem, what do you think could be done to help them overcome their addiction?

***Treatment/Programming/Counseling both in Prison and in Community* (41%)**

- "More meetings on the yard. More 12 step studies. It does you no good to go to a meeting if you don't know what it's about."
- "Programs, real drug programs, counselors, who have lived the life, and can show others that there is an alternative."
- "Find a treatment program that works for them. Don't force them in a treatment program that doesn't work for them."
- "A substance abuse program that would focus more on the underlying issues of why people use."
- "There's going to have to be a special program set up with separate housing and separate programming. It has to realize that these addicts are all hardwired differently. There is not a cookie-cutter method to cure this."

***Someone Must Want to Quit/Realize They Have a Problem* (32%)**

- "Personally, I think when a person is tired of getting high they'll have the desire to quit. I haven't reached that point in my life. I've given up everything for drugs--family, wife, freedom."

- "It's about having strong or weak brain. We know what we have to do, if we don't do it it's on us. If it affects people around you then you need help. It's up to the person to quit."
- "They have to be willing to make that choice. They need self-knowledge, learn their triggers. They need to realize the pros and cons of doing drugs. They need to have more knowledge and understanding about consequences and who it affects. They think it only affects themselves but it doesn't. They need to know that life can be good without it."
- "It's different with each individual. They will only ever stop when they are tired of doing it. Until they have had enough then they won't quit. They have to not be willing to accept the repercussions anymore."
- "I don't believe anything can be done for them until they make the decision for themselves. Once they do, then some counseling can help."

***Support System or Mentorship* (24%)**

- "Support from family. Any kind of support helps."
- "Help them! Tell them what you've been through and where drugs will take them. Lift them up with love."
- "Then get involved with some mentors that have recovered and stay away from those who use or have the potential to."
- "Having proper mentorship"
- "Peer mentorship. Showing pros and cons of using."

***Stay Away from Negative People/Environments* (12%)**

- "Stay out of neighborhood you started in. Change friends and locations."
- "There has to be some kind of change in their daily habits, who they hang out with, and they might even need to relocate."
- "Stay away from situations or people who either do drugs, or push them."
- "First and foremost, they should be removed from their environment before entering treatment. This gives them a chance of successfully curing their addiction. However, the conundrum is, can they afford to relocate?"

***Staying Busy/Replacing Drug Habits with Positive Habits/Activities* (10%)**

- "It's different for every person. I guess, find something else you love in life more than drugs. Some may or may not work depending on the person."
- "Give them something else to occupy their time with."
- "Find a better habit. Do something more positive; replace habit."
- "Substitution of old habits with new habits. They have to find something to fill void of not using."
- "If someone can find something they are passionate about and can make them a living that'd give them hope."

** Respondents also mentioned other things that could be done to help someone overcome their addiction including: offering help/encouragement, religious/spiritual guidance, education about addiction, not sending individuals to prison, medication, sending individuals to prison, just staying sober, learning to function on drugs, and removing drugs from society entirely.*

SECTION FIVE:
REENTRY

- **Services Needed Upon Release:**

Employment = 72%	Religious Guidance = 43%
Healthcare Assistance = 71%	Substance Abuse Counseling = 42%
Proper ID = 71%	Housing = 41%
Mentorship = 62%	Meals = 39%
Family/Friend Support = 60%	Mental Health Counseling = 35%
Transportation = 54%	Child Care = 8%

Why do you think most people come back to prison?

***Lack of Resources/Programming* (44%)**

- "Because they are not adequately prepared for reentry into society, because they have not made successful and dedicated transformation from their old lifestyle to one that would keep them out of prison."
- "There isn't enough programs, job training, or incentives to prepare us for release."
- "Most people come back to prison because of poor preparation for the outside and because there are not enough trade courses that transfer to the real world."
- "Not enough programs that qualify us for jobs both in here and out there."
- "Once released you're released to nothing. That causes you to go back to doing what you did before. Whatever programs DOC provides doesn't work."

***Drug and Alcohol Use* (27%)**

- "A lot of felons have serious drug addiction problems. They only have one mandatory drug class called moderate treatment in ADC and it's supposed to be like this "one time magical cure class" and that's just not reality. People that want to take the class are turned away for those who could care less. When addicts get out, there aren't any affordable quality treatment options."
- "Mostly because of drug addiction. Also, most people are just not willing to give up that life."
- "Because they want to get high and sit around doing nothing good."

***Inability to Change Thinking and Behavior/Resort to Comfort* (23%)**

- "During a person's imprisonment, their thinking remains the same, so when they get released, they go right back to their same actions that got them in here."
- "Lack of education, skills, and a desire to succeed. They stay in here for a long time, get complacent, and DOC doesn't provide any real type of job training to teach them how to be successful. So, they revert back to crime (what they know) because they're unprepared for society. And it seems to me that their next crime will be more serious and with a lot of time; prison isn't much of a deterrent any more when someone isn't taught how to live. Arizona's prison policy isn't rehabilitation, it's reincarceration."

- "Because they're gaining nothing while they were in prison. It was all lost time. Gap in employment history. No funds when coming out. So, it's easier to get by robbing or selling drugs."

Lack of a Support System (Community, Friends, Family, and/or Mentor) **(16%)**

- "No support system upon release. No desire or motivation to change. No resources available. These cause people to go back to what they are used to."
- "They come back because they have no plan and no positive support when released. They wait until they get out to grow up and waste the time in prison so they get out the same person."
- "They don't have guidance. They don't have the tools necessary to be straight."
- "No support systems from community, family, friends."

Lack of Education Before/In/After Prison **(15%)**

- "There is also a relation between drugs and the poor education system in U.S., especially AZ. Not sure which one is the cause and effect though."
- "They do not prepare while in prison. They don't educate."
- "Lack of knowledge- leave prison with no education."
- "Most people don't qualify for work-based education. Only a small percent are actually able to take those courses"
- **"**More access to literature: religion, easy access to college material, degrees. It's so difficult to even get books sent in."

Money Issues **(14%)**

- "Leaving from prison with nothing. Already behind when you owe the halfway house, need clothing, food, shelter. Walk out with no job placement. Walk out with no job skills or training. After you do 10-15 years in prison so much has changed when we stay still. No retention jobs where we can save money. Very small percentage of inmate population, less than 1%, have jobs to help save for their future."
- "They don't have financial stability to acquire things they need such as food, clothes, housing, or they have a drug habit which causes them to get out relapse and come back."
- "They have to make money to survive some way. Me, I sold dope to take care of my kids. I had to until I found a job. At that time, minimum wage was $8.25. That's not enough to support your family on."

Lack of Livable Employment outside Prison/Retention Jobs in Prison **(14%)**

- "There is nothing in place outside my own strength to save money to prepare oneself for release to have a fair start. There should be an option to opt-in to save $(x)^{\%}$ so they have funds in pocket when released. You get released already owing money to the halfway house, you still need clothes, food, and ability to look for a job. So, higher wages while in prison with retention."
- "After becoming a felon, the chances of getting good "cushy" jobs is over. You have to become a grunt and do grunt work. You need training to do that kind of work. If we were offered real opportunities to make a decent living to where we can provide for our kids and family, a lot less people would come back."
- "It's harder for them to get jobs and make a living."

***Stigma/Stereotypes and Discrimination* (14%)**

- "The other part is the difficulty to get a job with a felony. Crime free neighborhoods they can't live in. The parole office will give you lists of jobs that hire felons and you go to those jobs and they tell you they don't hire felons."
- "Lack of jobs. People want money and without work we take the easy route while putting in applications. Get frustrated at not being hired and give up."
- "The government has decided to make it so difficult for anyone to succeed. It's so hard to get a job, an apartment, and those that have been incarcerated for any length of time have trouble doing these kinds of things."
- "Society views us with a negative stigma which affects our housing, employment, and what people are willing to offer us."

