



ANNUAL REPORT 2022

Iowa Correctional Institution for Women

420 Mill Street SW, Mitchellville, IA 50169



TABLE OF CONTENTS

MISSION STATEMENT _____	3
MESSAGE FROM THE WARDEN _____	4
ADMINISTRATION _____	5
Human Resources _____	5
Safety Department _____	5
Training Department _____	6
Records Office _____	6
BUSINESS / FACILITY OPERATIONS _____	7
Business Office _____	7
Dietary Department _____	7
Maintenance Department _____	8
FY22 Financial Information _____	9
SECURITY DEPARTMENT _____	11
PROGRAMS / TREATMENT DEPARTMENT _____	12
Case Management _____	12
Interventions _____	13
Psychology Department _____	13
Activities Department _____	14
Sacred Place _____	15
Minimum Live Out Unit (MLO) _____	15
HEALTH SERVICES _____	17
EDUCATION PROGRAMS _____	18
VISITATION _____	20
COMMITTEES & TEAMS _____	21
Affirmative Action Committee / Diversity Team _____	21
Staff Support Team (SST) _____	22
Correctional Emergency Response Team (CERT) _____	22
Correctional Negotiation Team (CNT) _____	23
Staff Health & Recreation Committee _____	23
EMPLOYEE RECOGNITION _____	24
AGENCY / COMMUNITY PARTNERSHIPS _____	26
PRISON RESEARCH AND INNOVATION INITIATIVE AND NETWORK _____	29

MISSION STATEMENT

IDOC Mission Statement

Creating opportunities for safer communities.

ICIW Mission Statement

Creating an environment that reflects an understanding of the realities of women's lives and empowers them to make positive change and return to the community as healthier productive citizens.



MESSAGE FROM THE WARDEN

Hello -

Please enjoy reading some information about ICIW; keeping in mind this is just a glimpse of the inner workings at our facility. ICIW has incredible employees spanning across all departments, positions and shifts. Because of them we are able to provide the services we do for incarcerated women in the State of Iowa.

Enjoy!

Sheryl Dahm,
Warden

ADMINISTRATION

Human Resources

ICIW Human Resources (HR) is staffed by Amerist Chambers (Human Resources Associate) and overseen by the Warden, Sheryl Dahm. The HR office is responsible for a variety of tasks, including those associated with the hiring process, retirements / terminations, employee benefits, workers' compensation, assisting supervisors with grievances and discipline, FMLA and payroll processing.

FY22 Personnel Statistics

Resignations – 80

New Hires – 88

Retirements – 11

Terminations - 4

FY22 Overtime Statistics

Overtime hours – 15,658.4

Overtime Cost – \$ 591,587.77

(source: ICIW Human Resources Associate / Budget Analyst)

Safety Department

The ICIW Safety Department, staffed by Safety Officer Justin Thomas, develops procedures and practices designed to protect our most important assets: our people. Through the implementation of these practices, along with ongoing audits and the belief that “safety is everyone’s responsibility”, we look to head-off risks and send everyone home at the end of each day safe.

This year, our external safety audit was conducted in August. It identified items that we can work on to reduce or eliminate hazards throughout the facility. Overall the facility scored well, with just some minor deficiencies to correct.

FY22 Safety Statistics (source: ICIW Safety Officer)

Staff:

Recordable Injuries – 10

Lost time injuries – 1

Incarcerated Individuals:

Recordable Injuries – 19

Lost time injuries – 11

Training Department

The ICIW Training Department has had oversight of New Employee Training (NET), ICIW New Employee Orientation (NEO), as well as other required and special training events. Training Specialist, Amy Owen, has oversight of ICIW's Training Department.

New Employee Training

Training Sessions – 12

New Staff Trained – 68

Instructors: Amber Patterson, Justin Thomas, Amy Owen, Adam Owen, Bailey Schooley, Bailey Schroeder, MaryBeth Perry Rohl, Mike Willcox, Eric Johnson, Chad Murphy, Ryan Olson, Erika Wilson, Dan Jasper, Angela Zinzer, Wendy McGinnis, Luke Gilder, David Southwick, Victor Montalvo, Nicholas Hedberg, Kailey Pals, Michael Gluesing, Natalie Pickett, and Susan Ham

(Source: ICIW Training Database)

Implicit Bias Training

Training Sessions – 9

Instructors: Amy Owen, Erika Wilson, Sheri Floyd and Victor Montalvo

Safety Matters Training

Training Sessions – 9

Instructors: Rose Jean Gallema, Adam Russell, Jill Benz, Michael Gluesing, Courtney Arringdale and David Southwick

Personal Safety Training

Training Sessions – 66

Instructors: Amber Patterson, Ryan Olson, Dan Jasper, Bailey Schroeder, Kailey Pals, Zack Scott, and Cordell Bagby

Records Office

Iowa Correctional Institution for Women houses all women in the state of Iowa sentenced to prison. We are a reception/intake center. We have two full-time records staff who coordinate and process all intakes/releases. During FY22, the Records Office processes 318 intakes and 183 releases.

BUSINESS / FACILITY OPERATIONS

Business Office

The ICIW Business Office staff handle the day to day financial transactions of the institution, which includes budgeting, institutional purchases, staff travel claims, bill processing and other financial transactions. In addition, the Business Office also processes all Incarcerated Individual fees, release money, Incarcerated Individual payroll, commissary purchases and Incarcerated Individual outside store orders. The operating budget for ICIW in FY2022 was \$24,801,074 (a detailed financial report is also provided in this report).

