



UPAN Newsletter Volume 8 Number 5 | **MAY 2021**

“Empowerment and Growth Through Knowledge and Unity”

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Visitation Update – COVID Update – History of Mother’s Day

**New Feature: *Timely Timpanogos Topics* – Jobs as Parole Nears
Serving Mental Illness – IRS Looks for Prisoner Tax Fraud**

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June 12, 2021 Meeting Location: Virtual - Zoom Registration **Topic:** Family meeting. Topics will be determined by participants. Free and open to the public. Live stream on Facebook Live available. Virtual Zoom Meeting – link is <https://bit.ly/2UJ2RA3> If you are on the UPAN mailing list you will receive an invite.

UPAN continues virtual meetings during the pandemic. Also available, as usual, on our Facebook page afterwards. All UPAN Meetings and those posted on this page are free and open to the public.

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* * * **May is National Mental Health Month** * * *

“Prisons do not disappear social problems, they disappear human beings.” Angela Davis

“Some days, your light may get curbed by waves of uncertainty, but that doesn’t mean you will never shine again.” Sonia

“As a society, our decision to heap shame and contempt upon those who struggle and fail in a system designed to keep them locked up and locked out says far more about ourselves than it does about them.” Michelle Alexander, author

Change brings opportunity – Nido Qubein

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

Visitation Updates for Draper and CUFC

By Faye Jenkins

This is a recent press release from UDC regarding on-site visits and volunteers at the prison:

Utah Corrections to Resume In-Person Visits and Volunteer Services in June

After more than a year, UDC will resume in-person visits and volunteer services in early June.

Starting in early June, in-person visiting, and volunteer and religious services, will resume at the Utah State Prison (USP) in Draper and the Central Utah Correctional Facility (CUCF) in Gunnison.

“Our incarcerated population have not seen their family in-person for more than a year,” said Brian Nielson, executive director for the Utah Department of Corrections. “Throughout this pandemic the incarcerated have shown great fortitude in adhering to COVID-19 guidelines in order to help slow the spread of the virus.”

Visits and services will roll out in a phased approach in order to adhere closely to COVID-19 protocols, including social distancing, face coverings, temperature checks and screening questions. Nielson continued,

“We appreciate state and local health officials for their continued support and guidance on navigating the pandemic,” “And finally, I would be remiss if I did not thank our incredible staff who have worked diligently to make this happen and have been nimble since the outset of the pandemic to adapt to ongoing changes.”

In March 2020, all in-person visiting was suspended and supplemented with 10 free 15-minute phone calls

per week. The Department plans to continue providing video visits when in-person visiting resumes.

For those planning in-person visits, visitor applications must be approved. Find more information here: <https://corrections.utah.gov/index.php/family-friends/how-to>

Volunteers can communicate with the Department’s programming division by emailing udc_vrs@utah.gov.

This is great news that we have all eagerly waited to hear! My understanding is if you are currently approved for video visits, you are approved for contact visits. If you are not sure about your visitor status, reach out to the prison visiting staff who can answer your questions.

Video visits are available in all areas of the prisons. The last areas, Uinta and Olympus, were added to the video visiting schedules in April. Video visits are now scheduled online. You must schedule at least 2 days in advance. Schedule earlier if you want to make sure you get a desired time slot. Once a time slot is full, that time option will be removed from the online scheduler.

At this point it seems UDC is still providing 10 free calls and one free video visit for inmates each week. What an incredible benefit this has been!! We all hope UDC will continue to provide this valuable benefit after contact visits resume in June.

COVID-19 Update, May 10, 2021

By Wendy Parmley, RN

After a long and difficult year, we are happy to hear that as of April 29, all incarcerated individuals in both Draper and Gunnison have been offered at least one dose of the COVID-19 vaccine. More than 2,659 individuals have been fully vaccinated as of the end of April. Vaccines are being offered upon intake into the prison. We are grateful for what appears to be a light at the end of the tunnel.

Throughout the past year of COVID, there have been 16 deaths total reported: 13 in Draper and 3 in Gunnison. Our hearts go out to the families of loved ones who have died or who have been ill or hospitalized. As of May 10th, there have been a total of 30 reported outbreaks (up 3 from 1/13/21) with 3,899 individuals (up 700 from 1/13/21) who have tested positive in our jails and prisons, and 97 hospitalizations (up 19 from 1/13/21). <https://coronavirus.utah.gov/case-counts/>

As of 5/5/21, there are no reports of active cases of COVID-19 at the prisons in both Draper and Gunnison,

with 24 active cases in UDC inmates housed at a county jail.

