



UPAN Newsletter Volume 4 Number 3 | MARCH 2017

“Empowerment and Growth Through Knowledge and Unity”

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Spring: And Better Things Ahead

NEXT UPAN MEETING: MONDAY, April 10, 2017 6:30 – 8:30 PM
Taylorsville Library, 4870 2700 W, Salt Lake City, UT TOPIC: TBA

UNIVERSITY OF UTAH PRISON EDUCATION PROJECT HONORS PRAXIS LAB PRESENTS:

Free Screening and Discussion of *ZERO PERCENT* a documentary sharing the story of the men of Hudson Link, an organization created by the incarcerated people of Sing Sing Correctional Facility that provides a full college degree through local universities. More information, email: utahpep@gmail.com
TUESDAY APRIL 4, 6 PM – 8 PM **LOCATION:** Glendale Library 1375 South Concord, Salt Lake City

PREMIER SHOWING OF “NOT FOR RENT!”

Metamora Films’ latest documentary film is being released and screened at Weber State University in Ogden, Utah on **WEDNESDAY APRIL 5, 2017**. Tickets are free, but with only 100 seats available at the Wildcat Theater, please only register if you’re fairly confident you’ll attend. For more information: <https://www.notforrentfilm.com/>.

FOCUS MEETING: Maria Peterson has informed us that **FOCUS meetings will resume in April, but as of this publication did not have the date or the location confirmed.**

She did say the Topic will be : Medical/Mental Health

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

To improve is to change; to be perfect is to change often. Winston Churchill
[Progress in the right direction. Ed.]

NEW WARDEN AT DRAPER, WARDEN LARRY BENZON

Brief biography

Larry Benzon has been appointed as the new Warden at Utah State Prison in Draper as of December 12, 2016. Warden Benzon brings extensive correctional knowledge and a long-standing reputation as a stellar Corrections professional to this position. He served in the US Army from 1984 to 1991, then started with Utah Department of Corrections in 1993 and has been promoted through the ranks working various custody levels and facilities at the prison.

In 1999, he took a position in the Law Enforcement Bureau with the FBI Violent Crimes Task Force, and was promoted to Captain in 2001 where he gained

oversight of the Security Enforcement Unit, SWAT and Uinta 1 housing unit. In 2014, Benzon served as the training manager for the Per-Service Academy. He has been Associate Warden at the Utah State Prison since February 2016. His depth of experience and his focus on developing the future leaders at the prison will serve us all well as he takes on this responsibility in a key position within the agency. Benzon replaces Scott Crowther, who was appointed as the Director of Utah Correctional Industries.

Special thanks to Maria Peterson, UDC Public Information Officer (PIO) for passing this along.

UPDATES ON BOARD OF PARDONS & PAROLE

by Molly Prince & Warren Rosenbaum

BOPP Requests \$1.3 million In Funding for Electronic Database and Filing System

On February 10th, the Utah Board of Pardons and Parole presented a request for a Building Block Grant of \$1.3 million in funding to be spread over 3 years to the Executive Office of Criminal Justice (EOCJ). This was then sent to the Appropriations Committee. The funding was granted for the 1st year. UPAN encouraged families and supporters to contact the Appropriations Committee members in support of this request which was reported on in detail in last month's UPAN news. If the Board has technology of the 21st Century to track records and data, they will make more effective and efficient decisions, be able to be accountable to the public, and be more transparent. If, after the new system is in place, the Board were to release only 43 more inmates than they would have under the old system, the electronic system will have paid for itself.

Board Administrators To Receive Consultation & Assistance

Executive Director Greg Johnson shared with representatives of UPAN, the ACLU, and the Disability Law Center that the Board has received a grant from National Institute of Corrections (NIC) to provide Utah's BOPP with consultation and assistance in creating a Structured Decision Making (SDM) tool for use in Utah.

They had their first meeting to receive technical assistance through phone conferencing with the NIC consultants in February. Mr. Johnson and representatives from the Utah Board office will visit NIC in Connecticut March 20 – 23. The meeting will include Connecticut Parole authorities who have already instituted SDM. This is covered by the grant, so is not at taxpayer expense.

NIC has a four-step process to assist Utah in implementing an SDM tool. It is expected to take several months to fully implement. Mr. Johnson is

committed to developing something with solid evidence based foundation that will be effective in Utah.

Mr. Johnson has discussed at monthly meetings with UPAN, ACLU and Disability Law Center (DLC) the needs and ideas for Utah's SDM and he has the model that UPAN submitted. UPAN will be involved in giving input on various drafts as it evolves.

The SDM that the Board creates / adopts will then be integrated into the electronic system that the Board has asked for via a building block grant from the Utah Legislature this season. This will improve the ability of the Board to make appropriate and objective decisions about the offenders they review.