The Business Office is led by the Associate Warden of Administration, Deanne Krumm, and staffed by Sandy Kelly (Budget Analyst), Lori Choate (Purchasing Agent), Kim Halferty (Accounting Clerk) and Melissa Babowitch (Accounting Clerk). Deanne also oversees the operations of the Maintenance and Food Service Departments.

Dietary Department

This ICIW Dietary Department oversees all the food service needs of the institution, including menu and recipe development, food preparation / service and sanitation while maintaining a safe and secure environment for Incarcerated Individuals and Staff.

The Food Service Department is led by Food Service Director, Dan Kowalczyk, and staffed by Food Service Coordinators Lynissa Smith, Lara Nance, Dana Hickman, Tim Mendenhall, Joseph Ellison and Todd Robinson. The Food Service Team also includes approximately 73 Incarcerated Individuals that assist in all aspects of food preparation, dining hall service and sanitation.

In FY 2022, approximately 706,275 meals were served at an average cost per meal of \$1.20 (source: ICON Food). FY2022 saw a continued rise of food costs along with accompanying supply chain issues that have pervaded from the impacts of the COVID-19 pandemic. This saw the average meal price rise from \$0.92 in July 2021 to \$1.47 in June 2022. As an example, the price of chicken tenders increased from \$0.62 to \$2.06 per lb a 232.26% increase and packages of rotini pasta rose in cost from \$8.61 to \$20.71 a 140.53% increase.

Maintenance Department

The ICIW Maintenance Department manages all physical plant operation and maintenance requirements for the facility which includes 60 acres inside the secure perimeter and approximately 80 acres outside the perimeter. ICIW has 475,622 square feet of occupied space (not including garages or sheds), making it one of the largest facilities in the DOC.

The facility has the largest geothermal system in the State of Iowa which includes 480 wells that are each 285 feet deep. Between our main well field and Building W, the system is filled with approximately 80,000 gallons of glycol. Four pipes (two hot & two cold) stretch for miles underground that supply and return the glycol to air handlers throughout the facility (geothermal is used in Buildings A, H, G, F, N and W). In addition to the geothermal loop pumps, vaults and balancing valves this is converted into heating and cooling with the assistance of four large chillers in Building A. Units 9, 6, Building Y and the Sacred Place have stand-alone chillers. The system is supplemented by boilers and there are 25 air handlers throughout the facility along with numerous reheat units that allow us to temperature control zones or individual spaces which are controlled with our Building Automation system.

In FY2022, the Maintenance Department completed 2,318 work orders (source: ICIW Work Order System) in addition to normal daily operations which includes required system checks and documentation, preventative maintenance and major projects.

The ICIW Warehouse is a large central warehouse that supplies the facility with food, maintenance supplies, incarcerated individual clothing, chemicals and other operational necessities. All incoming freight is processed through the warehouse. During FY 2022, the warehouse processed, picked and delivered 1316 internal supply requests.

The Maintenance Department is led by Plant Operations Manager, Nels Westvold, and staffed by Tim Holzworth (Correctional Trades Leader), Torrance Chambers (Correctional Trades Leader), David Donnelly (Correctional Trades Leader), Matthew Brubaker (Correctional Trades Leader), Jeff Fronk (HVAC Technician), Chad Murrow (HVAC Technician), Tim Bush (Warehouse Storekeeper), Bill Roberts (Electronic Engineer Technician) and Cris Juarez (Building Services Coordinator). The Maintenance Team also includes approximately 30 Incarcerated Individuals that assist in all aspects of lawn and garden maintenance, warehousing and canteen distribution.

FY22 Financial Information

FY22	Fiscal Year Ending 6/30/22	Department Revised Budget	Year to Date Actuals	Year to Date Percentage	Projected Remaining Revenue / Expense	Projected Total	Total Projected Percentage
	FTE Positions						
	Correctional Officer	113.00					
	Total Staffing	221.20					
	Resources Available						
04B	Balance Brought Forward - Drug Forfeiture		-	---	-	-	---
04B	Balance Brought Forward - Local Funds		-	---	-	-	---
04B	Balance Brought Forward - General Fund		254,705.00	---	-	254,705.00	---
05A	Appropriation	23,979,152	23,979,152.00	100.00%	-	23,979,152.00	100.00%
---	Appropriation Transfer			---	-	-	---
---	Legislative Adjustments			---	-	-	---
201R	Federal Support		-	---	-	-	---
202R	Local Governments		-	---	-	-	---
204R	Intra State Receipts		49,111.85	---	-	49,111.85	---
205R	Reimbursement from Other Agencies		-	---	-	-	---
234R	Transfers - Other Agencies	42,717	224,091.70	524.60%	-	224,091.70	524.60%
301R	Interest		-	---	-	-	---
401R	Fees, Licenses & Permits	78,000	89,456.46	114.69%	-	89,456.46	114.69%
401R	Enrollment / Supervision Fees		-	---	-	-	---
401R	Sex Offender Fees		-	---	-	-	---
401R	IDAP / BEP Fees		-	---	-	-	---
401R	Other Client / Group Fees		-	---	-	-	---
402R	Tuition & Fees		-	---	-	-	---
501R	Refunds & Reimbursements	210,000	204,557.05	97.41%	-	204,557.05	97.41%
501R	State Offender Rent		-	---	-	-	---
501R	Federal Bed Rent		-	---	-	-	---
501R	Federal UA Contract Reimbursements		-	---	-	-	---
602R	Sale of Equipment & Salvage		-	---	-	-	---
603R	Rents & Leases		-	---	-	-	---
604R	Agricultural Sales		-	---	-	-	---
606R	Other Sales & Services		-	---	-	-	---
701R	Unearned Receipts		-	---	-	-	---
704R	Miscellaneous		-	---	-	-	---
	Total Resources Available	24,309,869	24,801,074	102.02%	-	24,801,074	102.02%
	Funds Expended and Encumbered						
101	Personal Services-Salaries	20,497,379	19,747,380.33	96.34%	-	19,747,380.33	96.34%
202	Personal Travel (In State)	3,600	6,400.67	177.80%	-	6,400.67	177.80%
203	State Vehicle Operation	54,408	71,791.01	131.95%	-	71,791.01	131.95%
204	Depreciation	1	92,338.76	9233876.00%	-	92,338.76	9233876.00%
205	Personal Travel (Out of State)	1	1,984.01	198401.00%	-	1,984.01	198401.00%
301	Office Supplies	20,004	23,167.87	115.82%	-	23,167.87	115.82%
302	Facility Maintenance Supplies	62,775	149,600.88	238.31%	-	149,600.88	238.31%
303	Equipment Maintenance Supplies	2,004	34.23	1.71%	-	34.23	1.71%