<https://corrections.utah.gov/index.php/home/alerts-2/1237-udc-coronavirus-updates>

We acknowledge the difficult journey of the past year. And we appreciate all the letters describing the pain and concerns of those incarcerated in our prisons. We have forwarded on those concerns to legislators and prison officials both within and outside of the medical department. Those concerns have been heard and legislators and prison officials have advocated for you.

I personally have tried to write letters back to many of you, but I know I have missed some individuals. Please know that I am deeply grateful for your courage in sharing your stories. And I believe your stories have made a difference!

I love the book, Man’s Search for Meaning, by Victor Frankl, a concentration camp prisoner. If you haven’t read it, I would encourage you to. A few quotes that I love: (Continued on page 3)

“Everything can be taken from a person but one thing: the last of the human freedoms—to choose one’s attitude in any given set of circumstances, to choose one’s own way.”

“When we are no longer able to change a situation, we are challenged to change ourselves.”

And my favorite: “Those who have a ‘why’ to live, can bear with almost any ‘how’.”

I have been moved by the concern you have shown for others incarcerated with you or your loved ones. I am also moved by your resilience. Thank you for sharing

your personal stories, for helping lift others, and for showing us that we can do hard things. Thank you for sharing your “why.”

The History of Mother’s Day – Making a Difference

By Molly Prince

This article is based on and adapted from several sources. One is information published in Sociology Professor Sarita Srivastava’s article “We Need to Reclaim the Original Intent of Mother’s Day” originally published May 9, 2019 in *The Conversation* <https://theconversation.com/we-need-to-reclaim-the-original-intent-of-mothers-day-116798> and updated May 13, 2020.

Today, American society celebrates Mothers by setting aside a Sunday in May to do something special for them. This can range from letting mom’s sleep in and serving them breakfast in bed, to other family members or friends doing the cleaning and cooking for them for a day, to taking them out to eat, to lavish weekend or week-long trips for those mothers and grandmothers in families who can afford it. This day is set aside as a day of respite and respect for the women in our lives who create life, give birth, and raise us into adulthood.

That works for some - the Hallmark card sweetness and sentiment, with the commerciality that has become a hallmark (pun intended) of Mother’s Day in America. As a therapist and someone who works for social change, I always remember that Mother’s Day originated with a very different intent.

Prof. Srivastava reminds us that Mother’s Day tends to focus on appreciating a mother’s domestic and emotional labor, but it neglects a huge part of the life’s work of mothers - our life’s work, goals, and accomplishments. She reminds us that it’s not surprising that some women feel dissatisfied. Not only do women have to pack all that appreciation into one day, we often do the cooking and housework anyway.

Let’s go back in history and look at the original intent of Mother’s Day. It was intended to be a collective day of action — rather than a day of buying gifts, cards, or flowers. This has been lost over the past century.

History of Mother’s Day

Srivastava writes that Mother’s Day was originally a call for peace in response to the carnage of war, the 1870 Mother’s Day Proclamation was an impassioned plea by activist Julia Ward Howe, a feminist and advocate for the abolition of slavery. She wrote:

“Let women now leave all that may be left of home for a great and earnest day of counsel ... with each other ... as to the means whereby the great human family can live in peace.”

Wow! Isn’t that what the UPAN family of mothers and wives, sisters and daughters are doing? Trying to advocate for criminal justice reform. Reform in Utah’s prisons so they become institutions of transformation and rehabilitation, reformation, and growth to prepare those inside for a productive and pro-social life in the community?

The question is - Could we once again imagine Mother’s Day as a day to work for peace and justice, transformation and reformation?

What if Mother’s Day was less about a brief reprieve from cooking and more about celebrating the diversity of all families – including incarcerated families? Could it become a day to support, celebrate, and share collectively in the labor of making healthy, peaceful communities, correctional institutions, and families?

Could it become a day that remembers and includes the mothers of the incarcerated? Could it become a day that includes those mothers whose husbands are incarcerated? Could it become a day to include, remember, and support those mothers who ARE incarcerated?

Hallmark’s lasting influence

Americans spend over \$23 billion on Mother’s Day, an average of about \$200 per family and \$2.5 billion on greeting cards alone. It is the third most popular greeting card holiday, according to Hallmark.

The problem is that Hallmark (and others in the greeting card industry) influences society to forget to celebrate mothers who are not part of the stereotyped nuclear family. Hallmark’s gendered story ignores single mothers, incarcerated mothers, mothers separated from their children for other reasons, missing mothers, mothers whose children will never be able to make them breakfast in bed. None of these families are celebrated as part of the idealized Mother’s Day.