***Problems Inside the Criminal Justice System* (12%)**

- "Because prison is oriented all towards punishment. It should be oriented to recidivism. It's called the Dept. of Corrections but the sign says AZ State Prison."
- "Dependent on drugs, walk out with no opportunities, we get released into halfway houses filled with drugs."
- "No education or job skills in order to earn a living. Also, unrealistic expectation of parole and or probation and as a result they revert back to crime in order to survive."
- "Design of system kind of leads you back. Not saying everyone meant to fail but chances of success are not great."
- "The laws. Most laws mandate prison. If you have a drug problem and get caught with drugs or drug paraphernalia the strict laws send you to prison. Then you get out and can't get a job because of a felony conviction."
- "Criminalized drug addiction. No real incentive to do well in here. Designed to keep us coming back. This is a casting call for a few people at expense of tax payers."

***Peers, Neighborhood, or Family Environment* (12%)**

- "Involvement with previous circles and circumstances. It's not necessarily what we do that puts us back in here, but who we choose to involve ourselves with."
- "Keep going back to same environment. Surrounded by criminal behavior and drugs."
- "The lifestyle's of how and where we grow up. Not much to do so you drink which would lead to drugs, leads to poor decisions, and incarceration. Rural areas don't have much to offer."
- "The upbringing. Did their family instill good upbringing or values? And I think the lack of psychologists in prison to address issues. I believe we should be released with structure."

***Lack of Motivation/Easy/Fast Lifestyle* (12%)**

- "Bad choices because of drugs or lack of knowledge. There's either no programming or they refuse to take what little is offered."
- "They're not willing to be responsible they want to take the easy route. Take short cuts."
- "The choices they make. They're not ready to give up kid's lifestyle. The stress of getting a job causes them to give up and live the easy way. They also get caught up in drugs maybe."
- "Failure to care. Crime is easier than work. Laziness. It's easier to go back to what you know than to try something new. More importantly, going back to that old crowd of friends makes it too easy to get back into that life."

- "Inability to apply themselves. Always looking for shortcut, fast money, lack of education and skill set."

** Respondents also mentioned institutionalization and mental illness/lack of confidence/self-worth as reasons that people come back to prison.*

What are your biggest fears upon release?

***Not Having Employment/Not Being Able to Adequately Provide for Family* (22%)**

- "Housing, employment. At my age, I feel that my options are limited. Am I a good candidate for jobs? How can I compete with guys who are 15-20 years younger? How would I be viewed by potential employers?"
- "Not being able to work – Can't find a decent job to provide for family."
- "Being able to get good paying job. Something I can look forward to with a retirement plan. Something with longevity."
- "Not being able to find job again. I don't think I would have come back if I did."

***Coming Back to Prison* (16%)**

- "Coming back to prison because of something outside my control."
- **"**Coming back on a technical violation for something minor."

***Lack of Money/Necessities (Housing, Transportation, Health Insurance)* (16%)**

- "Economic fears. How will I be able to live or house myself?"
- "Having proper health insurance."
- "Housing - where will I live?"
- "Being a homeless person."
- "Not being able to make it back and forth to see P.O. without transportation."

***Fears Related to Family/Romantic Relationships* (14%)**

- "Having to readjust to my children because they are going to be adults."
- "Not getting my kids back."
- "Not having my wife and children in my life."
- "Being accepted back by my family, specially by the family members I haven't met yet."
- "Facing reality - lost both my mother and father since being in prison. So much has moved ahead while I stay still."

***Staying Sober/Away from Drugs* (10%)**

- "Getting high again. I know if I do then I'm coming back to prison."
- "Being around others on drugs or alcohol."
- "Going back to old environment and not staying sober."

***Reintegration/Starting Over/Fear of the Unknown* (10%)**

- "Being able to fit in and adapt to society. To surroundings. To deal with life's obstacles."
- "Adapting back to society and wondering if I have a place in society."

- "Adjusting to society after being locked up for so long. Having to cook, shop for self, pay bills."
- "Not knowing of what is going to happen."
- **"**Getting back to everyday life. Being institutionalized and thrust back with regular people and they treat me different."
- **"**Transitioning from the prison mentality to a community mentality."

**Respondents also mentioned other fears upon release (in order from most frequently mentioned to least): returning to old ways/friends/community, personal (age at release, emotions, self-control/motivation), lack of skills, stigma/stereotypes of being a felon, changes in the world/society since being incarcerated, parole/probation/halfway houses, and lack of support/assistance. Those who were serving life sentences (n = 26) were excluded from this section.*

What can be done to help overcome these fears?

***Employment* (21%)**

- "Help have a job lined up when I walk out., i.e., having a Swift job for several years and go out and work for them. These apprentices should be state wide."
- "Start with a job upon release. Gives me something to focus on immediately instead of drugs."
- "Create higher paying jobs [in prison] so we can have retention job to save to help get secure when released."
- "Maybe some job fairs in prison along with training and/or access to technical materials to teach us. "
- "Building quality relationships while in here (with employers). Having job fairs in prison to build relationships prior to getting out. Knowing you have a job can fix most fears. "

***Services When Released/Outside of Prison* (21%)**

- "While searching for employment, if I had safety net. Housing paid for 3-6 months. Something that would help me know at the end of the day that I have a roof over my head...even if I haven't found a job."
- "There needs to be counseling for those released. Daily counseling for however long it takes. It's not easy to transition from freedom to prison back to freedom again. You have to ease people back into society."
- "Maybe some kind of agency we can go to for job training and housing."
- "Walking out with stability. Knowing you have help, family or not."

***Adequate/Applicable Skills/Trade/Job Training* (17%)**

- "Provide training that will help me earn a living."
- "More programs to feel more secure about going to the streets. In feds, they give you typing, accounting, college certificate."
- "To provide current job training/skills/trades - computer training/phone training."
- "I wish they had a program that helped us deal with public civilians before release. A program that helps deprogram us from a prison mentality to a civilian mentality."

***Programming in Prison* (11%)**

- "I guess more knowledge about what I'm facing. Maybe teach me how to manage money."
- "Learning to talk about it before I blow up. Learning to work out problems like counseling."
- "More programs to help me prepare for a successful reentry, job skills, social skills, substance abuse- treatment."
- "If we had some computer education programs. More in-depth personal responsibility classes, like how to manage money, pay bills, file taxes, and just how to be a responsible adult. There aren't any classes like that when you're gone so long you really have no idea."

**Respondents also mentioned that other things could be done to help overcome their fears including: personal choices and behaviors (staying focused, self-control), changes in the criminal justice system, laws, and sentencing, family support/reunification, education in prison and without barriers, change in environment/peers/relationships, connection to and support from family/peers/community, housing/transportation, mentorship/support groups, religion/spiritual services, removing stigma and discrimination against felons, just being released, money/financial support, staying sober/staying busy, planning/preparation, and success after release. Those who were serving life sentences (n = 26) were excluded from this section.*

Are there any other supports that could be offered in the community that would help you stay out of prison?

***Employment: Felon-Friendly Options/Higher Paying/Placement* (17%)**

- "Daily work depots."
- "Don't have a lot of felony friendly jobs. The gas company is only one I seen that may hire for good wages."
- "Employers willing to hire ex-cons-no matter what they're capable of doing (i.e. job experience)"
- "Ban the box. Provide companies with incentives to hiring felons."
- "Temp agency focused on working with recently released inmates."

***Mentorship/Support Groups* (12%)**

- "Last time I got out I needed help and there was nothing; people need mentorship. They need someone to help you go through those times."
- "Group therapy for felons released from prison. We can come together and help one another with what works and what doesn't work. Maybe support."
- "They should have recidivism program for those being released who monitor you after you're off parole. Not like police but like a big brother. Someone who cares and will help with anything you need."
- "A class taught in the community by someone who is an ex-con that has completely turned their life around."

