



Iowa Department of Corrections

Racial Disparity Report

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Director of Research

The purpose of this report is to track various data elements of incarcerated individuals by race to provide transparency of DOC supervision policy and practice, to inform and respond to noted disparities.

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Executive Summary

The Iowa Department of Correction's Racial Disparity Policy (AG-GA-23) was created to "address issues of disparity and to ensure respect and fair treatment by implementing correctional procedures and practices that rely on equitable and relevant criteria rather than on the basis of an individual's identity." The purpose of this report is to track various data elements of incarcerated individuals by race to ensure transparency of DOC supervision practices.

Data to perform this analysis was acquired from the Iowa Corrections Offender Network (ICON); a central repository of key correctional information. Fiscal year 2019 data elements are provided, and the findings reveal the following:

Data from this analysis reveal there are some elements within correctional supervision, where disproportionality is noted. Elements where racial disproportionality was determined to be equitable include:

- Work Assignments
- Intervention Programs and Assignments
- Electronic Monitoring

Elements where disproportionality exists include:

- Classification
- Educational Attainment
- Apprenticeship Services
- Discipline
- Violations

The DOC acknowledges these discrepancies and continues to seek data and action to promote equal treatment and opportunity while under supervision. While some elements where discrepancies are noted are within DOC control, some elements are not. It is imperative that federal, state, and local agencies continue to promote equal treatment across all platforms of the justice system to reduce disparities. In the future, the DOC will continue to track and monitor these outcomes to note continual areas for improvement and current successes.

The findings from this analysis will be shared with the State-wide Diversity/Disparity Advisory Board. This board conducts an annual department-wide review of compliance with Iowa DOC's racial disparity policy. Following a review of findings from this analysis, the State-wide Diversity/Disparity Advisory Board will identify key elements for which to address noted disparities.

For additional information and to learn more about the topics presented in this report, please visit the Iowa DOC's web page at <https://doc.iowa.gov/> or contact the DOC's Director of Research:

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2020 Iowa DOC Agency Recommendations

The 2020 Racial Disparity Report is the first report provided by the Department of Corrections to specifically address racial inequities statewide and at the local-level. The intent of this report was to provide data in order to address issues and improve racial disparities within Iowa Corrections. The findings of this report indicate that there are some areas where racial equity is present, while there are also areas where racial disproportionality exists.

This report has been shared with both the DOC's Wardens and District Directors. Following review of this information, it has been requested that future reports, continue inclusion of data elements found within Correction's Racial Disparity Policy, but consider expansion beyond those elements to potentially include analysis of the following items by race:

- Administrative Segregation
 - Populations of those placed on punitive administrative segregation compared to the populations of those placed on non-punitive segregation
 - Length-of-stay variations while under segregation, examining variations in short-term and long-term segregation figures
 - Administrative segregation data to account for prisons with higher proportions of those under mental health observation and suicide self-injury prevention
- Discipline
 - Disciplinary action parsed for those with gang affiliation versus no gang affiliation
- Employment
 - Iowa Prison Industry (IPI) participation
 - Employment of incarcerated individuals in the private sector
 - Disparities relating to incarcerated individuals' job wages and job classifications
- Electronic Monitoring
 - Electronic monitoring data parsing information for those convicted of sex offenses separately from the larger population of those under electronic monitoring

The Iowa DOC Director, Dr. Beth Skinner, is requesting that each Warden and District Director review data found within this report and consider other programs or practices outside of those established within this report which may be contributing to disparity. The Director is requesting that each institution and district provide an action plan with applicable timelines for addressing disparities within their respective regions outlining current activities as well as any proposed activities to promote equity across Iowa Corrections.

In addition to action at the local-level, DOC's Central Office will continue to provide implicit bias training using e-learning as well as face-to-face instruction. This training in the future may expand beyond training linked solely to racial inequities and also focus on other forms of discrimination including but not limited to gender, religion, sexual orientation, and disabilities. The training will be hosted on an enhanced e-learning platform to best engage participants. In addition to these changes, the DOC training team is working closely with the diversity committee to identify and address any gaps in training which may exist. The team is exploring learning modules to address unconscious bias, diversity, cultural competence, and racial disparities.

Central Office will continue to explore and enact various action to improve inequities in our Correctional system, ensuring fair treatment and opportunity for those under our supervision.