304	Professional & Scientific Supplies	88,812	128,174.63	144.32%	-	128,174.63	144.32%
306	Housing & Subsistence Supplies	136,811	176,824.46	129.25%	-	176,824.46	129.25%
307	Ag,Conservation & Horticulture Supply	10		0.00%	-	-	0.00%
308	Other Supplies	51,998	124,402.34	239.24%	-	124,402.34	239.24%
309	Printing & Binding	-	-	---	-	-	---
310	Drugs & Biologicals	-	-	---	-	-	---
311	Food	945,000	822,645.68	87.05%	-	822,645.68	87.05%
312	Uniforms & Related Items	213,071	282,353.95	132.52%	-	282,353.95	132.52%
313	Postage	10,008	(4,960.38)	-49.56%	-	(4,960.38)	-49.56%
401	Communications	75,960	78,864.55	103.82%	-	78,864.55	103.82%
402	Rentals	1	-	0.00%	-	-	0.00%
403	Utilities	960,000	1,203,345.80	125.35%	-	1,203,345.80	125.35%
405	Professional & Scientific Services	214,632	262,740.07	122.41%	-	262,740.07	122.41%
406	Outside Services	114,218	337,860.07	295.80%	-	337,860.07	295.80%
407	Intra-State Transfers	-	-	---	-	-	---
408	Advertising & Publicity	-	188.40	---	-	188.40	---
409	Outside Repairs/Service	50,812	125,917.47	247.81%	-	125,917.47	247.81%
412	Auditor of State Reimbursements	-	-	---	-	-	---
414	Reimbursement to Other Agencies	342,720	273,855.15	79.91%	-	273,855.15	79.91%
416	ITD Reimbursements	136,632	144,713.27	105.91%	-	144,713.27	105.91%
417	Worker's Compensation	-	-	---	-	-	---
418	IT Outside Services	-	-	---	-	-	---
419	Intra Agency Reimbursement	-	-	---	-	-	---
433	Transfers - Auditor of State	-	-	---	-	-	---
434	Transfers - Other Agencies Services	-	-	---	-	-	---
501	Equipment	10	194,615.14	1946151.40%	-	194,615.14	1946151.40%
502	Office Equipment	-	-	---	-	-	---
503	Equipment - Non-Inventory	10	3,940.00	39400.00%	-	3,940.00	39400.00%
510	IT Equipment	61,992	355,077.99	572.78%	-	355,077.99	572.78%
601	Claims	-	-	---	-	-	---
602	Other Expense & Obligations	267,000	197,817.71	74.09%	-	197,817.71	74.09%
604	Securities	-	-	---	-	-	---
701	Licenses	-	-	---	-	-	---
702	Fees	-	-	---	-	-	---
705	Refunds-Other	-	-	---	-	-	---
901	Capitals	-	-	---	-	-	---
	Support Totals	3,812,490	5,053,694		-	5,053,694	
---	Balance Carry Forward - Drug Forfeiture	-	-	---	-	-	---
---	Balance Carry Forward - Local Funds	-	-	---	-	-	---
---	Balance Carry Forward - General Fund	-	-	---	-	-	---
---	Reversion	-	-	---	-	-	---
	Total	24,309,869	24,801,074	102.02%	-	24,801,074	102.02%
	Ending Balance					0.00	

SECURITY DEPARTMENT

The ICIW Security Department is responsible for all aspects of physical security and the direct supervision of all Incarcerated Individuals housed at ICIW.

The Security Department is led by Associate Warden of Security, Bryan Reicks, and manned by a team of seven Captains (Captains Terry Seitz, Michael Peterson, Anita Villegas, Victor Montalvo, Bailey Schooley, Erika Wilson and Daniel Jasper,) six Sergeants (Sergeants Jill Benz, Lynn McDonald, Nicholas Hedberg, Ryan Olsen, Bailey Schroeder and Amanda Held) and 115 Correctional Officers.