***Services & Programs* (11%)**

- "A service where if someone is thinking about giving up and going back to what they know maybe they can call and receive help."
- "Recovery groups NA, AA, Smart Recovery, because at least 90% of people in here have substance abuse problems."
- "Counseling, therapy (group), inpatient or outpatient treatments."
- "A program that would help new released people learn the basic social skills to feel comfortable and confident enough to live in society."
- "Free gym memberships, sports, support groups. Anything that would be a positive to keep me busy."

**Respondents also mentioned other supports that could be offered in the community including: changes in the criminal justice system (probation/parole and laws), resource/recreational/service centers for felons, skills/job/trade training, changing the stigma/stereotypes/beliefs related to felons, education opportunities, personal choices/behavior, money/financial assistance, community/family/peer support, housing assistance/support, religion/spirituality, and the opportunity to give back to the community. Those who were serving life sentences (n = 26) were excluded from this section.*

SECTION SIX:
SOLUTIONS

While in prison, what is one thing that could be done to reduce recidivism?

Employment/Job Training/Trades **(62%)**

- "Job training in areas of job demand."
- "Jobs on yard that translate to streets. Something that will certify you for a job."
- "Better work opportunities in here that would allow me to save money for my release, and train me for a job out there."
- "Quality retention jobs on all yards! So you learn skills and can save money."
- "The prison should have an in-reach program where different companies reach into prison to hire people upon release. Not just labor jobs, but social programs as well that teach life skills that you have to pass to be hired by the in-reach companies."
- "Create more vocational classes. Gives us books to learn different job skills. They don't even have books in the library that you can learn from. They always censor those books due to 'security risks'"
- "Job training- the availability of it. Only certain yards have it and they've been filling it out."

Programming **(34%)**

- "More realistic classes. Most classes that are offered (cultural diversity, etc.) offer no real benefits. We need classes that give real benefits in the community."
- "One-on-one therapy instead of throwing drugs at people."
- "Take classes of modern situations felons face when released. Real world examples (need life skills to adapt). Further behind you are from real world."
- "Programs that involve our family learning with us."
- "Help when you get close to release, a job or send to place that's not locked down allow us to transition back into community easily. Have a job upon release and a savings instead of thrusting freedom on us broke."
- "Prepping people for the outside world more. More counseling and reentry programs."
- "More drug treatment programs and schooling in trades. Drugs are a problem."

Education **(23%)**

- "Quit charging for G.E.D. Give free college. Professors may donate time to make that happen."
- "Access to any educational material others would have access to on the streets. And not so many hurdles to get these items."
- "Offer more programs and scholarships to higher education."
- "Department of Labor funding should bring two year colleges in here and teach job training."
- "More incentive based education programs."
- "True educational programs where DOC has to really care. Not we're gonna give you this program, you have to do it or else. They have to care. DOC doesn't do anything unless they're forced."

** Respondents also mentioned that in prison, other areas that could reduce recidivism (in order from most frequently mentioned to least) include: changes in the criminal justice system, mentorship and support groups, an individual's desire and motivation to do better, the institution encouraging success, addressing mental health and health issues, giving opportunities to those who want them, and connecting with the community.*

At the time of release, what is one thing that could be done to reduce recidivism?

***Job Placement Prior to or at Release* (32%)**

- "Have job fairs come in during an offender's last month so they can be employed upon release. In New Mexico, union representatives from whatever city you are being released to come in and meet with you."
- "If a person learned a trade, help them get lined up with a company. You can offer a pre-hire if the person passes a trade course. That would help."
- "A job fair that actually has good jobs for someone to get out to. The first thing you'll want to do upon release is make some money so you can survive. It shouldn't be so hard to just survive."
- "They should have jobs waiting for you when you leave out. The type of job would depend on the type of skills you have. Your skills can be determined by monitoring while in prison."

***Release Services, Programs, or Centers* (24%)**

- "Re-entry program, help find employment, health care, drug treatment."
- "Have a place for me to go that will give me a job and transition me back into society. If someone's willing to go there then they're most likely not going to come back."
- "I had no knowledge on how to get more psych meds when I was released so when I ran out I snapped and got ten years."
- "Job placement. A place where you can learn basic daily activities, balancing checkbook, paying bills, etc."
- "Offering up a support group list where I can go to get support"
- "Offer help through a psychiatrist who can evaluate what I need, in terms of what classes and treatment I need."

***Financial Assistance/Retention Savings* (12%)**

- "Increase the amount of money in gate fee. I've been down 18 years. If I were released today, they'd give me $100 and say goodbye. How can I make it with $100?"
- "Cash assistance. DES used to give $500 money voucher to help get on feet."
- "Walking out with savings from retention jobs so you do not start out behind the eight-ball."
- "If we had some kind of retention program leading up to release to have the first and last months rent paid already. If there were some of the good ACI type jobs with retention accounts on Level 3 yards like there used to be, this could easily be done."

***Assistance with Documents/Transportation/Necessities* (11%)**

- "Could have given more assistance. Clothing programs are all old worn-down clothes."
- "Quit giving prison clothes to get out in. DOC can have different colored clothes to get out in. You feel as if everyone's staring at you when you're on a bus in prison blues."
- "If don't have family member, a volunteer can drive you to your PO or plan your day to help you do what you have to get done. Instead of violating. Give two days to report to PO if they can't do that."
- "Have a pre-paid cell phone and a suit to be released in so we can go to job interview, but only after passing life skills class that teaches how to do job interview, write resume, etc."

***Drug Free/Crime Free Housing* (10%)**

- "Assistance with housing. Not just a bunk in someone's place. Then they can control you. It's like I was in prison when I was free because of that. I need my own place. Even if it's like a studio apartment."
- "A safe, drug free environment to live in that would support positive goals."
- "A place to call home where I can feel free to live without drugs and alcohol present."
- "Housing-transitional. So difficult to be in a good environment. Halfway houses put people in criminal environment.

***Family, Friend, and Community Support* (10%)**

- "Family or friend supporting me, so that I don't feel like it's me against the world."
- "At moment of release, people need support from family or friend support. Someone who cares; it doesn't need to be family."
- "Support from the parole officers, from community services, from the public and the police."
- "Support systems: family, friends, or mentor."

** Respondents also mentioned that at the moment of release, other areas that could reduce recidivism (in order from most frequently mentioned to least) include: individual choices and decisions (staying focused, sober), better halfway houses, more cooperative PO's and realistic terms of release, changes should start in prison, not at release (treatment in prison, pre-release yard), religious or spiritual services, and encouragement/recognition from staff in prison.*

While <u>in the community</u>, what is one thing that could be done to reduce recidivism?

***Advocates/Mentors/Support Groups* (19%)**

- "A guidance counselor, not to punish, but to encourage, guide, and mentor. Incentives would be given to encourage the right path."
- "A support group to help you stay positive. One who stays off drugs and are working and could help each other."
- "Being able to start support group. Open your own business. Support network helps each other start and maintain business."
- "Having people look out for one another. Have mentorship in community for ex-cons."

- "Maybe have a sponsor like in AA to come check on me and encourage me, maybe offer advice. "

***Ending Discrimination/Stigma by Society and Employers* (18%)**

- "People should have more of an open mind for those who are getting out and trying to change their lives. Instead of looking at us and treating us like a criminal. I don't want handouts. I just want a fair shake like the next man. Don't use my past against me."
- "The whole stigma behind felons is the hard thing. Once you have a number it's all bad. Police mess with you, people won't hire you. Something needs to be done about getting rid of that."
- "The way people look or think about us. I'm in for 2nd degree murder. I can't shake that. People will judge me forever."
- "Make so convicted felons are a protected class of people from discrimination of all kinds."
- "1) Community partnership education programs and 2) Community meeting where people can get to know you."
- "Media providing positive news stories on potential of ex-cons, which would help remove some of the negative stigma they get now."