Approximately 80 per cent of women in U.S. and Canadian jails are mothers. In America, 2.7 million children (1 in 28) currently have a parent behind bars. Today more than 5 million children (7 percent of all U.S. children) have had a parent incarcerated at some point in their lives. Researchers believe these numbers are very low due to the social stigma that makes families reluctant to report parental incarceration.

https://www.prisonfellowship.org/resources/training-resources/family/ministry-basics/faqs-about-children-of-prisoners/#children_with_parent_in_prison

Most advocates of “the family” do not recognize the value of a single parent family or a family made up of two mothers (or two fathers).

Reclaim the Intent of Mother’s Day

I would like to suggest that we need to reclaim the original intention of Mother’s Day: to act together to challenge the war going on against our families that is imposed by a criminal justice and prison system that works hard to keep families separated; to teach compassion and forgiveness, honor and respect, and work towards peace and justice in our institutions. As peace activist Ursula Franklin famously asserted, “Peace is not the absence of war ... it is the presence of justice.”

Prof. Srivastava recommends that instead of buying something, talk, connect, act with others. Teach your children about the diversity of families. Teach them about the families denied the chance to celebrate Mother’s Day.

Contribute to a Mother’s Day campaign like National Bail Out, that works to reunite families by helping bail parents out of jail (and mothers prior to Mother’s Day in some areas) and resists mass incarceration by fighting to end cash bail and pretrial detention for certain defendants deemed low enough risk to be in the community. Support the work to reform bail practices. (In Utah there was bail reform legislation that passed in 2020, only to be reversed in 2021 legislative session). Local organizations across the U.S. have taken up this challenge.

In the US, a majority of those in county and city jails are not convicted, but are awaiting bail hearings or trials, with profoundly disproportionate effects on people of color. The impact this past year has been significant. Due to the Coronavirus (SARS-CoV-2), Utah’s courts were on hold and many people were held in jail without being convicted of anything.

Mother’s Day could also be a time to support groups like Utah’s Children’s Service Society that helps grandparents and other relatives who are fostering children of their incarcerated family members, Utah Prison Fellowship, Utah Angel Tree Program, or other programs that offer support to children of the incarcerated could also use volunteers and financial support.

Mothers are a primary source of support for prisoners.

The activism that inspired Mother’s Day is not dusty historical trivia. Mothers are the backbone that support their incarcerated daughters and sons, their husbands while raising their children.

In general, women (many who are mothers), shoulder the bulk of the financial burden of supporting a loved one in prison. According to a March 8, 2021 article by ABC4.com, “a recent study by business.org, the average Utah man earns over \$57,000 a year while women make an average of just under \$40,000. So Utah women make 70% less than their male counterparts. That 30% gap is 50th among the states and District of Columbia, only ahead of Wyoming (35%). Yet women are putting money on their loved ones books for commissary and other items inmates order; paying for phone time and video visits. They are supporting the families left behind when someone goes to prison.

Utah Women Behind Criminal Justice Reform Organizations

Women in Utah are often the ones behind the movements for police reform, prison reform and change in the culture of how we incarcerate, fighting for change in prison culture so that it treats incarcerated with dignity and humanity. Fighting for change in how we help returning persons on their journeys of healing and re-joining society, reintegration, and rebuilding.

Prisoner Advocate Group (PAG) was founded and is run by Sue Steel and Ronilea Wilcox, two mothers of a formerly incarcerated son. They work to change the way incarcerated individuals, identified as gang members, are treated while in the custody of the UDC.

Shannon Miller Cox is the founder and director of Journey of Hope, a non-profit organization that empowers women and girls at risk for incarceration and further harm, such as homelessness, trafficking, and domestic violence, the addicted, the mentally ill, women transitioning from jail and prison, and girls aging out of state services. Everyone who works in JOH is a woman.

Darcy Van Orden is the Founder and Executive Director for the Utah Justice Coalition. She has advocated for children and families prior to this position. UJC’s core mission is to reduce incarceration and recidivism.

Lex Scott is the founder of the Utah chapter of Black Lives Matter who talks to mothers who have lost their sons and daughters to police abuse. BLM Utah holds “Know your rights” trainings. It trains on how to peacefully protest. BLM members registered inmates in three jails to vote - because, after all, any citizen detained in a jail who is not yet convicted of a crime still has a right to vote while being detained in a jail prior to conviction or sentencing.

Utah Prisoner Advocate Network (UPAN) was founded and incorporated by women: Molly Prince, Heather Fabian, and Chris Moon (all mothers) whose loved ones are / were incarcerated in Utah's prisons. It is overwhelmingly women relatives of incarcerated persons who are involved in volunteering to do the work we do including a large percentage of our newsletter mailing volunteers. We acknowledge that fathers, brothers, sons, and other men are also involved, but it is mothers and grandmothers (who include wives and girlfriends) who seem to step up at a higher frequency and percentage to do the necessary work to help our incarcerated loved ones make it through their prison journeys.