Introduction

As stated within the Administration and Management Policy and Procedure document, "It is the policy of the Iowa Department of Corrections (DOC), both for Institutions and Community Based Corrections (CBC) to respond to and mitigate racial disparities so as to practice fair and equitable distribution of benefits and burdens in the assignment of incarcerated individuals/clients to custody levels, institutional/residential jobs, vocational program opportunities, preparation and support for parole/work release and community based supervision and programming.

It is the responsibility of the Department to provide an environment for incarcerated individuals/clients that is free from harassment or disparate treatment based on their race, color, or national origin. Moreover, it is our policy that any administrative processes associated with custody and classification, discipline and grievances are conducted fairly, and that decisions are not influenced by stereotypes or bias based on race, color or national origin."

The purpose of this report is to track various data elements of incarcerated individuals and those under community correctional supervision by race to enhance transparency of DOC supervision practices and ensure equal treatment. As required by the Racial Disparity Policy, the data elements reported within this report will include classification, work assignments, intervention programs, and assignments, educational attainment, apprenticeship services, discipline, violations, electronic monitoring, and training and development.

Data to perform this analysis was acquired from the Iowa Corrections Offender Network (ICON); a central repository of key correctional information. Fiscal year 2019 data elements are provided within this report. Data where the institutional or district location and/or racial demography of an individual was unknown were excluded from analysis.

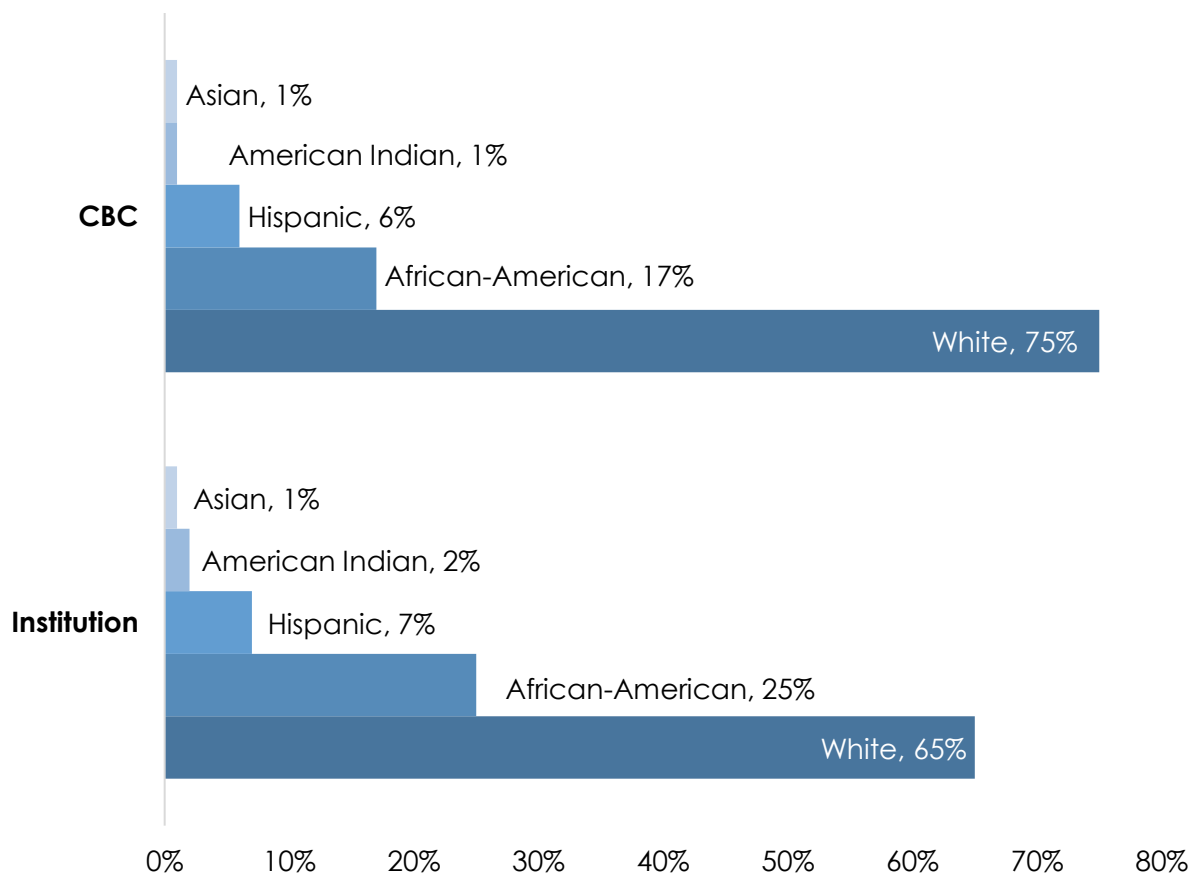
The initial portion of this paper will first explore institutional and community-based populations. As well as the racial demographics for those who are admitted to and close institutional supervision. This information is valuable as it helps set a baseline for the evaluation of disproportionality within correctional settings. Subsequently, data are provided which relate to the racial disparity data elements required for reporting as part of the DOC's Racial Disparity Policy. Racial disparity data elements are compared against institutional and community populations to observe where variations exist.