Security Department Highlights for FY22

- Promoted two Captains in May 2022.
- Promoted two Sergeants in March 2022 and one in June 2022.
- Successfully completed the annual PREA Audit in March 2022.
- Successfully completed the annual Security Audit in November 2021.
- Implemented the use of Officer worn body cameras in February 2022. The new equipment has shown to be extremely beneficial in the review of crisis / emergency situations.
- Implemented a SOTER RS Body Scanning machine in the Intake area in May 2022. The machine was installed in to assist with mitigation efforts to reduce potential introduction of contraband to the facility.
- Transitioned from Gen 1 to Gen 2 Smith & Wesson handguns.

PROGRAMS / TREATMENT DEPARTMENT

The ICIW Programs / Treatment Department goal is to ensure interventions and interactions with the population align with evidence based practices and support our mission. Facilitators are trained in curricula that evidence supports to impact behavior change. Staff at all levels are trained in Safety Matters: Managing Relationships in Women's Facilities to ensure daily interactions are consistent with consideration of gender responsivity and trauma informed practices.

The ICIW Programs / Treatment Department is led by Associate Warden of Treatment, Courtney Arringdale, and staffed by Unit Managers Tim Darr, Michael Gluesing, Adam Owen and Jeremy Larson. The Unit Managers are assisted by their team of Correctional Counselors.

Case Management

ICIW employs sixteen Counselors (Adam Russell, Mia Williams, Sheri Floyd, David Henderson, Jennifer Larson, Jennifer Swihart, Anne Izzolena, James Hunter, Susan Ham, Rose Jean Gallema, Seth Good, Joe Whitlow, Stephanie Nelson and Kailey Pals) who have case management of all incarcerated individuals housed at ICIW and facilitate interventions. The Counselors wear many hats and have a variety of duties in addition to case management.

From 2016-2022, staff trained in ACTV facilitated two open groups (4 sessions) per week in an effort to reduce waiting lists and create a more seamless transition from intake at ICIW to release to the community. Waiting lists for FY22 have moved from approximately 50-100 incarcerated individuals on waiting lists for interventions to 0-20 with wait time significantly reduced. In addition to Counselors, other ICIW team members facilitated closed groups for the long term to lifelong residents to exhaust waiting lists.

In 2019, ICIW implemented Community Based Corrections statewide contact standards and adjusted them to fit the needs of ICIW. This effort was to align supervision with evidence based practices and encourage a more efficient supervision practice. The Iowa Risk Assessment Revised determines level of supervision providing the highest dosage of contact to those that are most at risk to reoffend. It prepares the women for a similar supervision model when releasing to Community Based Corrections.

Interventions

Achieving Change through Value-Based Behavior (ACTV) seeks to reduce offender recidivism through helping participants use respectful, adaptive and healthy behaviors in their relationships. ACTV is a 24-week program and each group session takes 90 minutes. FY22 ACTV referrals and closures (source: ICON AdHoc Report-ICIW Offenders Intervention Completed):

- 221 started ACTV
- 76 closed as “Completed Requirements”
- 23 closed as “Noncompliant/Behavioral Issues”
- 3 closed as “Case Manager Discretion”
- 1 closed as “Transferred to Different Location”

Psychology Department

ICIW has three Psychologists (Angela Sorenson, Angela Zinzer and Wendy McGinnis) that provide 1.1 sessions and facilitate interventions. During FY22 ICIW conducted 4,000+ encounters (source: ICON Medical). The ICIW Psychology team were trained in TFACT (Trauma Focused Acceptance Commitment Therapy) and are currently working on developing sessions for the sub-acute / acute population.

Activities Department

The Activities department has three Activity Specialists (Amber Patterson, Chris Leonard and one position currently vacant) that are responsible for institutional activities. The following areas are included and provide recreational and employment opportunities for the population:

- Library services
- Gym
 - Weight room, cardio room and gym
 - Yoga
 - Volleyball
- Music room
 - Drum circles and sound bath exercises
 - Instrument lessons (guitar, piano)
 - Voice lessons
- Salon / Barber
 - Hair cut / trim
 - Eye brow threading
 - Braiding
- Craft Room
 - Origami
 - Card and Crochet classes
 - Holiday specific craft projects
 - Craft fair
- Quarterly Fundraisers
 - Animal Rescue Leagues
 - Meals from the Heartland
 - St. Jude



Art projects completed by the population were displayed in a legislative night in Sixth Judicial District.

Sacred Place

The Sacred Place / Chapel provides the following services coordinated by Chaplain Julie Bell:
Individual appointment for spiritual guidance

- Bible study groups
- Islamic studies
- WICCA studies
- Reading room / access to spiritual literature
- Memorial services
- Winter festivities
- Virtual services from a variety of spiritual/religious services in the community.

FY22 Chapel Participation Rates	
<i>September 2021</i>	118
<i>October 2021</i>	393
<i>November 2021</i>	621
<i>December 2021</i>	741
<i>January 2022</i>	384
<i>February 2022</i>	729
<i>March 2022</i>	729
<i>April 2022</i>	843
<i>May 2022</i>	630
<i>June 2022</i>	735

(Source: Chaplain Julie Bell)

Minimum Live Out Unit (MLO)

The MLO Unit at ICIW houses 120 minimum custody women. Statewide Classification criteria determine who is eligible for residing in the Minimum Live-Out unit. The Minimum Live Out Unit provides opportunities for women to successfully reenter back in to the community. The women have access to the following employment and volunteer opportunities:

Off Grounds Employment Opportunities:

- Diamond Crystal - Diamond Crystal is a food-packaging warehouse that employs eight women from MLO. They also provide forklift certification and the women enjoy working there. Many women stay employed there upon release.
- Iowa Veterans Home - Employs up to eighteen women in the food service department. The women have the opportunity to be hired as full time State employees upon release. The women participate in the ServSafe apprenticeship as part of their employment.
- Iowa Prison Industries Showroom - The IPI Showroom employs three women who work as clerks and assist with maintenance.
- IDOC Central Office - Employs two women that work as receptionists / clerks.