***Be Supportive and Understanding of Felons* (18%)**

- "By understanding. D.O.C. and the community should be patient with me. Know that I'm doing my best. They should be advocates for my success, not lecture me and make me jump through hoops for them. If I need help, they should send me to get help, not make things harder for me."
- "Continued community support for drug addicts so they don't relapse."
- "Support people getting out of prison with encouragement."
- "Having a quality support system."

***Livable Wage Employment/Job Placement* (15%)**

- "Employment opportunities. Most people wind up going back to a life of crime when they can't get a job or make real money."
- "You have to give people jobs. Low income families need room for advancement. Not dead end jobs."
- "Acceptance and honest job opportunities. People don't feel worthwhile working in fast food."
- "Wage increases over time so I can grow with the community."
- "A work center that helps felons get a job."

***Be Involved with Religion/Community Organizations* (15%)**

- "Strong support group and a community of faith, so I can be around people who love and believe in me."
- "You have to be part of that community, by being a good neighbor-going to church (community organizations)"
- "Participating in community programs to help remove the label of 'felon'"
- "Staying busy, helping the community by being a volunteer."

- "Boys and Girls clubs - community organizations - Salvation Army - where ex-offenders can re-integrate back into community while helping."

Resources/Assistance Offered in Community (Stand-Alone or in Center) **(17%)**

- "Create a resource or support center that can help with our needs that's connected with every other branch of society."
- "The parole office should be a community center for felons. They should be able to go there to take classes, transportation, and job placement instead of just scrutinize."
- "Mentoring and counseling, so when you have a hard time there is someone there to talk to when discouraged."
- "Classes available to learn specific job skills and have transportation available to pick up and drop ex-offenders off."
- "Transitional program to re-enter back into community."

Individual Choices/Decisions **(10%)**

- "A lot of places already do things. It's up to us to apply effort."
- "I should have kept working. I lost sight of my goals. It's all on me. I put myself around people who party and started to party myself. It was my choice and I made the wrong one knowing consequences."
- "One must continue to maintain steadfastly the attitudes and mindset of wanting to remain out, no matter what adversities, or cost."
- "Just stay off drugs and stay out of trouble. Do your parole and finish it. Go to school. There's enough ads on TV for vocational schools."

**Respondents also mentioned that in the community, other areas that could reduce recidivism (in order from most frequently mentioned to least) include: addressing mental health and substance abuse problems, clean, safe, drug-free housing, help with education/opportunities for education, changing how society responds to drugs and crime in the first place, better halfway houses, ending police profiling of felons, and interventions with children and young people before they go to prison.*

Is there anything else that you would like the Governor to know about recidivism?

Implement Real Programming Geared Toward Rehabilitation **(20%)**

- "If there were more programs like the ASU Inside-Out program. It shows us that there are people out there that actually give a damn and it makes you want to do good."
- "You have to implement real programs that can help. Degree programs, trade skills, etc. In prison, we have time to better ourselves. We need the ability to do that with meaningful programs."
- "It can be worked on; we just need help. People have to want to help themselves. Most in prison are drug addicts. If they don't get their drug problem under control they're always gonna come back."
- "Prisons should be or have more opportunities to better a person. Rather than telling a person what they did was wrong, which we all understand."

- "People should be looked at individually based on their needs, wants, and desires before we get out, rather than treating us as a 20 ounce box of cereal. We need more access to family."
- "It has been proven that education and therapeutic environments reduce recidivism and it should be more emphasis on therapy than psychotropic medication."
- "There needs to be more projects where people could join things and be active. Programs like gardening. Working with feeling."
- "I think you should look into other ways to run the prisons like the European systems run. They have the lowest recidivism rates in the world. The wardens all have a degree in psychology, they are doing serious job training, they actually 'rehabilitate people, not just lock them up'."

Consider Alternative Sanctions before Sending Someone to Prison **(18%)**

- "In Arizona, drugs are so available. I believe drugs are 80% of the reason people come to prison. We need more treatment centers and less prisons."
- "I also think if there were other options besides prison for punishment. Prison just warehouses people for years. Offenders need to learn. Or even have people work their time off by building houses for homeless people, going to classes, etc. Have us build the freeways instead of illegal aliens. We can build the wall!"
- "They need to cut down locking people up for drugs. There's way too many people in prison who shouldn't be here. You're teaching how to be better criminals."
- "Every crime shouldn't lead to prison. In California, my non-dangerous crime wouldn't lead to prison. In Arizona, I received 4 1/2 years. Everything doesn't constitute a prison sentence. Sometime if someone was stealing from a store, instead of prison, help them get on their feet so they won't have to steal."
- "People getting locked up for petty crimes and drug offenses is wrong. There needs to be a way of treating people and not locking them up. These treatment centers will help but prisons hurt people mentally, emotionally, and physically."

Applicable Job Training/Education that Applies to Jobs on the Outside **(17%)**

- "Job placement after 'real' job training. Inmates would be able to get released with a job and really know what they're doing. Vocational classes with real certification are so essential to being successful. They have real-world application."
- "We need more education. People should have skills when they get out or education that will give them the confidence to go and do something positive to show the world that I've changed. That can only be good for ADOC. Get them publicity and show that world how the community will benefit from what they'e doing."
- "If prisoners could walk out of here with a college degree from a subject of their choosing. There are too many hurdles in obtaining quality education."
- "If they could provide real trades and skills for people to learn so they can get out and get a real job to support themselves. Just a GED and mandatory literacy doesn't cut it."
- "In California, I served 3 prison terms and they provided me with tools of a trade, such as printing, computer drafting. I worked for prison jobs like milking cows, welding, which taught me real life skills."

***Support/Invest/Rally behind Inmates/Ex-Cons* (17%)**

- "I believe the government should start by showing people who are incarcerated, as well as on the streets, that they are there to help."
- "People should be punished the way that they are punishing. We need support from the public to keep us from coming back. Everybody needs help."
- "For us to have better communication between us and them. People can change. If y'all can communicate with us there can be better interaction. That causes trust."
- "It's not just a personal problem. This is a community problem. If community doesn't embrace those going back into society then they are going to butt heads in society. Society only has something to gain with human capital investment."
- "It could be greatly reduced if resources and care was put into it. I believe there's a lot that could be done if someone cares. We have tech companies now; we don't need all these prisons."

***Reform Laws/Restrictions Placed on Felons/Ex-Cons* (12%)**

- "The current laws that restrict an ex-con's ability to find meaningful employment and housing in low crime and drug communities actually fuels recidivism."
- "Help clean our records so we can have a career."
- "A lot has to do with the fact that we're not given a chance once released. We need to be looked at as an equal. We're only human and everybody makes mistakes. We should be given a chance to make up for mistakes. Be treated equal."
- "I think that once we've completed parole we should get our voting rights back. If we're tax paying citizens, we should be able to vote. We should have a voice. I'm not saying gun rights but our voting rights."
- "Do away with mandatory sentences. People get too much time and become resentful. Once they're resentful in prison they don't use time constructively to better themselves; then they get out the same person they were when they came in. That leads them back to prison."
- "Sentencing reform for offenders. Work with business to provide tax-incentives to hire felons along with ban the box."

***More High-Quality Job Opportunities without Discrimination* (10%)**

- "The main thing is jobs. Because it's hard for us to find work out there."
- "Give us jobs we can be proud of and a home to raise our family in."
- "If you really want to see a lower recidivism in AZ, you must increase wages. Otherwise you will be sending prisoners into our communities with graduate degrees in crime because they are committing crimes in here to just keep afloat."
- "Increase support services to find jobs. You must have work to earn wage. Must be more felon friendly. So you can have some health care."