Carrie Cochran Appointed To Board Replacing Judge Yeates

Board member Judge Robert Yeates is retiring from the Board. Carrie Cochran, who is currently the Director of Community Programming for the DOC, was one of 4 candidates submitted to the Governor as his replacement. The others were David Edwards, Lieutenant with Bountiful Police Department; Greg Ferbrache, Justice Director in the Utah Attorney General's Office; and Blake Hills, Deputy County Attorney with the Salt Lake District Attorney's Office. A variety of letters were submitted to the Governor's office in support of Ms. Cochran from therapists, others who serve parolees, as well as families of inmates. The Utah Senate confirmed her and she begins April 1st.

Diverse Background For Helping Offenders

In considering what the candidates would bring to this position, it turns out that Ms. Cochran has the most diverse and helpful background in terms of helping offenders succeed. Ms. Cochran will likely bring a progressive perspective to the BOPP with her knowledge of how outpatient (community) programming works within the DOC. This includes substance abuse,

mental health, domestic violence, and sex offender programming. She is knowledgeable about the additional help Justice Reinvestment Initiative has given outpatient therapy funded by the DOC.

She spoke to the FOCUS meeting last summer and shared her history and perspective. She has worked within the DOC and Adult Probation and Parole for 25 years. It turns out that she favors the roles that have brought her opportunities to help offenders be successful in their parole in the community. She has said that she has really enjoyed improving programming across the board. This past year she was able to implement more mental health therapists and mental health treatment in the DOC throughout the different communities the DOC is involved in (not in the prison, she has never worked in the prison programs). Ms. Cochran supports Justice Reinvestment and supports more reform.

She believes in the importance of the BOPP creating a Structured Decision Making tool and keeping inmates informed of exactly what it is they need to do in order to receive a favorable decision from the board. She has experience in how the information systems in the DOC work, and can bring that perspective to the Board as they create their electronic database. In community

programming Ms. Cochran has been working toward achieving a system that tracks all services possible in the computers, so offenders on parole and probation can have their Case Action Plan needs, that are based on their individualized assessments, matched to the services that they actually need - including therapy, mental health treatment, and other programming.

Ms. Cochran understands corrections / law enforcement as well as treatment and she says, "I have been motivated the most" in her career working with offenders by helping them succeed. She has said, "I have been the most motivated by their success." She also is "all about communication and partnership with other agencies and families." Finally, coming from a treatment and programming perspective, Ms. Cochran has discussed her perspective that "we don't need to send low-risk individuals to prison." [Amen on that! Ed.]

She is interested in transparency with the Board and supports implementing an improved Rationale for Decision sheet to be given to inmates explaining Board decisions. It appears that she can help improve the relationships between the Board and the DOC, which will benefit inmates and their families. But the bottom line is – she believes in parole, and parole success.

BOPP RE-APPOINTMENTS, THIS YEAR AND NEXT YEAR

By Molly Prince

Board Member Chyleen Arbon Is Up For Re-appointment this year. She was a BYU professor and had worked in the Governor's Office as a policy analyst prior to becoming a Board member five years ago. Her background is useful in helping the Board move forward with their restructuring based on the Legislative Audit's recommendations last year.

One Board Member Each Year Is Up For Re-appointment. Last year, Denise Porter, a former public defender, was added to the BOPP to replace Jesse Gallegos, who retired. Mr. Gallegos' 5-year tenure is up in 2018, meaning Ms. Porter will be up for re-appointment this time next year.

"I think there's no higher calling than public service, which is a chance to make a difference in people's lives and improve the world." Attorney Jack Lew US Secretary of Treasury 2013 - 2017

UPDATE ON UTAH'S PRISON SEX OFFENDER AND SUBSTANCE ABUSE TREATMENT PROGRAMS (SOTP & SATP)

by Molly Prince

Director of Institutional Programming Victor Kersey has been working to bring the Utah Department of Corrections treatment programs up to date. Dr. Kersey came to Utah's system last June from Illinois where he spent many years overseeing programming for both adult and juvenile correctional systems there. Since his arrival, Kersey has had his work cut out for him. He and his staff have been busy working to bring various programs and the resources and methods of delivery of those programs into the 21st century.

SOTP – A Top Priority

I contacted Dr. Kersey for an update on USP's programs. He stated that due to the Legislative Audit,

SOTP has become his top priority. He acknowledges that currently the USP SOTP is a one-size-fits-all program which is not necessarily current with the latest research literature on sex offender treatment. He wrote "I have developed an audit instrument for the SOTP and will be conducting an audit of the Draper, San Juan and Sanpete programs over the months of March and April. Preliminarily, there will be a complete overhaul of the programs." UPAN directors encourage readers to remember that nothing in a system so large changes quickly, and if we are patient, the SOTP will go through the transformation it needs to, as it is brought into current best practice programming.