On Grounds Employment Opportunities

- Maintenance
- Warehouse
- Administration Building
- Activities Department
- IPI and IPI Balloons
- Unit Workers

Volunteer Opportunities

- Meals for the Heartland: Cleanup crew and meal making
- Many Hands: Twelve to Fifteen women volunteer periodically to help at Many Hands. Many Hands is a thrift service and the women help them sort and organize.

HEALTH SERVICES

Health Services

The ICIW Medical Department is a committed healthcare team that provides a continuum of care and support to the patients served throughout their incarceration experience. Health histories are gathered at intake to establish personalized treatment plans and housing tailored to each patient's individual needs.

Nursing Services Director Kerri Hunter along with Nursing Supervisor Natalie Pickett oversee operations with the assistance of Nursing Unit Coordinator Rick Hall. Medical care and health education are provided by Dr. Kristi Blomberg and PA Kaitie Worley to include off-site referrals to our community partners UIHC and Mercy Hospital. 24/7 nursing coverage is provided by our team of 16 RN's and 7 LPN's. On-site lab services are performed by CLT Diane Kendrick and processed through Quest and the SHL. Our dental team is comprised of Dr. Brett Barber and RDH Donnella Miller. Mental Health services are headed by our Psychiatrist Dr. Shaad Swim and NP Misti Duetschle along with our team of Psychologists Angela Sorenson, Angela Zinzer-Kraling and Wendy McGinnis. X-ray, Optometry and Physical Therapy are offered through visiting contract providers.

FY22 Health Services Statistics

Medical Services – 54,973
Mental Health Services – 9,223
Dental Services – 1,609
Optometry Services – 705
Labs / X-rays – 2,937

FY22 Medication Statistics

Patients on Medications – 647
Active Medication Orders – 4,081
COVID Vaccines – 840

FY22 Hospitalization Statistics

Hospital Visits / Appointments – 1143

(Source: ICON Medical)

EDUCATION PROGRAMS

HiSet (source: ICON AdHoc Report-ICIW Offender Intervention Completed)

- 28 started HiSET
- 16 closed as “Completed Requirements”
- 9 closed as “Noncompliant/Behavioral Issues”
- 3 closed as “Case Manager Discretion”
- 2 closed as “Transferred to Different Location”

Life Skills (source: ICON AdHoc Report-ICIW Offender Intervention Completed)

- 28 started ACTV
- 25 closed as “Completed Requirements”
- 3 closed as “Noncompliant/Behavioral Issues”

Des Moines Area Community College Classes (source: DMAACC)

<u>CLASS</u>	<u>TIMEFRAME</u>	<u>#STUDENTS</u>
Composition II	Summer 2021	20
Women Writers	Summer 2021	20
Art Appreciation	Fall 2021	18
Completed AA Degree	December 2021	9
Environmental Science	Spring 2022	11
Math for Liberal Arts	Spring 2022	20
The College Experience	Spring 2022	15
Western Civilization	Spring 2022	19

DMAACC Vocational Programming (source: DMAACC)

- 27 completed Food Production Technician
- 14 completed Transportation, Distribution and Logistics
- 13 completed Forklift / OSHA

Iowa Central Community College (source: ICC)

Students take a full class load each semester:

- Summer 2021- enrolled 18
- Fall 2021- enrolled 13
- Spring 2022- enrolled 23

VISITATION

ICIW provides incarcerated individuals visiting privileges to maintain and strengthen relationships with family members and friends. ICIW introduced video visitation during the COVID-19 pandemic and has continued to offer this service through FY22 as well as re-opening in person visitation.

ICIW Visiting Room Officers, assisted by Incarcerated Individuals that work within the visiting room, coordinate themed events and activities to help promote positive interactions during visits with family and friends.

FY22 Visitation Statistics

(source: ICON)

Video Visits - 1290

In Person Visits - 2824

COMMITTEES & TEAMS

Affirmative Action Committee / Diversity Team

The Iowa Department of Corrections Affirmative Action Policy (AD- PR- 32) outlines the establishment of an Affirmative Action Committee/ Diversity Team at each institution. At the Iowa Correctional Institution for Women, the Affirmative Action Committee/Diversity Team is made up of staff members from the following departments: Administration, Dietary, Maintenance, Medical, Personnel, Treatment and Security.

During FY22, the following staff members comprised ICIW's Affirmative Action Committee / Diversity Team: Sheri Floyd (Committee Co-Chair), Mia Williams (Committee Co-Chair), Cordell Bagby, Brandon Barney, Matthew Blagg, Karleigh Shuff, Priscilla Rebellozo, Tammy Gould, Justin Thomas, Adam Owen, Amy Owen, Nels Westvold, Amerist Chambers, Courtney Arringdale, Lorie Woodard, and Sheryl Dahm.