**Respondents also mentioned: higher quality and more holistic release and reentry programs, incentive for individuals to do better in prison (time reduction or work release), more open access to programming/education/training in prison, moving away from for-profit prisons/prisons, educate the public/politicians to break down stigma and stereotypes, move toward a more research based institution, more jobs that offer retention savings while in prison, and recidivism depends on personal choices and decisions.*

SECTION SEVEN:
IMPLICATIONS AND RECOMMENDATIONS

Implication #1:

Employment and Job Training while Incarcerated.

The need for useful, meaningful jobs and training while in prison emerged as a central theme. Respondents believed that the lack of opportunity to engage in meaningful work while incarcerated is a primary cause of recidivism. This becomes especially important for those who were not working (43%), or working part-time (10%) prior to their incarceration. While 76% of the sample are working within the prison, respondents reported that the work they are doing does not and will not translate to skills or experience that can be used upon release. Nor do the opportunities allow individuals to save any meaningful amount of money. Respondents highlighted the need for training, but also the ability to get certified in a trade or be able to add their in-prison work experience to their resume. Further, the respondents added that these opportunities should be available across yards, and security levels, as meaningful work experiences were said to vary significantly throughout ADC.

Recommendations

- A number of alternative work opportunities were identified including HVAC, Welding, Construction Technology, Mechanics, Plumbing, Electrician, Computer Skills/Training, and Culinary Training,
- A number of successful jobs/training programs were identified including Televerde (Arizona State Prison Complex- Perryville) and Swift Trucking (Arizona State Prison Complex- Lewis). Programs like these are likely to be the most effective in reducing recidivism as they provide training, certification, and wages that allow individuals to save for their release.
- While these types of opportunities are limited within the ADC, there are a number of short-term steps that can be taken to better prepare for release. This requires a connection between existing programs, like "Thinking for a Change," to vocational skills and labor jobs to show how "soft skills" training complements and enhances hard skills.

Implication #2:

In-Prison Programming.

More broadly, barriers to existing programming such as GED testing fees could be reduced. Inmates should be incentivized to participate in programming. Specific attention should be given to priority ranking systems, which often can select inmates for programming who are unwilling or uninterested and can exclude those who are interested in programming and would benefit most.

Recommendations

- Provide inmates incentives for program participation and completion. Provide rewards; a dirty UA will produce a punishment but a clean UA will produce nothing—incentivize good behavior.
- Focus on high-risk individuals, but not to the exclusion of others. Volunteers for programming may be more motivated and can act as mentors to those who are struggling or resistant to programming. This could include individuals who are due to serve longer sentences and can be a consistent and positive force on the yard. Mentorship was a common theme across respondents. The role of mentorship will be discussed in-depth below.
- Staff can be trained to better deliver existing programming. Staff should be incentivized to teach programs. Staff should be rewarded for doing a good job. This can be done in a number of ways, including the hiring of COIII's directly out of college; diversifying staff background to include social work, psychology, and related human service disciplines; training in procedural justice; as well as providing opportunities for staff to attend conferences and workshops.
- Continue to support programs like the ASU Inside-Out Prison Exchange, which has been shown to improve attitudes and behavior while keeping inmates connected to the outside world. Have Inside-Out students develop or update programming as a class project.
    - Consider introducing tablets, which can be preloaded with offline content only, to enhance existing educational programming.
- As was done here, feedback from inmates should be prioritized, perhaps in a town hall setting or through a third-party such as ASU, on programs desired and how to improve existing programming.

Implication #3:

Securing Employment Upon (or before) Release.

Upon release, respondents highlighted the urgent need to find stable employment with fair wages. 72% of the sample reported needing assistance with securing employment upon release. This meant more than securing a menial labor job, but instead centered on the desire to find work that is meaningful and will contribute to themselves, society, and their community.

Recommendations

- ADC should continue to implement and prioritize job placement services and in-prison job fairs with employers who will hire a reentering workforce. These initiatives/opportunities need to be brought to a greater number of complexes.
- Incarcerated persons should leave prison with a completed resume that highlights their work and skills developed in prison. This also requires that they are provided training in job searching (e.g., filling out application, finding jobs) and interviewing.
    - This could involve the provision of a list of "felon-friendly" employers in the state who are committed to hiring a previously incarcerated workforce.
    - These organizations, however, need to be committed to hiring this population. This ultimately may require a designated positon within ADC that is responsible for securing and maintaining relationships and contracts with businesses and organizations in Arizona.
- Ultimately, the solution may be the implementation of some for of "employment centers" at each complex.

Implication #4:

Mentorship and Continued Support.

Another important theme throughout the interviews was the desire to learn how to be successful from others who had been successful themselves. 62% of the sample indicated that they needed mentorship services when they are released. The importance of mentorship, however, was highlighted in both the prison and community settings. While release program staff may tell an individual how to be successful, the respondents highlighted that it has diminished meaning because these people were never incarcerated and don't understand the

struggles of getting out of prison. Solutions to this involved the development of support groups and networks for ex-offenders, where people can lift each other up, give advice, and connect on a deeper level with people who share a common experience.

Recommendations

- Provide successful inmates with opportunities to mentor others.
- Formalize a mentor program, which can benefit both the inmate mentoring and the inmate being mentored. Use successful inmates to provide aftercare/booster sessions to program completers and involve them in future program implementation.

In the community, continued programming and services in a setting that is detached from parole/probation/the criminal justice system is also important. This could be at a resource or release center or in a smaller setting. Further, some individuals mentioned lack of information on resources, while others simply lived in an area that didn't have a place like this available.

Recommendations

- Create a crisis hotline that can be used to secure assistance with a variety of issues (e.g., mental health crisis, homelessness, etc.).
- Implement a community center where ex-offenders can obtain assistance with treatment, programming, or just a safe place to escape.

Implication #5:

Stigma/Stereotypes.

Broader social issues were also identified as major barriers. The stigma and stereotypes associated with being a felon were noted in many of the sections. Importantly, for the question which asks, "what is the biggest barrier to employment"? approximately 52% of respondents highlighted their felony record as a barrier to employment and another 16% highlighted employer discrimination as a barrier. This discrimination, however, was not exclusive to employment. Respondents also highlighted that a felony record alienated them from positive,

pro-social communities, decreased their housing choices, and limited their ability to obtain higher education.

Recommendations

- This requires changes to laws that prohibit employers from asking about felony convictions (e.g., "Ban the Box"). Work with insurance providers so that they will be more willing to cover businesses that hire an ex-felon workforce.
- Employers should be incentivized (e.g., tax breaks) for maintaining a certain percentage of a formally incarcerated work force. Better promote existing programs like Work Opportunity Tax Credit.

Implication #6:

Halfway House Quality.

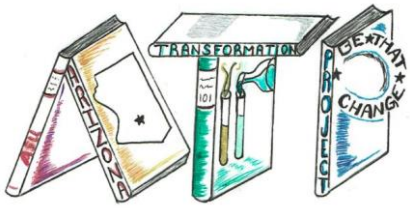
Only 33% of the respondents had lived in a halfway house, which is impacted by the fact that not all respondents had been to prison prior to this term. Nevertheless, of those who had spent time in a halfway house (134 people), half said it was supportive and half said it was unsupportive. Supportive halfway houses connected people with jobs and programming and had a genuine care for the success of the resident. Unsupportive halfway houses were festered with drugs and more interested in making money than making good citizens.

Recommendations

- Consider using halfway houses more frequently, as they can address many of the fears and needs of people leaving prison as identified in this report (e.g., transition into conventional life; assistance with employment and mental and medical health; nonstigmatizing reception once leaving prison).
- Recognize that not all halfway houses are of equal quality. Reward those that are supportive and modify or discontinue those that are unsupportive.