Dr. Kersey also shared that Programming “has made significant strides with developing a relationship with the BOPP specific to our low risk offenders for a cursory review to determine (based upon SOTP recommendations) consideration for early discharge. The condition of such discharge would be to secure community-based outpatient SO services.” This has already occurred in cases where the offender has been released within a few days or weeks of completing treatment to engage in continued care and aftercare in the community. In some cases, several inmates have been released early to halfway houses to finish their treatment “mid-stream.”

Triggered by the Legislative Audit of SOTP, Dr. Kersey and his department have been reviewing the programs in Utah facilities. His responses to questions I asked about the status of the process are very encouraging to those of us who have seen what has happened over the past years as the numbers of individuals needing specialized treatment, but also having various intellectual / neurological challenges, have been underserved. The changes that he is working to bring to USP programs are detailed in this article.

Attention On Intellectually Disabled Inmates

More changes are on the horizon due to the attention prompted by the current Legislative Audit of SOTP and the Disability Law Center’s inquiry into problems that intellectually-delayed, neurologically-impaired & mentally ill inmates have had accessing, and being able to make it through, treatment programs of SOTP and SATP.

UPAN is pleased to learn that Dr. Kersey has “been working on securing contracted services through an existing vendor to provide cognitive testing for those SOTP candidates that have been identified in the R & O process as potentially having cognitive and/or neurological impairments.” He further informed us that once these identified offenders have been assessed, there may be recommendations as follows:

One option can be that a Special Attention Request may be submitted to the BOPP for consideration of the soonest discharge to accommodate for specific needs treatment in the community. UPAN recognizes that this will necessitate confirming that there are treatment providers in the community that can provide these specialized services, as well as funding sources for the offender to access to be able to afford to pay for treatment in the community.

A second option, based on impairment level, provides for the inmate being placed into an Intellectually Disabled SOTP. Dr. Kersey stated he is “currently in

the process of securing/developing an SOTP for the intellectually disabled” and continues to make significant progress.

Because UPAN directors receive a number of letters from inmates and emails from families about these issues, this is very reassuring news for those inmates who have been unable to successfully participate in treatment programs due to impairment of various kinds. I had asked Dr. Kersey about information I had received indicating that the prison will now perform neuro-psych evaluations to identify disability issues. He responded, explaining that the prison cannot provide neuro-psychological assessments due to not having qualified personnel to conduct them. He reports, “I am exploring the use of a referral and contracting service to provide these services.”

DOC To Fill Clinical Vacancies

Dr. Kersey stated they currently have clinical vacancies and will be analyzing the current pay scale for these positions to assist with hiring and retention. The DOC has been consulting with the Disability Law Center and the ACLU regarding SOTP programming. They have two contract vendors for SOTP (who facilitate the San Juan and Sanpete County Jail programs) and for Family Psych and Domestic Violence programs.

Substance Abuse Treatment Program Reviews

He reports that there is no private consulting firm for the Substance Abuse Treatment Programs (SATP), which had been rumored.

Dr. Kersey and Deputy Warden Hendrix have been conducting program and facility reviews of county jail SATPs and will be conducting the same audits on HOPE (CUCF), CONQUEST (Draper men) and EXCELL (Draper women) in the coming months. The Utah Department of Substance and Mental Health (DSAMH) will be conducting their certification reviews of all providers during 2017.

He further explained, that the purpose of the program and facility review audits has been in an attempt to standardize SA programming as well as ensure that “all services are in line with evidence-based practices with appropriate training and use of treatment materials.”

UPAN is pleased to share the good news of these developments, realizing it still takes time to implement any and all of these programs. Dr. Kersey’s dedication to bringing the programs up to state-of-the-art standards is appreciated as is his willingness for transparency, sharing his agenda to address the various issues at this time.

The price of doing the same old thing is far higher than the price of change. Bill Clinton

Excellence is the gradual result of always striving to do better. Pat Riley

**REPORT ON UTAH'S PROGRESS ON IMPLEMENTING A GERIATRIC /
HOSPICE PROGRAM by Molly Prince**

I followed up in February with Director of Programming Dr. Victor Kersey and Medical Services Director Tony Washington regarding UPAN's interest in how USP will be implementing a Geriatric and Hospice Program, as well as Long-term Care. (See Oct 2016 UPAN News).

Via email, Dr. Kersey updated us regarding the DOC's direction as far as programming goes with the Geriatric/Hospice program. PLEASE NOTE THIS PROGRAM STILL BEING REVIEWED AND HAS NOT YET BEEN IMPLEMENTED. However, it is anticipated it will be implemented in the existing Draper prison, and when the new prison is built, will have a home there.