Key focus areas for the committee have included (1) Community/Cultural events, (2) Recruitment/Retention/Promotion, and (3) Training/Continuing education. The committee met quarterly throughout FY22. Throughout this FY, the Committee noted the following accomplishments:

- Developed and distributed ICIW Diversity Team informational brochure for staff.
- Co-Chairs participation on the statewide Iowa Department of Corrections Diversity/Disparity Advisory Board.
- Partnership with the Evelyn K Davis Center.
- Developed a draft for a Correctional Officer Recruitment flyer.
- Continued alliances with ICIW's Staff Support Team (SST) Committee and ICIW's Health and Recreation Committee.
- Co-Chair staffed the Iowa Department of Corrections State Fair Booth.
- Developed and distributed a seasonal diversity and inclusion newsletter to staff.
- Over the next FY23, the committee will continue to provide counsel regarding diverse representation on interview panels, incarcerated individual discipline and grievances.

Staff Support Team (SST)

The mission of the Staff Support Team (SST) is to provide assistance and intervention to employees and their families during and after times of personal or professional crisis.

The ICIW SST is a specialty team consisting of two co-coordinators and up to six additional team members. The team members are staff from any/all departments within the institution. From July 1, 2021 through June 30, 2022, SST members have included: Jennifer Larson (Co-Coordinator), Amy Wearmouth (Co-Coordinator), Joan Griemann, Matthew Blagg, Jenna Wilke, Justin Thomas, Luke Gilder, Molly Pieffer, and Callie Moore.

The SST strives to:

- Educate corrections personnel about the effects of trauma and productive post-trauma coping skills that help in recovery.
- Consistently support staff and their families in times of crisis and beyond,
- Provide a safe place for staff to have detailed discussion of traumatic incidents with others who have shared experiences.
- Focus on different ways to cope with stress apparent in correctional work during pre-service and in-service training.

During FY22, three ICIW SST members participated in the Statewide Staff Support Team Training Program held in Ft. Dodge August 30 through September 1, 2021.

During FY22, there was also an opportunity for two SST members to participate in the Peer Support Training Foundation Training Conference held in Des Moines on September 10, 2021.

Correctional Emergency Response Team (CERT)

The CERT is assembled for the purpose of responding to critical incidents within ICIW and other institutions throughout the IDOC. Team members have volunteered and been taught specialized tactical and leadership skills. The team trains on a monthly basis focusing on skills such as: defensive tactics, firearms proficiency, emergency preparedness, use of force and cell extractions.

During FY 22, the CERT team members included: Capt. Bailey Schooley, Sgt. Ryan Olson, Sgt. Nicholas Hedberg, Sgt. Bailey Schroeder, CO John Halsrud, CO Nathaniel Gibbs, CO Zach Tracy, and CO Kevin Rusler.

ICIW CERT participates annually in the Statewide Emergency Preparedness Training in collaboration with ICIW's Crisis Negotiation Team. This year the team attended Clarinda Correctional Facility and to participate in this statewide training. Sgt. Ryan Olson, Sgt. Bailey Schroeder, and CO John Halsrud also attended the statewide CERT competition.

The ICIW CERT was also deployed to assist multiple other institutions throughout the year with contraband searches.

Correctional Negotiation Team (CNT)

The CNT is tasked with responding to crises big and small. The team are trained negotiators that are on call to respond to any incident, local or statewide. Our multidisciplinary team consists of staff from various departments throughout the facility. During FY 22, team members included Capt. Michael Peterson, CO Marybeth Perry-Rohlf, CC Susan Ham, and CC Kailey Pals.

The CNT maintains negotiations equipment and trains as often as possible. The team also participates in statewide drills where they work in direct collaboration with CERT and other CNT elements from all other institutions. During FY 22, CNT participated in multi-day statewide drills in at Clarinda Correctional Facility and Iowa State Penitentiary.

Staff Health & Recreation Committee

The ICIW Health and Recreation committee has had a fun year supporting our staff. A Winter Party was held in January with lots of food, prizes, and gifts. We sponsored four lucky staff members so they could attend the Iowa Corrections Association Spring Conference. May was Correctional Worker's Week and each day was filled with something fun to recognize and celebrate the ICIW corrections team. Summer was ended with and ice cream from the Outside Scoop Ice Cream Truck. We also made sure our staff will stay warm this winter by putting individual coffee makers in each unit so they are available to all staff.

EMPLOYEE RECOGNITION

Awards

Iowa Corrections Association Award for Women in Corrections - *This award was established to recognize an individual or group who has made a substantial positive contribution to women's issues in the field of corrections which may include issues related to women employees, offenders, or victims. The recipient is not limited to paid corrections professionals; therefore, they may be a volunteer, legislator or other individual who has gained distinction through their accomplishments.*

2022 Recipient - ICIW Deputy Warden Lorie Woodard

Years of Service

ICIW would like to recognize and congratulate the following individuals that have achieved (or surpassed) years of service milestones during this reporting year. We know they have all worked hard for these accomplishments and we truly appreciate their dedication to ICIW and the State of Iowa!

25 Years

- Kathy Culbertson, Executive Officer 2 (28 years)
- Danielle Talarico, Correctional Officer (27 years)
- Bryan Reicks, Associate Warden of Security (27 years)
- Chad Murphy, Correctional Officer (26 years)
- Lorie Woodard, Deputy Warden (25 years)
- Nels Westvold, Plant Operations Manager (25 years)

20 Years

- Courtney Arringdale, Associate Warden of Treatment (23 years)
- David Donnelly, Correctional Trades Leader (23 years)
- Paul (Tim) Holzworth, Correctional Trades Leader (23 years)
- Joan Griemann, Correctional Counselor (23 years)
- Joseph Whitlow, Correctional Counselor (23 years)
- Mia Williams, Correctional Counselor (23 years)
- Jeremy Larson, Treatment Services Director (23 years)
- Deanna Summy, Secretary (22 years)
- Nathan Roberts, Correctional Officer (22 years)
- Lori Choate, Purchasing Agent (22 years)
- James Hunter, Correctional Counselor (23 years)