APPENDIX A. SURVEY INSTRUMENT

ARIZONA STATE UNIVERSITY



INTERVIEWER INITIALS: _____

ATP RECIDIVISM STUDY

INTERVIEW QUESTIONNAIRE

SURVEY ID# _____ (random number to keep track of surveys)

DATE _____

Hello, my name is: _____. I am working on a research project through Arizona State University and the Arizona Transformation Project. The purpose of the project is to learn about recidivism and the challenges people face to better understand what they need to be successful once released. I would like to ask you a series of questions that will take approximately 30 minutes to answer. Your participation in this study is completely voluntary. If you choose not to participate, skip interview questions, or withdraw from the study at any time, there will be no penalty. Arizona Department of Corrections personnel will not have access to the information you provide us. The information you provide us is confidential and it will not help or hurt you. Participation in the interview is your consent to be a part of this study. Do you have any questions? Do you wish to participate?

If you have questions, complaints, or concerns, you can contact COIII Brennan or COIII Noble who will provide your questions to Dr. Wright. You may also reach him by calling 602-496-1294 or writing to Kevin Wright, School of Criminology & Criminal Justice, 411 N. Central Ave. Ste. 600, Phoenix, AZ 85004.

If you have questions about the rights of human participants in research or would like to report a problem, you should contact the ASU IRB Office at 480-965-6788 or ASU Office of Research Integrity and Assurance, ASU Centerpoint, 660 South Mill Avenue, Suite 312, Mail Code: 6111, Tempe, AZ 85281-6111.

SECTION 1: BACKGROUND INFORMATION

I'll begin by asking a few background questions to get to know you better…

1. **How many times have you been to prison before as an adult, including this one? _____** DK R

2. **How long have you currently been incarcerated?** ____ years ____ months DK R

3. **Are you currently incarcerated due to a technical violation of parole?**

   Yes No DK R

4. **What year will you be released? _____** DK R NA (I am serving a life sentence)

5. **How old are you?** _____ years old R

6. **What would you identify as your race or ethnicity?** (Circle all that apply) R
   a. White
   b. Black or African American
   c. Hispanic
   d. American Indian or Alaska Native
   e. Asian
   f. Native Hawaiian or other Pacific Islander
   g. Other: _____

7. **What is the highest level of education that you have completed?** (Circle one) R

   a. 8th grade or less
   b. Some high school
   c. High school diploma or GED
   d. Some college, associate's degree, vocational training, or technical school
   e. College degree (4 year degree)
   f. Graduate studies or graduate degree

8. **What is your current relationship status?**

   Single In a relationship Married Separated Divorced Widowed DK R

9. **How many children do you have?** _____ children DK R

10. **How many children do you have under the age of 18?** _____ children DK R

SECTION 2: SUPPORT SERVICES

Now I'm going to ask you some questions about certain areas of your life. Before I ask those, I want to begin with a broad question:

1. Why do you think most people come back to prison?

_____

_____

_____

_____

_____

_____

_____

_____

_____

_____

_____

_____

Ok, thank you for that answer. The next set of questions will ask about your employment experiences:

2. At the time of your most recent arrest, were you working full-time, part-time, or not working?

Full-time Part-time Not working DK R

a. IF WORKING, what was your job? *[Be specific]*_____

b. IF NOT WORKING, why weren't you working?

_____

_____

_____

3. What's the longest amount of time that you've held a job? _____ years **_____** months

What was the job? _____

4. Are you currently working in here?

a. IF WORKING, what is your job? *[Be specific]*_____

b. IF NOT WORKING, why aren't you working?

_____

_____

_____

5. What job do you want when released? *[Be specific]*_____

6. Do you feel that the job training you are receiving in prison will be useful when released?

Yes No DK R

a. IF YES, why?

_____

_____

_____

_____

b. IF NO, why not?

_____

_____

_____

_____

Thank you. The next set of questions will ask about your housing experiences:

1. At the time of your most recent arrest, what was your housing situation? *(Examples: living with friends in an apartment; at home with family; homeless; with girlfriend; "couch to couch")*

_____

_____

2. For how long had this been your housing situation? _____ years _____ months

3. **Did the location of your housing impact your ability to find a job?**

   Yes No DK R

   a. IF YES, how?

_____

_____

_____

_____

4. **Have you ever lived in a halfway house?**

   Yes No DK R

   a. IF YES, did it provide you with adequate support? Yes No *(Circle one)*

   Why or why not?

_____

_____

_____

5. **Do you know where you will live when released?**

   Yes No NA (lifer) DK R

   a. IF YES, what are your plans?

_____

_____

_____

Thank you. The next set of questions will ask about substance abuse:

1. **In the month leading up to your most recent arrest, were you using any of the following drugs?**

   _____ Marijuana
   _____ Methamphetamine
   _____ Crack
   _____ Cocaine other than crack
   _____ Heroin
   _____ Alcohol
   _____ Prescription medication (Specify):_____
   _____ Any other drugs that we didn't mention (Specify): _____

2. Do you think that you have a substance abuse problem?

Yes No DK R

a. IF YES, what are some challenges that keep you from staying sober?

_____

_____

_____

_____

b. IF NO, why do you think that you're able to stay sober?

_____

_____

_____

_____

3. If someone has a substance abuse problem, what do you think can be done to help them overcome their addiction?

_____

_____

_____

_____

_____

_____

SECTION 3: REENTRY

(SKIP IF NO RELEASE)

Thank you. This final section will ask you questions about your release.

1. What are your biggest fears upon release?

_____

_____

_____

2. What could be done to help overcome these fears?

_____

_____

_____

3. Do you need any of the following services upon your release? (Check all that apply)

_____ Proper ID such as social security card or driver's license...*Notes*:_____
_____ Transportation……. *Notes*:_____
_____ Housing…… *Notes*:_____
_____ Child care…….. *Notes*:_____
_____ Family or friend support…….. *Notes*:_____
_____ Meals…….. *Notes*:_____
_____ Employment…… *Notes*:_____
_____ Mentorship from someone who has been through the system. *Notes*:_____
_____ Substance abuse counseling and treatment…….. *Notes*:_____
_____ Mental health services and treatment …….. *Notes*:_____
_____ Assistance with healthcare……... *Notes*:_____
_____ Religious or spiritual guidance…….……... *Notes*:_____

4. Are there any other supports that could be offered in the community that would help people stay out of prison?

_____

_____

_____

_____

_____

5. What do you believe is the biggest barrier to securing a job once released?

_____

_____

_____

_____

_____

SECTION 4: SOLUTIONS

Thank you. Here is your opportunity to lend your voice to come up with solutions.

1. While in prison, what is one thing that could be done to reduce recidivism?

_____

_____

_____

_____

2. At the moment of release, what is one thing that could be done to reduce recidivism?

_____

_____

_____

_____

3. While in the community, what is one thing that could be done to reduce recidivism?

_____

_____

_____

_____

4. Is there anything else that you would like the Governor to know about recidivism?

_____

_____

_____

_____

_____

_____

_____

END OF INTERVIEW *Thank you for your participation!*

APPENDIX B. INTERVIEWER BIOGRAPHIES

The interviewers are graduates of the inaugural Arizona State University Inside-Out Prison Exchange Program that took place in spring of 2016. The interviewers are now current members of the Arizona Transformation Project (ATP), a think tank composed of incarcerated men and Arizona State University faculty and graduate students.