Institution and Community Based Corrections Facility Populations

Individuals of color are over-represented in both the institutions and community corrections populations compared to state populations.

In FY 2019, both the institutions and community corrections were most heavily populated with individuals of the White and African-American race. A higher proportion of White individuals populated community corrections compared to institutional populations (75% vs. 65%) while a higher proportion of African-Americans populated institutional populations than community corrections populations (25% vs. 17%). Individuals of color are over-represented in both the institutions and community corrections compared to state populations. ¹

Figure 1: Institution and Community Based Corrections Facility Populations by Race



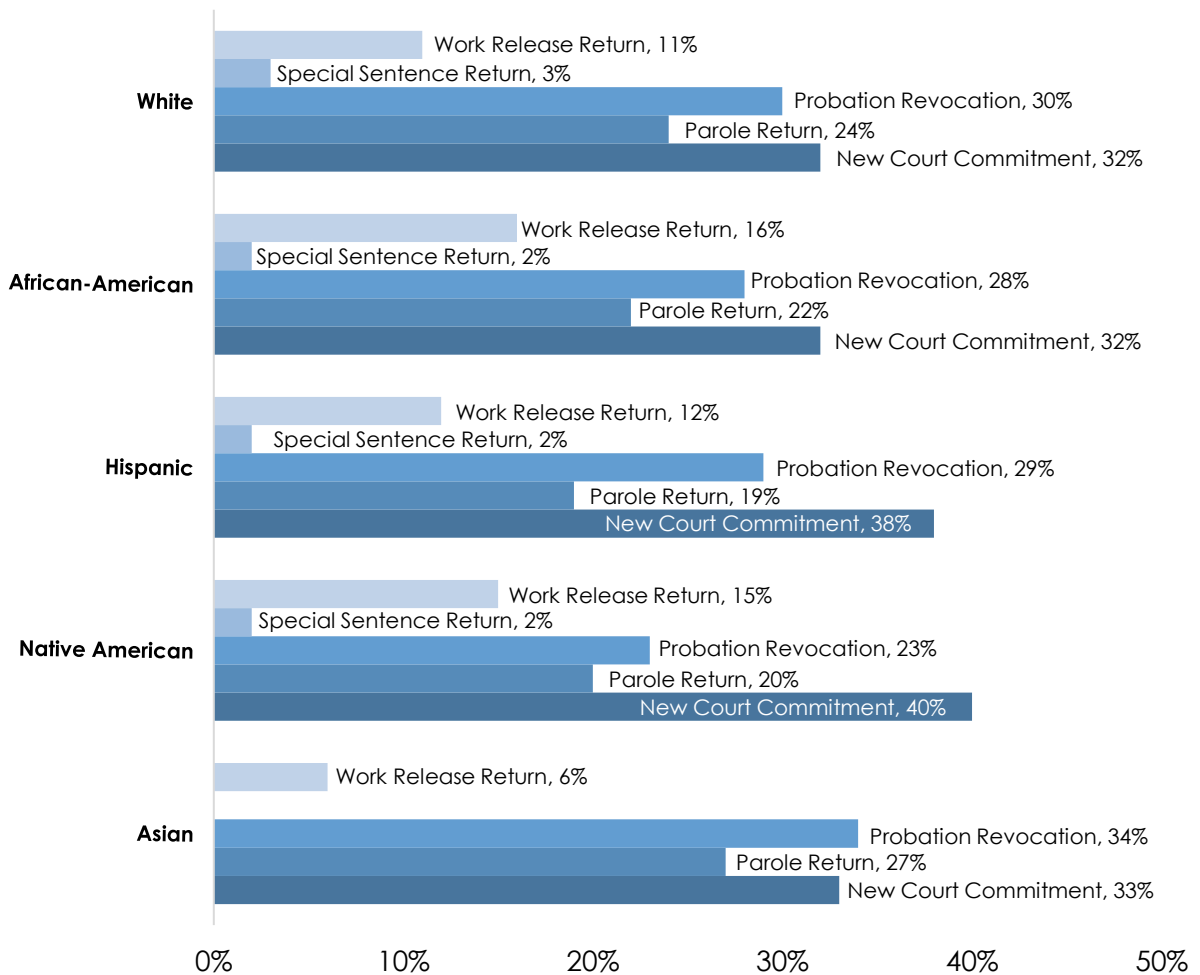
¹ Racial demography of population figures by institution and district are available within the appendix under tables 5 and 6.