- Michael Engle, Correctional Officer (22 years)
- Timothy Bush, Storekeeper (22 years)
- Jill Benz, Correctional Counselor (22 years)
- Christopher Frazier, Correctional Officer (22 years)
- Jeremy Masterson, Correctional Officer (21 years)
- Timothy Darr, Treatment Services Director (21 years)
- Kerri Hunter, Nursing Services Director (20 years)

15 Years

- Daniel Jasper, Correctional Supervisor (17 years)
- Amy Wearmouth, Correctional Officer (17 years)
- Adam Owen, Treatment Services Director (17 years)
- Marybeth Perry-Rohlf (17 years)
- Lynisa Smith, Correctional Food Service Coordinator (17 years)
- Angela Sorenson, Psychologist (15 years)
- Jessalyn Finney, Correctional Officer (15 years)

10 Years

- Jeffrey Fronk, Correctional Trades Leader (12 years)
- Erika Wilson, Correctional Supervisor (12 years)
- Anne Izzolena, Correctional Counselor (11 years)

5 Years

- Angela Caswell, Correctional Officer (7 years)
- Charles Wright, Correctional Officer (7 years)
- Michael Peterson, Correctional Supervisor (7 years)
- Amerist Chambers, Human Resources Associate (7 years)
- Angela Hotchkin (7 years)
- Ashley Blackburn (7 years)
- Torrance Chambers, Correctional Trades Leader (6 years)
- Amanda Held, Senior Correctional Officer (6 years)
- Eric Johnson, Senior Correctional Officer (6 years)
- Kailey Pals, Correctional Counselor (6 years)
- Abbey Sulzle, Correctional Officer (6 years)
- John Halsrud, Correctional Officer (6 years)
- Bailey Schroeder, Senior Correctional Officer (6 years)
- Shaad Swim, Physician (5 years)
- Daniel Beckman, Correctional Officer (5 years)
- Adam Russell, Correctional Counselor (5 years)
- Linda Cooling, Licensed Practical Nurse (5 years)

AGENCY / COMMUNITY PARTNERSHIPS

Iowa Workforce Development (IWD)

IWD, in partnership with the IDOC, has implemented the Returning Citizens Initiative in six Iowa correctional facilities located in Mitchellville, Newton, Mount Pleasant, Rockwell City, Clarinda and Fort Dodge. The Reentry Workforce Advisors assigned to this initiative network with employers to address the barriers they may have in hiring returning citizens. Each of the participants in the program completes the National Career Readiness Certification as well as job readiness training.

Thousands of incarcerated individuals are released from Iowa prisons each year. Many of them are eager to get a job and lead a productive life. Without a job it is nearly impossible for these individuals to establish a new life and become productive citizens. Hiring a returning citizen can help them integrate into society so they can become self-sufficient.

Many employers experiencing labor shortages consider their number one challenge is to identify, attract and retain employees. To address these needs, employers are increasing their applicant pool by looking at individuals with criminal histories. These workers are some of the most dedicated and productive employees. They are overwhelmingly dependable and punctual and the turnover rate is typically low.

Women at ICIW can work with the Reentry Workforce Advisor on job readiness services prior to their release. Pathway navigation is explored to determine if the individual wishes to continue their education or begin post-secondary education, participate in one of the IDOC's thirty Registered Apprenticeship (RA) programs or find a career they will seek satisfaction in while earning a livable wage. There are currently women enrolled in the following RA programs at ICIW: Lawn and Garden, Cook and Baker. They are able to work in this occupation and complete classroom instruction, while getting on the job training experience. IDOC recently completed research on those incarcerated individuals that completed a RA program and learned their rate of recidivism was 19.7%, compared to the state rate of 37%.

While the unemployment rate in Iowa currently is at 2.7%, individuals right out of incarceration have been known to experience unemployment at a rate as high as 27%, or ten times the state

rate. Linking incarcerated individuals to employment increases their chance of success and removes or reduces one of the many barriers they face upon returning to the community.

Iowa Department of Transportation (DOT)

The DOC/DOT partnership with ICIW began in April 2021. So far, we have created 331 identification cards and licenses for II's and 65 staff members.

The purpose of the program is to at the very least make certain that all people releasing have an identification card. Ideally, we would like the Incarcerated Individual (II) to have a strategy for driving if that is an option and establish plans for a restricted license/work permit. Additionally, we want to look at and identify alternative modes of transportation if driving is not allowed. Some of the things that the II's and myself try to accomplish are clearing up any out of state driving issues that may be impacting their ability to obtain a license; as well as taking the operators knowledge test, this way once they are released its typically just a matter of getting fines/fees paid, obtaining appropriate paperwork and doing the behind the wheel driving test. Getting more people valid to drive will hopefully reduce violations for II's. We also let II's know that they can have their family members contact Ben via email if they have problems with their own driving records.

Recently, the DOC/DOT agreed to hire 2 more Mobility Managers! We are planning to have an office in each institution to help all incarcerated individuals that will be releasing. ICIW has been incredible in making this program viable and we hope that your staff understands our appreciation.

Iowa Department of Human Services (DHS)

Parents who are incarcerated face a unique set of challenges because they must work within and across both the child welfare and corrections systems. ICIW works with DHS to coordinate visitation to assist in negotiating those challenges. During FY22, ICIW facilitated 122 DHS supervised visits for 10 different women and their children throughout the year.