Johnny House

Johnny is from Indianapolis, Indiana. He is the father of seven children, four boys and three girls, and the husband to a beautiful wife. Johnny is passionate about becoming the best human being he can be. His hobbies include cutting hair, cooking, exercising, and listening to classic R&B. Serving an unfortunate prison term and being away from his family inspired Johnny to make positive changes in his life. He received a high "A" grade in the ASU Inside-Out Prison Exchange class. With great class participation, he brought excellent viewpoints during the criminology course, enlightening inside and outside students. This earned him a position in the ATP, a program that assists and furthers the Inside-Out program. Inside-Out has allowed Johnny to evolve into someone who wants to make a difference in the lives of others. Being a part of the ATP continues to impact him by allowing him to continue his passion of being the best person he can be. Johnny advises anyone doing time or facing a difficult situation to stay strong, keep an open mind, be positive, and seek any avenue to further your learning. Oh and one more thing: pray.

Justin Thrasher

Justin spent his childhood years growing up in Vernon Hills, IL with his twin sister and loving parents. He enjoys skiing, snowboarding, golf, scuba diving, and traveling the world. In 1998, Justin moved to Scottsdale, AZ, where he attended and graduated from Horizon High School. In 2001, he was accepted into Arizona State University. He earned a B.S. degree in global business and later a Master's in Business Administration (M.B.A.). From high school until his incarceration, Justin enjoyed a successful career in the financial service industry. He earned recognition as a top banker for sales and service. Throughout Justin's life, he has built and maintained life-long relationships with friends, family, employers, and the community. It is from his parents that he gets his moral sense and compassion. Justin learned the importance of serving the community from his father, who served his country in the United States Air Force in the Vietnam War.

Justin is extremely passionate about his philanthropic efforts. He volunteered for several organizations: St. Bernadette Catholic Church as a Life Teen leader, Phoenix Children's Hospital during Christmas, UMOM reading books to kids, Andre House feeding the homeless, and Young Life Capernaum working with teens and adults with special needs. Justin planned and co-hosted a charity event at Grand Canyon University for those teens and adults, providing them the celebrity treatment. They were dropped off at a red carpet by a stretch limousine with paparazzi waiting to snap their photos. The event successful raised enough money to send 12 teens and adults on a week-long vacation where they experienced things they might have never had an opportunity to experience otherwise. Justin believes his biggest accomplishments were the simple things he did, volunteering his time. Justin is a graduate of the inaugural ASU

School of Criminology and Criminal Justice Inside-Out Prison Exchange Program course and a co-founder of the Arizona Transformation Project.

Erik "Khan" Maloney

Khan is 38 years old and the proud father of a teenage daughter. He is passionate about water conservation and strives daily to be the best man that he can be. He has recently discovered that he enjoys writing. Khan is currently working on writing a book that he hopes will one day be published. He attributes this new found hobby to the Inside-Out Prison Exchange program.

Timm Wroe

Timm is a definition of overcoming a negative and turning it into a positive. He first and foremost loves Jesus Christ as his Lord and Savior. This relationship has been the catalyst to Timm seeing positive in the situation he has faced for 21½ years. He has taught a class called "Positive Parenting" for the past 9 years and has seen over 1,200 men graduate. Timm is also very passionate about seeing his peers turning their lives around and understanding that their children and families are very important and need them! He is looking forward to seeing the Arizona Transformation Project making a difference for both inside and outside communities and is honored to be a part of this program. Timm is passionate for change and looking at ways every day that he can continue to become a better man.

Varrone White

Varrone was born into a good loving family on January 6, 1981 at Luke Air Force Base Hospital in Arizona. Although his parents did their best to raise him right, he turned to a life of crime in his early teens, in and out of juvenile hall, which ultimately led to him receiving two prison terms totaling 21 years when he was 20 years old. Since then, he has given his life to Jesus Christ and desires to help troubled youth to not go down the same path he went down. He loves teaching, thinking outside the box, listening to and making music, good humor, good conversation, encouraging those in need, and bringing an awareness to the very real impact crime has on its victims. Upon release, he hopes to be able to speak to teenagers in juvenile correctional facilities and become a mentor.

APPENDIX C. ARIZONA STATE UNIVERSITY CONTRIBUTOR BIOGRAPHIES

Kevin A. Wright, Ph.D.

Kevin is an associate professor in the School of Criminology and Criminal Justice at Arizona State University. His work focuses on improving the correctional environment for those working and living in prison and improving the opportunities for the formerly incarcerated. His published research on these topics has appeared in *Justice Quarterly*, *Criminology & Public Policy,* and *Journal of Offender Rehabilitation*. He developed and taught the first Inside-Out Prison Exchange Program class in the state of Arizona, is a co-founder of the Arizona Transformation Project, and is Director of the Office of Correctional Solutions.

Danielle Haverkate, M.S.

Danielle is a doctoral student in the School of Criminology and Criminal Justice. She received her Master of Science in Criminology and Criminal Justice in 2017. Her Master's thesis, titled "The Differential Effects of Prison Contact on Parent-Child Relationship Quality and Child Behavioral Changes," focused on how different types of prison contact impact family relationships and child misbehavior. Her research interests focus on the collateral consequences of incarceration, developmental and life-course criminology, labeling theory, stigma, and restorative justice, and public policy.

Travis J. Meyers, M.S.

Travis is a doctoral candidate in the School of Criminology and Criminal Justice at Arizona State University. Travis received his M.S. in Criminology and Criminal Justice from Arizona State University (2013) and his B.S. in Sociology from the University of Wisconsin-La Crosse (2011). His research interests include corrections and correctional policy, offender reintegration, and criminological theory. Currently, he serves as the project manager for a study funded by the National Institute of Justice that explores the impact of restrictive housing on the mental health of inmates and staff. His work has been published in the *Journal of Criminal Justice*, *Crime, Law, and Social Change*, and the *Review of International and Transnational Crime.*

Caitlin Matekel, B.S.

Caitlin is a master's student and research assistant at Arizona State University's School of Criminology and Criminal Justice. She earned her Bachelor of Science degree in Criminology and Criminal Justice and her Bachelor of Arts degree in Psychology at Arizona State University in 2016. She graduated summa cum laude and as the Outstanding Graduate in the School of Criminology and Criminal Justice. Caitlin currently works as a volunteer programs teacher for the Arizona Department of Corrections. Her research interests include corrections, alternative disciplinary approaches, and offender programming and reentry.

Cody W. Telep, Ph.D.

Cody is an assistant professor in the School of Criminology and Criminal Justice at Arizona State University. He received his Ph.D. from the Department of Criminology, Law and Society at George Mason University. While at George Mason, he worked as a research associate at the Center for Evidence-Based Crime Policy. His recent work has appeared in *Crime & Delinquency, Journal of Quantitative Criminology,* and *Journal of Experimental Criminology*.

APPENDIX D: STUDY METHODOLOGY

Survey Development

The interview instrument was developed jointly by interviewers in the Arizona Transformation (ATP) project, researchers at Arizona State University (ASU), and members of the Governor's Recidivism Reduction Project Team. ATP members originally developed questions for the survey in December 2016. An initial full draft of the instrument was developed in January and February 2017 in consultation with the Governor's Recidivism Reduction Project Team. The five interviewers piloted the survey instrument in February 2017, conducting 25 interviews. The purpose of the pilot interviews was to identify issues with survey construction and implementation. Using feedback from the interviewers, a final survey instrument was developed in March 2017 and interviews began May 12, 2017. All study protocols were approved by the Arizona State University Institutional Review Board (STUDY00005907).

Interviewer Training

Prior to the start of data collection, interviewers received training both on conducting semi-structured interviews and on conducting research with human subjects. ATP interviewers read an introductory book chapter on interviewing[1] and then received two hours of instruction on tips for starting an interview, conducting an interview, and completing an interview. This training emphasized the importance of establishing rapport with respondents, using probes as needed to fully understand respondent answers, thinking of ways to get quiet respondents to open up, avoiding reacting positively or negatively to respondent answers, and the importance of maintaining the confidentiality of survey responses.