"Families of prisoners are the forgotten victims." Alison Henderson

Restorative Justice as a Way to Serve People with Mental Illness

by An Bradshaw

Restorative justice seeks to repair the harm caused by crime. Harm occurs to the victim, the community, and the perpetrator. Ideally, all three of the components can come together and find ways to heal. Thomas et al. (2019) discuss the importance of community integration for people with mental illness. They identify three aspects that make up community integration:

- (1) Physical integration, where individuals are present in diverse settings and activities;
- (2) Social integration, which is the extent to which persons can be engaged in relationships and social exchanges; and
- (3) Psychological integration, or a sense of belonging to a community.

Community integration is particularly important for people with mental illness because they have very low rates of community involvement after release from incarceration and very high rates of recidivism (Thomas et al., 2019). Additionally, community reintegration is linked to positive mental health outcomes due to the sense of belonging (Thomas et al., 2019).

Restorative justice figures into community integration with the use of circles of support and accountability. Mental health, drug, and reentry courts are powerful tools in ensuring the presence of these circles. Thomas et al. (2019) note that there are three main principles in restorative justice: repairing harm, stakeholder involvement, and transforming governmental roles and relationships. The offender must take responsibility for

So on Mother's Day, let's remember and share our appreciation for the mothers, grandmothers and other mother figures who work for the greater good, who demonstrate their strength and unconditional love on a daily basis. And remember Mother's Day was founded by mothers working to end war, promote peace, and make the world a better place.

"Mother's Day recognizes the most magical thing on the earth, human life, and the women who bring God's creation to us." Warren Rosenbaum (Ed.)

their actions and the community must find a way to welcome the offender back into its fold. Strang and Sherman (2003) provided statistics showing that victims felt closure, a repair of harm, more trust, less anxiety, less anger and fear, and more sympathy towards the offender after participating in restorative conferences with the offender. These results would go a long way in helping the victim recover and the offender reintegrate back with the community. Hector and Khey (2018) note that stigma is possibly the most significant barrier to successful reintegration. Restorative justice, including reintegrative shaming, can reduce or eliminate that barrier.

Restorative justice does not necessarily preclude punishment for a crime, though Strang and Sherman (2003) argue that applying both restorative justice and conventional justice increases the total cost of crime to an offender. They believe that when an offender participates in the restorative justice model, the judge should consider it as a mitigating factor or an alternative to incarceration.

People with mental illness struggle to fit in with the community, particularly after incarceration. Utilizing restorative justice and its circles of support and accountability can either provide an alternative to incarceration or provide a way for the offender to reintegrate back into the community after release

Hector, J. & Khey, D. (2018). Criminal justice and mental health: An overview for students. Springer.

Strang, H. & Sherman, L. W. (2003). Repairing the harm: Victims and restorative justice. *Utah Law Review*, 2003(1), 15-42.

Thomas, E. C., Bilger, A., Wilson, A. B., & Draine, J. (2019). Conceptualizing restorative justice for people with mental illnesses leaving prison or jail. *American Journal of Orthopsychiatry*, 89(6), 693-703.

Quotation: "Jailers and prison guards are not social workers, nurses, or doctors. People with a mental illness get no treatment for their condition while in jail or prison. They are medicated (sedated) with the cheapest drug available to keep them from being a problem for staff. There is no consideration given to their needs. They are often placed in solitary confinement more often and for much longer than other inmates."

– Mental Health Advocate, Central Oregon

IRS Cracks Down on Prisoner Tax Fraud and Identity Theft

Submitted by Molly Prince, using an article by Michael Cohn, Editor-in-Chief of *Accounting Today*, April 2021

The theft of identity of prisoners is a common problem that occurs across the country and has been a problem for quite a few incarcerated individuals in the Utah State Prison system over the past two decades. The perpetrators of this fraud are not only people in the community, but also have been fellow prisoners.

The follow article was written by Michael Cohn for *Accounting Today* and published online on April 19, 2021. It is encouraging to learn that the IRS is finally doing something to attempt to curb the tax fraud that can occur when someone uses an incarcerated person's identity (i.e. name, date of birth, and social security number) to file fraudulent tax returns in order to receive refunds on wages never earned. This creates problems forever with the victims of this scheme, who often have no idea that their identity has been stolen until they get out of prison, file their first tax return and are informed by the IRS that someone else filed a return first, in their name and using their social security number. This effectively freezes their IRS account and can take months, sometimes years, to unravel.

The following article is printed from the internet source (Accountingtoday.com) in its entirety.