Animal Rescue League of Iowa (ARL)

The ARL PAWS program, in partnership with the Iowa Correctional Institution for Women in Mitchellville, allows incarcerated individuals to work with homeless dogs to help them learn basic manners and get a great start on training before they're adopted into new homes. The women are responsible for all aspects of caring for the animals while they are housed at ICIW which reciprocally provides them with an opportunity to gain applicable prosocial skills.

During FY22, the program was housed in one of ICIW's general population units and overseen by Unit Manager Tim Darr and Correctional Counsellors Adam Russell, Mia Williams and Seth Good. On average the program housed anywhere between 10 - 15 dogs, which were sent to ICIW for a variety of reasons including medical holds, obedience lessons and socialization. Most dogs were housed for 4-6 weeks but could remain longer if needed.

Approximately 32 women volunteered as handlers, in addition to several paid ARL Lead positions for incarcerated individuals who were responsible for facilitating the program by ensuring that the handlers were abiding by the rules of the program.



PRISON RESEARCH AND INNOVATION INITIATIVE AND NETWORK

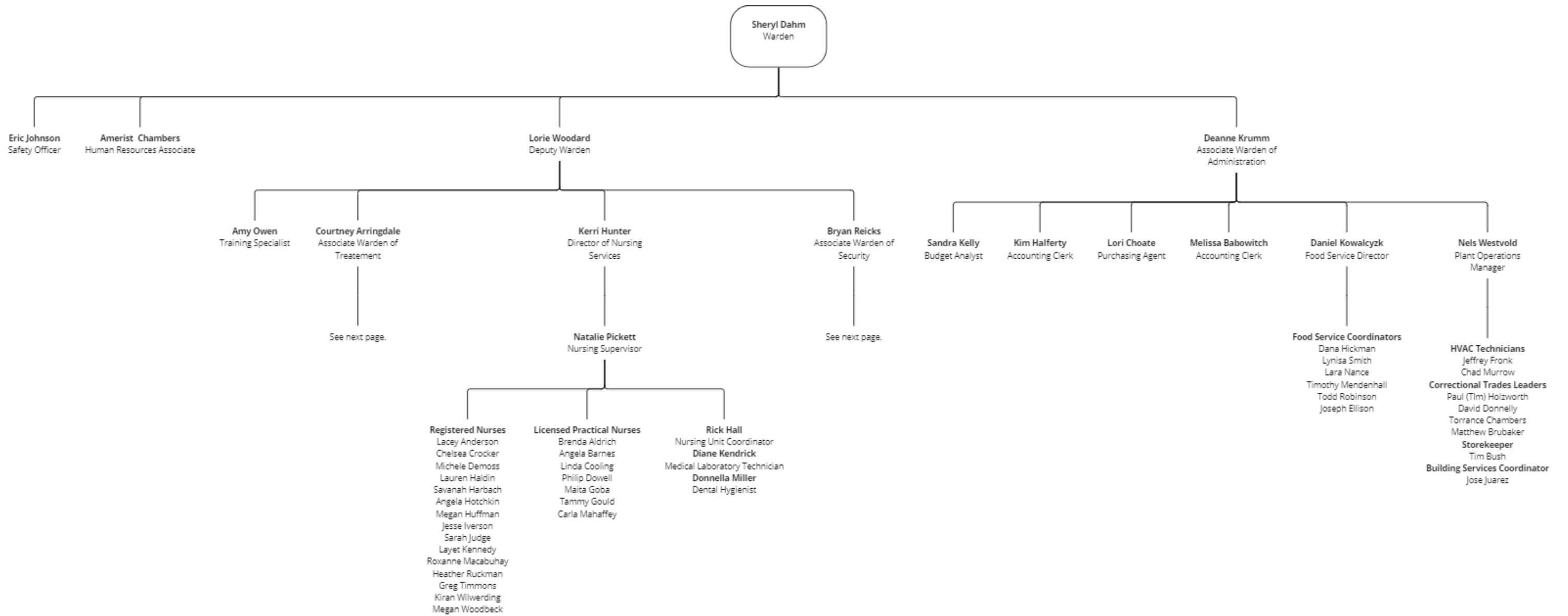
The Prison Research and Innovation Initiative (PRII) was launched by the Urban Institute in May 2019. PRII is a five-year project to infuse prisons with research, evidence, transparency, and innovation to promote the well-being of people who are incarcerated and people who work in prisons. Five states including Colorado, Delaware, Iowa, Missouri, and Vermont were selected for PRII and comprise the Prison Research and Innovation Network (PRIN).

The IDOC, ICIW and Iowa Department of Human Rights Division of Criminal and Juvenile Justice Planning (CJJP) partnered under this initiative with the following goals:

- Conduct an annual climate survey of incarcerated people at ICIW to understand their experiences.
- Conduct an annual climate survey of prison staff at ICIW to understand their experiences.
- Identify and implement innovations to help address the issues identified in the annual climate survey for improved climate for incarcerated people and prison staff.
- Evaluate the impact of implemented innovations.
- Increase prison transparency by making key prison metrics publicly accessible and publishing climate survey results.

During FY22, data collection was conducted at ICIW with a sample of the incarcerated individual and staff participants. The initial results of the survey were provided to IDOC and ICIW Administration for review and feedback, and are in the process of being finalized for public release.

ORGANIZATIONAL CHART



ORGANIZATIONAL CHART