Institutional Admissions and Closure Type

Variations by race exist when examining varying prison admission and prison closure types.

Examining FY 2019, prison admissions, White and African-American individuals were slightly more likely to enter prison by way of a new court commitment than a probation revocation (32% vs. 30% and 32% vs. 28%). However, for Hispanic and American Indian individuals this difference was much higher (38% vs. 29% and 40% vs. 23%). Compared to other racial groups, Asian individuals were the most likely to enter prison on a parole return (27%) while the highest proportion of work release returns were African-Americans (16%) followed by American Indians (15%). Special sentence returns make up a small percentage of prison admissions.

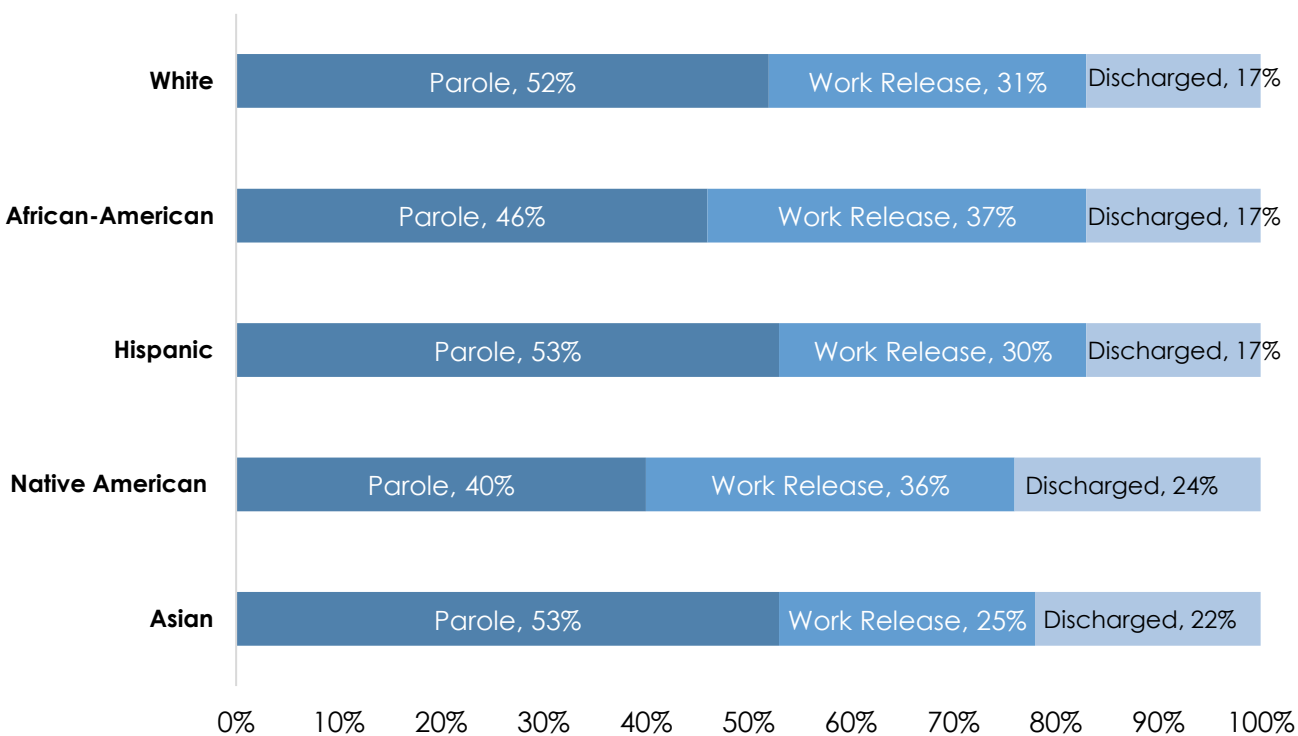
Figure 2: Prison Admission Type by Race²



² Parole Ret. (Parole Return); Probation Rev. (Probation Revocation); SS Ret. (Special Sentence Return); WR Ret. (Work Release Return).