The Internal Revenue has been taking steps to identify and prevent tax refund fraud associated with the Social Security Numbers of the incarcerated, according to a new report.

The report, released April 19, 2021 by the Treasury Inspector General for Tax Administration, found the IRS identified more than 4,500 fraudulent tax returns using a prisoner's SSN in 2019, claiming refunds totaling over \$14 million. The amounts could have been higher, but after a 2017 report from TIGTA, the IRS and other agencies at the federal and state level have been putting in place processes to stop tax refunds from being issued to prisoners and people who steal prisoners' SSNs.

One of them involves the Federal Bureau of Prisons and state departments of corrections complying with a requirement to provide the IRS with an annual list of all prisoners incarcerated within their prison system. TIGTA's review did not identify any prisons that didn't report their inmates to the IRS.

The report arrives as the IRS is in the midst of another extended tax season, while trying to deal with recent COVID-19 relief laws and three rounds of Economic Impact Payments that have added to the IRS's responsibilities. At the same time, the IRS has to deal with the perennial problem of identity theft, including the exploitation of prisoners' identities for filing fraudulent returns, often by their fellow inmates.

"Preventing refund fraud associated with prisoners' Social Security Numbers is a challenge for tax administration," said the report. The IRS has improved its processes to make sure it identifies all paper-filed prisoner tax returns for screening and verification, according to the report. There was a brief time period when the IRS's Return Review Program was shut down in January 2020, but no paper-filed tax returns from prisoners were processed during that time.

The Return Review Program is an automated system that helps the IRS detect and prevent noncompliance and identity theft so it can reduce fraudulent tax refunds.

The IRS has also improved its verification of prisoner records received from federal prisons and state correctional facilities to make sure all the valid records are added to the IRS Prisoner File. But TIGTA said the IRS could do more to expand participation in the IRS's Blue Bag Program, in which the IRS partners with the Federal Bureau of Prisons and state corrections departments to identify potentially fraudulent tax returns and refunds. The IRS hasn't yet established processes to track Federal Bureau of Prisons' and state corrections departments' participation in the Blue Bag Program.

The IRS Prisoner File process could also be improved. In 2019, 906 prisoner returns bypassed the system's selection for fraud analysis. TIGTA further analyzed the returns and found that eight of them reported income and withholding amounts that weren't supported by third-party income documents. The people who filed the returns received potentially fraudulent refunds totaling more than \$24,000.

Another automated program that needs further improvement is the Automated Questionable Credit Program. TIGTA found that 3,984 tax year 2018 refund tax returns that were filed using prisoners' Social Security numbers and claiming refundable tax credits totaling \$4.8 million erroneously bypassed the Automated Questionable Credit Program for review.

*TIGTA made three recommendations in the report, suggesting for example that the IRS's Wage and Investment Division should make sure that responses to the Blue Bag Program letter received from prison institutions are tracked to allow the IRS to identify and work with those prison institutions that do not respond or agree to participate in the program. The IRS agreed with all three recommendations and said it has **already** taken steps to properly track responses received to the Blue Bag Program letter, validate data quality, ensure quality checks, and update its internal procedures.*

"The IRS has improved its verification of prisoner records received from federal prisons and state

correctional facilities to ensure that all valid records are added to the Prisoner File,” wrote Kenneth Corbin, commissioner of the IRS’s Wage and Investment Division, in response to the report. “To prevent the issuance of false or fraudulent refund claims, our processes use the Return Review Program (RRP) pre-refund filters to identify questionable returns filed using

a prisoner’s Social Security Number. After finding a formatting error had corrupted some records in the Prisoner File, we strengthened our review processes to improve data reliability in the future. While 906 prisoner returns were affected by the corrupted records, only eight returns were found to claim income tax withholding that was not supported by third-party documents.”

“If you take care of your mind, you take care of the world.” Arianna Huffington (Cofounder of Huffington Post)

Your present circumstances don’t determine where you can go, they merely determine where you start. – Nido Qubein

“Our greatest glory is not in never falling, but in rising every time we fall.” Confucius

Timely Timpanogos Topics

Update on Timpanogos Women’s Unit Greenhouse

Provided by Gayle Dawes, UPAN Women’s Issues Director

The following info was provided to Gayle by Deputy Warden Zorn this past month.

Deputy Warden Zorn expressed his appreciation for the opportunity to share some of the things that USP is working on to improve Timpanogos. He writes that even with the pandemic still affecting things in the prison, they are “pushing forward with several projects even if at a slower pace. He states that he feels fortunate that the staff in Timpanogos right now are motivated, open to, and excited about making these changes and doing these projects.