Dr. Kersey explained that using the *Quality Guidelines for Hospice and End-of-Life Care in Correctional Settings*, he has developed an Inmate Geriatric/Hospice Care Survey to be dispersed to all offenders ages 50 and older in Draper and CUCF. This is a 16-question survey to ensure a timely response to inmate patient concerns and family contacts 24 hours a day. Additionally, this will assist him in developing a program to provide assessment, support, programming and when indicated, appropriate interventions.

Dr. Kersey has developed the following documents and policies which are currently under review: *Consent for Treatment; Hospice/Adult Care Program Policies and Procedures Manual; and Patient Rights and Responsibilities*.

The program will include inmate volunteers to assist in caring for the patients. Each inmate volunteer will undergo initial training, as well as a weekly evaluation by a supervisor. Refresher training will be facilitated on an annual basis. Since this program will allow for inmate volunteers, Dr. Kersey has developed these policies and agreements which are also under review: *Hospice/Adult Care Program Volunteer Training*

Curriculum; Hospice/Adult Care Program Volunteer Agreement; Volunteer Code of Conduct; General Rules for Volunteers; Volunteer Roles; Housekeeping and Clerical Support Roles; Personal Care Tasks; and Support and Supervision of Volunteers.

Director Kersey is familiar with hospice in Corrections as a result of his work in Illinois, where one of his staff was involved in a nationwide collaboration that created *the Quality Guidelines for Hospice and End-of-Life Care in Correctional Settings* 2000. This is the Guideline that he is following in the development of Utah's program. UPAN is grateful that he is making this a priority in Utah's system, where our incarcerated population is aging quickly, and we have a significant number of "lifers."

Dr. Kersey also informed us that under his direction, the Division of Programming is developing support group curriculum for the Hospice/Adult Care population in the following areas: Depression, Menopause, Health, Stress Management, Wills and Trusts, Terminal Illness, Nutrition, Goal-setting, Social Security, Death and Dying, Self-Esteem, Exercise, Life-skills, and Maintaining Family Connections. In addition, other classes are being considered: Quilt-making, art class, craft clubs, literacy, horticulture, yarn crafts, material crafts, holiday decorations and wood crafts.

He is clearly doing his part to implement these programs.

I reached out via email to Director of Medical Services Tony Washington in February, asking for an update on what the medical portion of the plans are. Due to his schedule and time constraints, he was unable to submit an update in time for this article. We hope to have an update from him in a future newsletter.

**UPDATE ON UTAH LEGISLATION RELATED TO CRIMINAL JUSTICE
by Molly Prince with explanatory information provided by Anna Thomas**

As of March 10th the 2017 Legislative session in Utah has come to an end. UPAN thanks the legislators who worked on and sponsored bills that will benefit our returning citizens as they rebuild their lives after incarceration. We also want to thank everyone who took the time to attend the sessions, testify before committees, and write to their legislators bringing their attention and support to these bills. Please refer to February's UPAN News for more detailed information on the content of both HB156 and HB178. To research these further, go to the Legislature's website: le.utah.gov.

HB156 Passed the Last Week of Session
HB 156, "State Job Application Process, otherwise

known as "Ban the Box" sponsored by Rep. Sandra Hollins (D Salt Lake) and co-sponsored by Senator Jani Iwamoto (D Salt Lake) is the bill that UPAN, the ACLU, and hundreds of people with criminal histories trying to rebuild their lives, have been excited about for two years. This law applies only to government agencies within the state of Utah. What it essentially does is remove the question on the INITIAL job application that asks, "Have you been convicted of a felony or misdemeanor?" UPAN extends deep appreciation to Rep. Hollins for working hard on this bill over the last two years and congratulate her on the final success! <http://le.utah.gov/~2017/bills/static/HB0156.html>

HB 178 Good Landlord Program (GLP) Amendments Passed With Some Revisions

Rep. Brian King (D Salt Lake) and Sen. Curtis Bramble (R Utah & Wasatch) passed after a variety of discussions and some revisions that some of us were not happy with. As Anna Thomas of the ACLU wrote in an email update on March 7th, this bill, “after all the fighting and scrambling – both in public and behind the scenes – this ended up being a pretty darn good bill.” The floor amendment to HB 178 pushed by Rep. Jeremy Peterson (R Ogden) was included, to the disappointment of many of us. It means that cities that host a community correctional center (aka half-way house) are exempt from the new law. This means that the following cities do not have to honor the new law: Ogden with NUCCC; West Valley City with Bonneville CCC and Atherton; and Salt Lake City with Fortitude and Orange Street. Otherwise this law forbids all other cities in Utah from forcing landlords to deny housing to people with a criminal history through their Good Landlord Programs. The cities have been doing this by offering a significant reduction in fees to landlords who do not rent to felons, and high fees to those who do.