[1] See Legard, R., Keegan, J., & Ward, K. (2003). In-depth interviews. In J. Ritchie & J. Lewis (eds.), *Qualitative research practice: A guide for social science students and researchers* (pp. 138–169). Thousand Oaks, CA: Sage Publications

Interviewers also received training on human subjects research. Because incarcerated interviewers do not have access to the internet, they could not complete the Collaborative Institutional Training Initiative (CITI) program social and behavioral research basic course online, as is typically required for social science researchers. Instead, faculty from Arizona State University created a packet of materials from CITI for interviewers to read. This included the Belmont Report, as well as modules on research with human subjects, ethical principles, informed consent, privacy and confidentiality, and research with prisoners. They then received two-hours of in-class review of this material and an in-class quiz on relevant questions regarding human subjects research (e.g., describe the ethical principles of respect of persons, beneficence, and justice; how could a breach of confidentiality lead to harm for respondents?; what will you do to ensure a participant understands what he is being asked to do?). Interviewers also signed a statement to the ASU Institutional Review Board noting that they were voluntarily agreeing to be interviewers and understand their rights and responsibilities as a member of the research team.

Survey Administration

As noted above, 25 pilot interviews were completed in February 2017. An additional 384 interviews were completed between May and July 2017, for a total of 409 completed interviews. Recruitment of potential participants was done in multiple ways. Flyers about the project with the names of all five interviewers were posted two weeks prior to the start of data collection. The interviewers also went to each housing hut to generate interest for the project and to answer any questions. Those interested in participating could make appointments with interviewers or show up during scheduled office hours in the peer education trailer when interviewers were available.

Interviews took approximately 30 minutes to conduct and were completed in the East Unit peer education trailer on a paper form with interviewers writing down the responses of

participants. Interviewers were instructed to ask all questions on the survey instrument, but were encouraged to use follow-up or clarifying probes on the open-ended questions as needed to fully and accurately report the views of participants. Efforts were made by interviewers to conduct interviews in a private area of the trailer to maintain the confidentiality of responses.

Prior to starting the interview, interviewers read a consent script to potential respondents (see Appendix A) that included statements about the voluntary nature of the project, that information provided would be confidential, and that interviewees could skip any questions that did not want to answer. Respondents had to give their verbal consent before the interview could begin. Additionally, respondents were provided with contact information for Dr. Kevin Wright and the Arizona State University Office of Research Integrity and Assurance if they had questions about the study. Following survey completion, interviewers placed the completed paper copy in a sealed envelope that was delivered to CO III Alexie Noble in the East Unit programs trailer. She took completed surveys to the East Unit administration building, where they were kept in a locked file cabinet until they were picked up by ASU researchers.

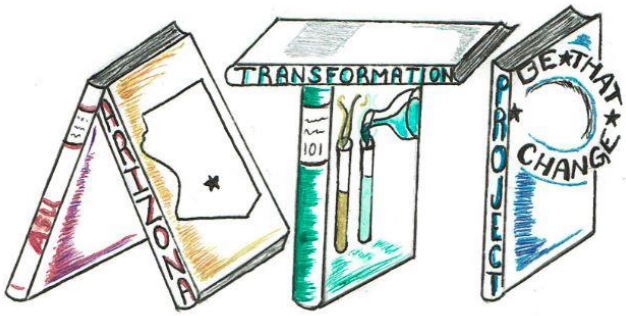
As noted in the report, the men incarcerated at ASPC-Florence East Unit may not be representative of all men incarcerated in Arizona. It is important to note, however, that the men who were interviewed have significant criminal histories, and have served time in a variety of facilities and security levels throughout the state. The sample of 409 men is fairly representative of the population of East Unit, at least in terms of race and ethnicity, although Hispanic respondents are somewhat underrepresented and African-American respondents are somewhat overrepresented. Interviewers kept a list of all men who were interviewed and they cross-referenced this list weekly to ensure no respondent was interviewed more than once. This roster of participants will also be used to further assess the representativeness of the sample in future

work. No identifying information was included on the survey and survey responses cannot be linked to a particular inmate.

Data Entry and Analysis

After paper surveys were picked up from East Unit, they were entered into a secure Qualtrics database to allow for easier data analysis. All paper surveys are kept in in locked filing cabinets in locked offices at ASU and access to the Qualtrics database is limited to members of the research team. Results in this report include both quantitative (close-ended question) and qualitative (open-ended question) data. All quantitative descriptive analyses were conducted in SPSS. Qualitative analyses involved coding each individual respondent's responses to identify common themes across respondents for each open-ended question. All of the responses for a question were read through first to identify major themes and ideas. Second, after identifying major themes, all responses were read individually and coded along these major themes. A third round of coding was done to identify smaller sub-themes. All open-ended responses were compiled and examined in Microsoft Word. Once coding was completed, the codes for each theme could be searched for in Microsoft Word to determine the number of respondents who mentioned each theme in their response.

APPENDIX E: ARIZONA TRANSFORMATION PROJECT DESCRIPTION



The Arizona Transformation Project

The Arizona Transformation Project is an Inside-Out Prison Exchange Program think tank. The ATP began in 2016 as a collaboration between students and faculty from the Arizona State University School of Criminology and Criminal Justice and incarcerated men at the Arizona State Prison Complex in Florence, AZ following the completion of the first Inside-Out course in Arizona in spring 2016.

The first class was an overwhelming success, but it left students and facilitators with the sense that there was still more work to be done. Inside students of that first class were invited to apply to be part of a group that would bring together facilitators with inside student alumni to continue the work of Inside-Out. Five students were selected to be a part of this group, which would meet biweekly in the visitation room of the East Unit at ASPC-Florence over the summer of 2016. These eight individuals—five inside students and three course facilitators—would develop the name, mission statement, and goals and responsibilities of the Arizona Transformation Project (ATP).

The mission of the ATP is to produce and maintain high-quality learning opportunities that will make our communities and correctional facilities more just and socially aware—through collaboration, dialogue, and transformative experiences.

The **current work** of the ATP includes: implementation and refinement of course projects (see below); development and refinement of Inside-Out courses; and original research for the Governor's Recidivism Reduction Project Team.

Learn more about the ATP at their website http://www.aztransform.org

Inside-Out Prison Exchange Program Class Projects

The culmination of each Inside-Out course involves students working together to design a project intended to improve the justice system. The project is organic to that particular class and addresses a problem that students have identified as deserving of attention. The projects are developed entirely by students, with the aid of course facilitators, and the final product represents the unique perspectives and talents of both inside and outside students. The projects are introduced to members of the prison and university administrations at the closing ceremony of each course.

Members of the spring 2016 Inside-Out class designed three projects. Each of these projects has been successfully implemented to the East Unit programming of the Arizona Department of Corrections. The ATP assumes responsibility for ensuring that these projects are implemented with fidelity and assists in making any necessary alterations to programming.

Reentry Resource Packet

Problem: How to prepare incarcerated individuals to reenter society

Solution: Create a reentry resource packet to be given to returning individuals that organizes the wealth of information available. Create a website (In Today, Out Tomorrow) that organizes this information electronically https://outtomorrowresources.com/

Victim Intervention Program

Problem: How to educate incarcerated individuals on the impact of victimization

Solution: Reintroduce the Impact of Crime on Victims Class (ICVC) to prison programming. Create an avenue by which incarcerated individuals can reach out to their victims and attempt to reconcile.

Family Reunification Program

Problem: How to repair the harms to family relationships impacted by crime

Solution: Provide critical questions to be addressed by incarcerated individuals and their loved ones during visitation. Create packets to address life issues (e.g., family roles; housing and work) faced by families in an effort to strengthen family bonds.