He writes that Captain O’Bray and Lieutenants Rich and Williams have been exceptional in understanding Zorn’s vision and working at making it a reality. Zorn writes “Many of these projects are in collaboration with the other UDC Divisions like Programming and UCI.” Zorn credits the other Divisions, along with Timpanogos staff, for bringing these projects into reality.

A Project they have recently accomplished and continue to work to improve is the *Timpanogos 4 Greenhouse*.

Last year Officer Parsons proposed bringing a greenhouse program to Timp. This includes growing pumpkins to match what the men do in Wasatch. The plans were approved and she created not only a greenhouse, but a program that allowed the women to get some certifications. The pumpkins they grew were added to the men’s and delivered to a special needs school last fall.

Over the winter Officer Parsons proposed to expand the pumpkin garden. It was arranged to access ground that

would expand the garden to triple the size. This is not be an easy task as the ground has not been used for anything and has had weeds growing. Capt. O’Bray has arranged a tractor from the men’s greenhouse and irrigation from maintenance.

Several of the women have mentioned that this garden has changed how they do their time. Zorn shared the following email he received for Officer Parsons from a woman who recently paroled from Timp 4. It let the Deputy Warden and administration know all the time and energy put into this garden was well worth it.

“I wanted to take the time to show my appreciation to you as well as Parsons for the opportunity to learn and understand what it is to grow and care for something successfully. By gaining the knowledge and confidence with the greenhouses I have learned to give myself the same care and respect as well as giving it to others. With the experience I gained in the greenhouses I have come to realize a true passion for growing and selling plants and am happy to say I now do this as a profession in a nursery. I love what I do and I know that had I not had this opportunity I would never have realized what I was missing out on. It also helped me to calm and center myself in times of stress and help me to find meaning and stay productive at a time where I wanted to do anything but. So, thank you both from the bottom of my heart. Although I can’t say I want to come visit soon, I can say you both have helped me in more ways than one, so thank you again!” -Brittany

“You are braver than you believe, stronger than you seem, and smarter than you think.” Christopher Robin

“We must not sit idly while injustices abound around us. We have a voice, and we must use it. We must advocate for those who no longer have a voice. We must love greatly.” Dr. Christina Hibbert, psychologist

Jobs and Income as Parole Approaches – Part II

First segment by Molly Prince, LCSW, and second segment by Warren Rosenbaum (aka Ed.)

About jobs: To be honest, most people I (Molly) work with who have the hardest time finding jobs eventually work into new careers and good jobs but start at the less desirable to get a work history going again. The ones that have the hardest times are people with professional licenses like doctors, therapists or financial managers who can no longer get a professional license to work in a field of trust.

I know a person formerly associated with law enforcement who is now, after about 7 years in the community, established as a manager of the entire quality control division in a food plant in a major Utah city. New chapters - he started in that company doing cleaning and maintenance (meaning mopping floors and emptying garbage) when he got out of prison after 10 years. So there are success stories.

Some of the rules that must be followed

I will share what generally happens, at least in SLC, when people are released. If released to a halfway house, the job the parolee can obtain needs to be within certain number of miles from the halfway house and the individual needs to be able to obtain transportation to get there and back as state-run community correctional centers do not allow residents to drive a car while living there. They allow public transportation and bicycles.

Temporary jobs can become fulltime employment

Many people just fresh out can sign up to work for a so-called "temporary service" and get jobs that way. These days, however, the work is seldom temporary. These services have evolved into what is more like a placement service. The employee is actually employed by the Employment Service and paid by them. They send the employee to work for a company looking for certain types of positions to be filled, often for several months, and they can work into it permanently. The employment service keeps a percentage of the wage the company pays them for the person they send to work.

Example. Say the parolee is sent out to do unpacking and shelf stocking work at a large supermarket for \$10

an hour. The company will pay \$10 an hour to the employment agency but the employee may only receive the equivalent of \$8 or \$9 an hour in gross wages. (I am making these figures up.)

The employment service does the tax withholding and sends out the W-2 to the employee at the end of the year. There is often not an opportunity to get health insurance or other benefits when working for an employment / temp service.

Quick employment is likely; permanent is possible

The perk with this is that a parolee can find work very quickly and make an income while still looking for other, better employment. Another perk is that the employee may be so good at the job that the company they are working at notices and works it out for the employee to apply after a few months to work directly for the company at a higher wage and with benefits.

As a licensed therapist, I am privy to several stories

I had one client who started working on an assembly line of a company making nutritional supplements. They noticed that he was good at helping other employees do their timecard-related checking in and out on the computer. Many of the employees were not computer literate, and these days there is no such a thing in most production or warehouse type jobs as an old-fashioned timecard and time clock. It is all done on computer.