It should be noted that S LC already does not have a criminal history clause in its GLP. West Valley is currently re-structuring its GLP to remove the criminal history exclusion. Ogden is the challenging area.

Ogden already had a “waiver” program that requires individuals with a criminal background to request a waiver from the city of Ogden, allowing them to be rented to by a GLP-participating landlord. The problem with this is that folks with old criminal histories who don’t have a current probation or parole officer to vouch for them cannot get the exception. The ACLU, UPAN families, former felons and others urged Ogden to

agree to allow Landlords to also apply for waivers on behalf of their prospective tenants. This allows landlords who want to rent to someone with a recent criminal history to help that person overcome the barrier of the waiver application by doing it for them. According to the ACLU, “It’s not perfect, but it’s something.”

Anna Thomas writes, “This new law will mean that all new GLPs in Utah CANNOT REQUIRE CRIMINAL HISTORY EXCLUSIONS.” (emphasis added). UPAN sends deep appreciation to Rep. Brian King (for creating, sponsoring and being a champion of this bill for the past two years!!! briansking@le.utah.gov The text of this bill can be found at: <http://le.utah.gov/~2017/bills/static/HB0178.html>.

SB 12 Expungement Amendments

The Expungement Amendments sponsored by Senator Daniel Thatcher (R West Valley) and Rep. Eric Hutchings (R Salt Lake) also passed. This bill makes a small step toward making expungements more accessible. It will help eligible people find it easier to pursue expungements. Basically this bill: 1) adds definitions to the previous law; 2) prevents the dissemination of information regarding pardons and expungements by certain persons; 3) specifies that infractions, traffic offenses, and certain minor offenses will not count towards expungement eligibility; 4) allows for an increase in the number of convictions counted to be eligible for expungement; and 5) allows the court during sentencing in a criminal prosecution to take into account if the level of the offense has been reduced since the defendant’s conviction. Senator Thatcher has indicated that he would like to work with members of the criminal justice reform community to take this effort even further next year. For more details go to: <http://le.utah.gov/~2017/bills/static/SB0012.html> .

“Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has.” Margaret Mead

DAY OF EMPATHY OBSERVED ON MARCH 1 2017

by Molly Prince

UPAN and League of Allies partnered with Dream Corps and #Cut50 on March 1st at the Kafeneio Coffee House to host almost 3-hours of sharing from former inmates and family members as part of the nationwide Day of Empathy.

With an attendance of about 50 people, Britnee Webb, Utah’s organizer of the event, hosted the gathering. All of our Utah Legislators were invited, as were representatives of a variety of community organizations and state agencies, such as the CCJJ. No legislators were reported to have attended, possibly due to how close the end of Utah’s session was. The day of week and venue offered an opportunity for some families to attend who are unable to attend the regular Monday UPAN meetings.

Maria Peterson, PIO for DOC Attended

We appreciate that Maria Peterson, the Public Information Officer for the Utah Department of Corrections attended and remained for the entire event. She shared her contact information and spoke with a variety of attendees. She spoke briefly to the crowd and assured everyone she will respond to questions via phone and email. She stressed that the DOC is dedicated to working with and communicating with UPAN.

A Variety of Speakers Shared Their Experiences

While there is not room to detail every speaker’s message, we will summarize them briefly here. We want to acknowledge and thank everyone that spoke. We hope to include more specific and detailed messages shared on the Day of Empathy in future UPAN newsletters, as space permits. We also will

share more specifics about the true cost of incarceration on families in the future.

Dick Sullivan, Former Board of Pardons and Parole

board member spoke. He retired from the Board in 2011 after 30 years working in the DOC, AP & P and the BOPP. He focused on the changes he has seen in Utah's criminal justice system since he began working in it in the mid-1970s, including the tremendous growth in our incarcerated population. He stressed the importance of collaboration and cooperation between the DOC and civic / community organizations to assist in helping offenders succeed. He discussed the need to "impress upon lawmakers it is in the interest of everyone to fund treatment and programming to it's appropriate level" in Utah. Mr. Sullivan's message was realistic. It clearly came from the heart with his conviction that helping people change and become successful is "the right thing to do" and to remember "it is cost effective" for Utah taxpayers to provide the appropriate treatment and education opportunities for people involved in the criminal justice system.

Jordan Holladay, former Federal inmate spoke briefly about his experience. He shared what he is doing to support people in prison now that he is out by holding monthly letter-writing-to-prisoners nights at the West Valley City Library in their Study Room. Their Facebook page says that everyone loves getting mail and encourages folks to go write and "come find a new pen pal!" It is held at 7:30 PM the 2nd Tuesday of the month! <https://www.facebook.com/SLCABC/>

Ben Aldana went to federal prison at age 23 for six years. He shared his experience at the former federal Cornell halfway house in SLC and how it was not supportive to felons trying to get back on their feet. (Note it was a private, for profit halfway house). He also discussed the ingredients important to his success as he has rebuilt his life. He has a family who was willing to take him in, he had a boss who was willing to hire him, and Utah Valley University that was willing to accept him. He worked full time and attended school until 2015 when he quit his job to attend law school full time. He is currently a 2nd year law student at BYU. He stressed that success is connected to community acceptance and support. Ben has talked to his local legislators and Congressmen. He has testified at the Utah Legislature for criminal justice reform. In fact, he most recently testified on March 1st in support of the Ban the Box legislation.

Matt Duhamel spent 4 years in federal prison. He discussed the necessity and benefit of family and community support in order to be successful after incarceration. He shared a little about how his being in prison affected his family. He also discussed how there are good people in prison, and how he has changed over his years of experience involved with the criminal justice system. Matt now is an independent documentary film maker with his wife. He has a full-

length documentary film premiering on April 5, 2017 at Weber State University about the difficulty felons have finding housing. The name of the film is *Not for Rent*.

Britnee Webb shared from her experience of being the daughter of a father who has been in federal prison since she was an adolescent and the impact the experience has had on her and her family. She spoke of the fear and uncertainty that families face when a loved one is arrested and incarcerated. She brought out the fact that having a loved one in prison costs us all a lot of money - for calls, commissary, travel to visit, not to mention on legal fees, raising children without a parent, spouses shouldering the burden of healthcare, clothing, and education for the children. She spoke of the fear that all families face when they don't hear from their loved ones due to unexpected moves to different facilities as well as due to lock-downs and the lack of information from penal institutions about the reasons for lockdowns and if loved ones are safe. Ms. Webb stressed the medical issues that inmates experience that also affect the families. She addressed the frustration when families try to get medial help for their loved one and how jails and prisons across the nation, (county, state and federal), make it difficult for families to find out if their loved one is "even alive."

Angie spent 10 years in Utah State Prison. She discussed the struggles after her release in finding an apartment and employment. She was homeless for 6 months after release. Angie is dedicated to helping others not struggle as she did after prison. She has started a Facebook page called Prison to Paycheck. Her goal is to unite employers who will hire former felons with people seeking work. It is a page that requires the help of everyone and she asks if people know of employers who hire felons, to please post on the Prisoner to Paycheck Facebook page. <https://www.facebook.com/search/top/?q=prison%20to%20paycheck>

Open Mic A variety of speakers participated in the open mic portion of the night. We will feature these in more detail in future articles. At this time, we want to thank the following for having the courage to step up and speak about their loved ones. Many brought photos of their incarcerated loved ones and held them as they spoke.

Jerry shared about his son's experiences going to prison as well as the impact on the family while holding a photograph of a good looking young man. He shared the lesson his son has learned about all choices having far reaching consequences. He told how his son's sentencing extends to his son's wife and family. He outlined problems with the IPP program which limits state inmates' opportunities in many county jails for programming, work, recreation, contact with family, etc. He reports his son, in a county jail, has not been outside since October. He urges the system to focus on "rehabilitate while treating them as human beings."

Shauna Denos, UPAN President, held her son's picture while sharing her experience as a mother and their family's experience of having their loved one being moved between jails in the Inmate Placement Program, the extremely high cost of phone calls in the jails, and having to learn the differing rules of each jail. In addition to the prison, her son has been housed in four county jails in the several years he has been incarcerated. She observed that people involved in the legal system are often good people, as are their families. "We have met wonderful people on this prison journey."

Young girl. An elementary-school-aged girl stepped up courageously to the microphone and talked about her father being gone to prison and how hard it is for her to not be able to see her father. She talked about what the family is doing so that she will someday be able to see him. Her mother also spoke of the cost and challenges to families of having a husband and father incarcerated. The mother shared how hard it has been when friends turned away from her because she chose to stay with her husband and how she is trying to help her children. "It is a sentence for us family members as well."

Step-father. A man who did not identify himself held the photo of his step-son and discussed the burden on his wife and family of having their loved one incarcerated for 7 years with no visits or calls due to mental illness that is not being treated by the prison system. The untreated inmate ends up in solitary and keeps getting into trouble. The prison system denies him the support of his family through visits and calls due to the privilege/classification level system. He stated the prison doesn't always work for improvement with inmates who are mentally ill, further separating the inmate's family support causing them agonizing worry. He said the family's done everything trying to get the inmate moved to Olympus in Draper or to a bed at the State Hospital. He reports "we are ignored by the Governor and all the way down to the prison." Due to the acting-out behavior of the mentally ill inmate, he gets charged with additional offenses while in prison. Of his step-son he states, "He doesn't deserve a life sentence for having mental illness." [Well stated! Ed.]