Anyway, this person was a whiz on computers. He started helping his co-workers learn how to sign in and navigate the computer time clock check-in and out. Supervisors noticed and put him in charge of the production line. After about six months he was hired on directly with the company as an inventory clerk. By the end of the year he was supervising the computerized inventory department.

Warren and I thought we would update our readers because a lot has changed over the past several years regarding so called "temp services." As I wrote above, there are success stories.

Second segment of Jobs and Income as Parole Approaches Part II by Warren Rosenbaum (aka Ed.)

NOTE: Both men and women successfully work in this career field, a high school education is sufficient, and **a prison record is ignored!**

If you have the basic social skill of talking to people and you enjoy communicating some meaningful thoughts, you are a person who enjoys and effectively uses words. Maybe you've never thought of yourself that way. Maybe you should.

A career field that many people are unfamiliar with is one that simply uses words. Words that you've selected to get people's attention, develop their interest, then followed by words that cause them to take action. In a word, this career field is called Copywriting. It should be considered by both inmates, those on parole,

and **their family members.** Family members could easily learn the introductory steps, find a few clients, and when their loved one is paroled, include him or her into the part-time or full-time family-member copywriting business.

Training can be from many inexpensive books (Amazon used book sellers) and more expensive, but beneficial online classes (Google: American Writers and Artists Institute – AWAI, for details.). Many AWAI instructors have written and published books about copywriting and how to get started. Example: *Start and Run a Copywriting Business*, by Steve Slaunwhite, 2nd Edition. or *The Copywriter's Handbook* by Robert W. Bly. Both authors are highly recognized leaders and go-to people in copywriting.

Copywriters (both men and women) help people who offer services or products to sell. Not like a salesclerk in a hardware store or behind a cosmetics counter, nor making appointments and knocking on doors. Copywriters are people like yourself who have become professionals at what they do to help others (their clients) increase the number of customers their clients serve, or upgrade and solidify their current customer base. These clients can be businesses (small, local businesses or large corporations) or professionals (doctors, dentists, lawyers, real estate offices or individual brokers, marriage counselors, investment consultants, etc.). Two broad categories of copywriting are: Business to Business (B2B) and Business to Consumer (B2C).

What do copywriters do? They write emails, advertising (printed & online), landing pages (a computer page for placing an order), product pages & sales pages, taglines, slogans, brochures & selling sheets, PowerPoint Slides (text only), videos (script only), case studies (2–3 pages), White Papers & E-books, articles, press releases, and websites to name a few. Pick two or three of these and specialize in them. All of these detailed jobs can be easily learned from examples and practice. AND, the pay for this type of writing is very attractive (in the hundreds and even thousands of dollars per job). Sometimes a job can be finished in one day and the pay for that particular work can be \$500 to \$1,500 and more.

BTW, for anyone who wonders what “II” means in the title in the above article, it means part **two**. Using Roman numerals is common when a series is presented. Don’t do like a recent high school grad did (our education system can be lacking) when he read aloud his interpretation of World War II. He said, “World War Eleven.” Ed.

Recommended Exercises For Recovering Your Endurance After COVID

These exercises may not only help our incarcerated loved ones, but their families as well.

By Warren Rosenbaum (aka, Ed.)

Physical Therapist Ross H. recommended these exercises for me to help rebuild strength and endurance after my bout with COVID. I was hospitalized for 7 days during my 20-day illness, so it must have hit me pretty hard. They may be especially helpful for older people who have recovered but, like me, find that they run out of breath and energy after very little physical exertion. I do them every other day and feel refreshed and more alive and present in the moment, physically and

One of my reference sources wrote, “As a working B2B writer, I can tell you with complete certainty the demand for well-trained B2B copywriters is strong. I just did a quick count of the number of B2B writing jobs on professional networks such as Indeed, LinkedIn, Glassdoor, and SimplyHired and there are at least 2,076 unfilled positions. That’s a 28.2% increase in writing positions since the last time I looked through these job sites. And the need for B2B writers is expected to continue to grow at a rapid-fire pace.”

One reference I stumbled across wrote, “My first client was my dad! At age 16, I wrote a sales letter for his business that landed him two new clients. (And got me a raise in my allowance!). Ever since then, I was hooked on making a living as a writer. I launched my freelance B2B writing career on August 3, 1995. My very first client was a marketing group. It wasn’t always easy because I started part-time while juggling a full-time sales job. Sometimes I was writing at night and on the weekends, but I was determined to live the writer’s dream.

“Two years later [in 1997], I quit my job and was writing full time. I had secured enough paying clients that in my first year as a fulltime freelance [in business for himself] [copy]writer, I made over \$70,000. [Comment: That was pretty healthy money about 25 years ago, and it still ain’t bad. Ed.]