The mother of a son, who went to prison at 17 years old and is now 34, spoke about his life in maximum security for the past 15½ years. She shared how she has learned where to call to find out if her own son is safe during lock downs and events where inmates have been attacked or killed in prison. She calls and asks if her own son is involved because "We need a place to be OK."

Brianna, the now-adult daughter of a father who went to prison when she was 11 years old, presented a wonderfully prepared talk that she has given at UPAN

meetings before and which was published in the UPAN newsletter in June 2016. She shared the pain of growing up without a father and the challenges of trying to visit him as a child. She discussed the impossibility of maintaining regular visits and calls with her father in the IPP program, housed far away from her, and then not even being able to hold his hand.

Another mother spoke sharing the heartbreaking story of her son turning himself in to the police for his offense and how the police were not honest with the parents when they were arresting the son, and kept them in the dark. She expressed her frustration that her son wanted to get help, which is why he turned himself in and confessed without an attorney, and instead ended up going to prison. She states, "Still, 3 years later, he has received no help at all."

A man who did not identify himself publicly spoke about his brother in the system. He discussed what the system needs. He acknowledged that penal systems are evolving and he spoke of Norway's system with only a 3% recidivism rate.

Daniel, a former inmate with 17 years of sobriety, spoke. He said as of January 2017 he is finished with the system after being involved with it for 20 years. He mentioned the problems that impact the system because of what keeps being taken away and the mistakes the prison makes. He talked about the trauma inmates experience, like his own resulting from seeing a 24-year-old murdered because the prison housed him in the wrong place. He stated that it would be wiser to offer programs only to the inmates who want them and want to change; stop wasting resources by forcing those who don't want to change into a to program when they don't take it seriously. He encouraged families to be supportive of their incarcerated and paroled loved ones and to "push loved ones to change." His advice to parolees is "to take any job and then work toward getting better." He talked about taking a job at Arctic Circle, "as a grown man, but it was a place to start." He attributes his success to cutting ties with people from his past that are unhealthy as well as his wife's supportive attention and never giving up, yet being subject to boundaries and his being accountable to her.

Mary Daniels spoke about having a son in prison. She feels after a lot of time he is now demonstrating he has changed his life. She discussed spending many years helping the homeless and parolees. She began Lilies of the Field 10 years ago to help supply clothing and food for parolees who have no one else to help. Her store is located at 2580 South Main in SLC. She accepts donations, both cash and material goods. She has spent many years funding this out of her own pocket. She has a sincere desire to help people who want to help themselves.

"You realize how much you truly miss someone when something happens, good or bad, and the only person you really want to tell is the one person who isn't there." Anonymous

The NIC Learning and Performance Symposium

By Michael J. McAinsh, UPAN Secretary

Since expiring my sentence in 2015, I have devoted a lot of time to looking for solutions to improve corrections. The things that interest me are the best practices for making corrections a rehabilitative experience rather than a strictly punitive one. I soon discovered that the website for the National Institute of Corrections (NIC) was a great source for scientific-based information for reforming miscreants like me.

As most of you know, programming classes can be a waste of time. Inmates try to get into the classes that are a part of their “mapping,” but then find that the instructors—with several notable exceptions—are, ummmm . . . uninspired, let’s say. (Dr. Victor Kersey, the Director of Institutional Programming, is working to change that.)

When NIC announced that there would be a Learning and Performance Symposium at the end of August, I decided to apply for the chance to attend. The announcement said that NIC would be very selective of who were ultimately invited, so imagine my surprise at finding that I had been selected! I sent an email stating emphatically that “I am a felon.” NIC replied by sending me the paperwork to fill out.

I decided to take the train to Aurora, Colorado where the National Corrections Academy is located. I had a very pleasant ride through the Rockies, and arrived ready to learn. And, it’s a good thing too, because the next three days would prove to be intense. No sitting around, taking notes and drinking coffee here! No sir! We got up, moved around a lot and interacted fully throughout the three days. “Interactive Instruction Ignites Learning” was the theme, and boy, did we interact! The introvert in me was horrified; the kid in me said, “Hey! This is fun!”

A test of willpower greeted me moments after leaving the train station. There was a pot shop just yards from where I was standing! “I wonder what it looks like inside . . .” I thought. However, common sense quickly took over. No sense in tempting myself. I went looking for the station where I’d catch the local train that would carry me to the station near the hotel where I’d be staying.

After that train trip, which began at 3 o’clock that morning, the hotel room was welcoming—especially the bathtub, where I could soak my fatigued body, before climbing into a very comfortable bed for a good night’s sleep. The next morning, I was anxious to see what this symposium was all about. I fueled up on coffee, and made up for the skipped meal of the night before, by making good use of the complimentary breakfast. At 7:45, I boarded the bus that took me and others to the academy.

The staff of the academy got down to business at 8 o’clock sharp. The facilitators were introduced, and then we participated in an activity that helped put us at ease. The table was littered with glitzy appliquéés to festoon our table placards to our taste. Since I was a stranger to everyone at our table, I was glad for this activity that helped to engender conversation. I was not too eager to reveal to everyone in attendance my status as a felon, so I used my position as Secretary of UPAN to explain my presence to the others.

After decorating the placards, we played a game called “Hello.” Earlier, we were told to identify ourselves on the placard with a color which corresponded with our role in corrections. Since I was there representing a non-profit, my color was green. Then we were expected to go around the room, making acquaintances while getting signatures on our placards. In this game, I met a woman with whom I felt comfortable with revealing my past history. She represented a counseling service, and in turn, confided her past as an alcoholic. Here we were, two people with dark pasts, who were turning our lives around while helping others. As Booker T. Washington once said, “If you want to lift up yourself, lift up someone else.”

That first day was spent in many activities that re-enforced the theme of the symposium: “Interactive Instruction Ignites Learning,” interspersed with introductions to the programs that the National Institute of Corrections has to offer. NIC is on the cutting edge of scientifically-sound methods for dealing with the challenges facing corrections. We were introduced to the NIC library and research capabilities that puts this information at our fingertips. The librarians did a couple of information searches for me while I was at the symposium, and they quickly obtained answers to my questions. I still use their services—I’m but a few keystrokes from the paper or book that I need on a particular subject.

Most of the second day was turned over to Matt Richter, a trainer in interactive techniques developed by the “Thiagi”** group. These activities are designed to get people out of their “comfort zone” and into a state where new ideas flow. And Matt truly ignited learning! One activity quickly led to another, interspersed with Matt’s entertaining banter. Much of the focus on the symposium was with trainers in the police and corrections academies, but the techniques that were presented are applicable across all the disciplines that make up corrections. I found insight on ways that one could approach SOTP for learning-challenged inmates, who find themselves left behind in traditional SOTP groups.

By the third day, I was ready for activities that wouldn’t drain the last drop of energy from my body. That day

was mostly spent with discussions that wrapped up what was learned, and how we planned to apply that knowledge. There were two break-out sessions where we could discuss how we could energize the people in our organizations. It was enlightening to hear staff trainers from departments of corrections across the country speak of the challenges they faced daily from intransigent staff who say, "Well, we've always done things this way, and I don't see as how we need to fix what's not broke."

Good-byes are always hard, and I felt the melancholy that accompanies the end of an event where lively discussion energizes one to try to reach new heights. After a light supper, I went back to my hotel room and turned in for the night. I faced a long train ride back to Salt Lake City in the morning!

**[A group that develops interactive methods for improved performance. Google it. This should be applied to the whole DOC system. Ed.]

Change is the law of life. And those who look only to the past or present are certain to miss the future. John F. Kennedy

You never change things by fighting the existing reality. To change something, build a new model [Using 21st Century advances, Ed.] that makes the existing model obsolete. R. Buckminster Fuller

APPRECIATION FOR UPAN IN A VALENTINE'S DAY LETTER

The following was included in a letter wishing one of the UPAN directors a Happy Valentine's Day. It says, "I want to let you know that there are so many of us in here that can't believe that there are people like you out there that want to make a difference for us in here. We have made serious mistakes in our lives. We have done bad things. We have hurt people, others and ourselves. We have made choices that took us away from those who love us. We depend on the help and love of others to make it through this existence called prison. We are strangers to you, yet you fight for us. You fight for all of us, no matter who we are. We are grateful more than words can say that there are people like you out there.

accept apologies you don't give. They see the best in you when you don't act your best. At your worst, they lift you up, even if it means sacrifice of themselves. They may be busy, but they still do everything they can to help you when you need it. They make time, even when you don't. Sometimes they can be the most sensitive people. They're the most caring people. You wonder why they are willing to give so much of themselves with no expectation in return. You wonder why their existence is so essential to your well-being. It's because they don't make you work hard for the attention they give you. They accept the love others choose to give them. And they give theirs unconditionally.

I want to share something that someone sent to me recently and I think it applies to the people running UPAN: *There is something about people with good hearts. They give you the benefit of the doubt when you don't explain yourself and don't deserve it. They*

Thank you all for everything you have done. Thank you for everything you are still doing. Thank you all for everything you will do. It makes a difference to all of us."

"If people did not love one another, I really don't see what use there would be in having Spring." Victor Hugo

A summary of the Faith in Reform meeting of January 28th will be included in the next issue. Ed.

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You've read that progress is ahead; stay patient, use wisdom, and feel assured, while staying cool. 'Way to go! Ed.

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