The next year [1998], my income exceeded \$100,000. I landed my first retainer agreement with a national delivery service that lasted for 10 full years. Since then I’ve worked with more than 200 companies, using my copywriting skills to help them create winning websites, emails, ads, white papers, and other sales-building marketing pieces.” What’s his secret? He responds, “It’s simple. I care about my client’s business as much as they do. So when I’m writing their copy and content, my heart is in it 100%.” More next month in the UPAN Newsletter including examples of successful women copywriters. Ed.

mentally, the rest of the day after doing them. I wear running shorts so my legs are free of the drag of long pants on my legs and knees. Wear something skimpy like shorts (or underwear) if you can and feel comfortable in doing so. These exercises are simple and quick, about 10 minutes. They may also be helpful for younger people. They were recommended for me as an older person (age 86 then, now 87). (Older??? Don’t you mean ancient???!! Smile.)

The first exercise is called Leg Lifts. Stand in place and lift your legs, alternating left and right. Lift each leg at least 4 inches above the floor. A slightly exaggerated walking-in-place exercise. To help retain my balance I frequently grasp the corner of a table with one hand for stability. As a helpful modification, occasionally do a few lifts (10 or 15 seconds) where you lift your legs a bit over twice that high (about 10 to 12 inches above the floor). Start with about a minute or two of exercise and gradually build up to a four-minute routine. If a clock or watch isn't handy, substitute counting for timing. I count each leg-lift and get in about 98 to 100 lifts per minute. Focus on your counting because as you tire and think you can't go much further, it's easy to lose count.

An exercise tip: don't let your body start dictating the length of your workout. After you condition yourself to do four minutes of leg lifts, about a minute or two into your workout, your body will start telling you that you can't possibly go four minutes. Ignore those messages and your body "crying" for mercy. You'll find you can go thru those feelings and at the end of four minutes, you'll feel like you could do another minute or two. True!!

The second exercise is called Lunges. Again, stand in place and step forward about a foot or slightly more as you bend your knee, thus lunging your body moderately forward, then immediately recover to a standing position and lunge forward with the other leg and recover Repeat, keep doing these lunges. This is a 3-minute exercise. Again, start with a minute or minute and a half and gradually extend your time to

three minutes. I always do an extra 5 seconds of both exercises to guarantee I exercised the correct amount of time. No cheating, I'd only be cheating myself. In counting lunges, I do about 25 to 28 lunges per minute.

Rest about three minutes between the first exercise and the second. In total, you'll spend only 10 minutes with this routine, 4 minutes of leg lifts (or about 400 if counting), three minutes rest, then three minutes of lunges (or about 75 to 80 if counting).

There is one more exercise Ross showed me but I don't do it because it isn't really strenuous. It's called **Side Steps**. It consists of stepping sideways three sidesteps to the left, then returning with three sidesteps to the right. Step to the left with your left leg, bring your right leg up to your left leg so you are standing fully erect with legs together, again step to the left and bring your right leg up to your left leg, and do it one more time for a total of 3 sidesteps. Now go back, starting with your right leg stepping to the right, bringing the left leg up so they are together, stepping again to the right, etc. Do this for 4 minutes.

For people who might have trouble with the first two exercises because of leg or knee problems or some excess weight that makes leg-bending exercises too difficult, this sidestep exercise is a good substitute. However it doesn't tax your body much and doesn't get your breathing up as much as either of the first two exercises. I hope these few exercise tips are helpful and healthful for you.

Couple of Smiles and Maybe a Laugh

If I got 50 cents for every failed math exam, I'd have \$ 6.30 now ~~ What do dentists call their x-rays? Tooth pics.
What do you call a moose with no name? Anonymoose ~~ They're not going to make yardsticks any longer.
Did you know the Canary Islands don't have one canary? And the Virgin Islands?
Same thing, not one canary there either.

Managing our mental health in rough times is quite an accomplishment! Is that cool? That's cool! Ed.

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Utah Prisoner Advocate Network.

Director, Co-Founder & Treasurer: Molly Prince
Director of Communications: Shane Severson
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Director, Board of Pardons Issues: Ernie Rogers
Director, Newsletter Editor: Warren Rosenbaum
UPAN Volunteer Coordinator: An Bradshaw

Inmate Newsletter Volunteer Coord; Deon Corkins
Holiday Card Program Coordinator: Audrae Rogers

Our Contact Information:
Utah Prisoner Advocate Network
P. O. Box 464, Draper, UT 84020
Website: UtahPrisonerAdvocate.org
Email: Utahprisoneradvocate@gmail.com
Facebook: Facebook.com/UtahPrisoner

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