Examining those who were released from prison to parole in FY 2019, White, Hispanic, and Asian individuals were released at higher rates than other racial groups, however, were released proportional to one another (52%-53%). Examining those who were released from prison to work release, greater proportions were African-American (37%) followed by Native American (36%). Lastly, greater proportions of Native Americans (24%) and Asians (22%) were released by way of a discharge expiration of sentence, while White, African-American, and Hispanic individuals made up a similar proportion of this population (17%).³

Figure 3: Prison Closures by Release Type



³ Due to limited cross-comparisons within this report, prison admission and closure data parsed by institution are not available within this report.

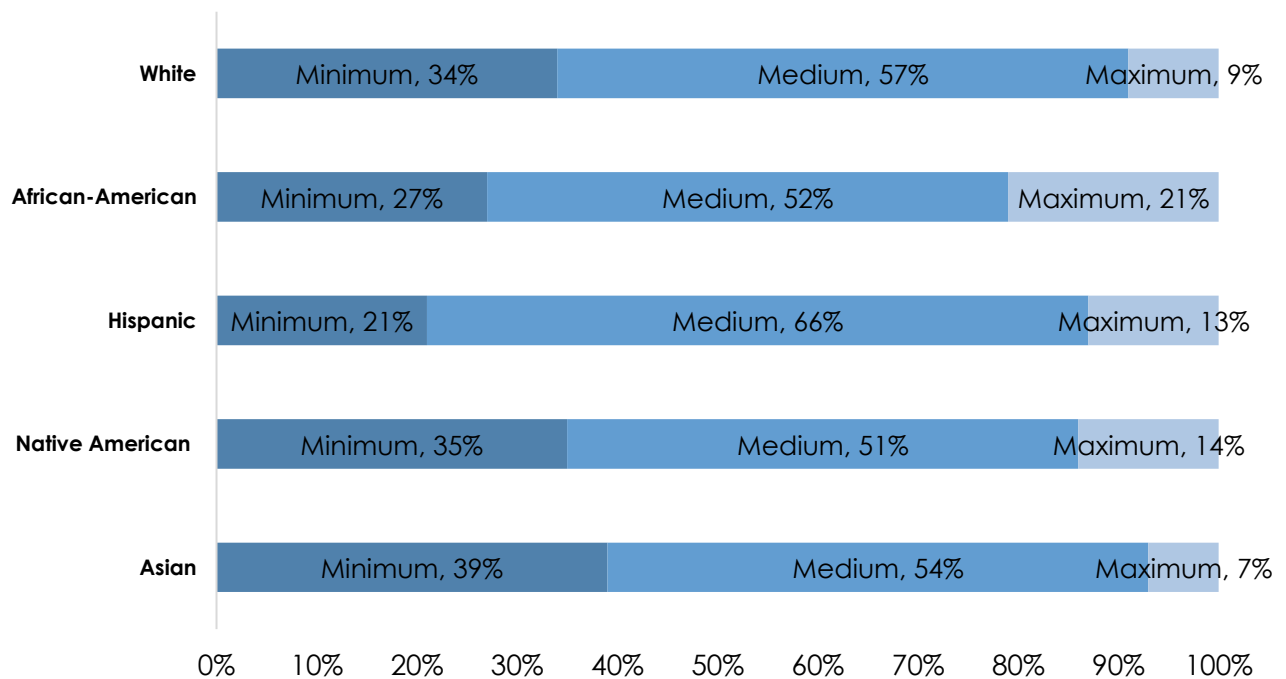
Classification

African-American individuals were more likely than those of other racial groups to be supervised under maximum custody, followed by Native American and Hispanic individuals.

In FY 2019, Asian individuals (39%) were more likely than other racial groups to be placed on a minimum custody classification. African-Americans were more likely than other racial groups to be supervised under maximum custody (21%) followed by Native American (14%) and Hispanic individuals (13%).

Review of custody classification data by institution and race reveal that largely the proportions of individuals assigned to varying custody classifications are proportional based on the general risk of the institution and racial demography of the specific institution. Institutions with the highest proportion of African-Americans classified at maximum custody include ISP (93%) and ASP (17%) however, these are also institutions with higher proportions of African-Americans.⁴

Figure 4: Custody Classification of Incarcerated Individuals by Race⁵



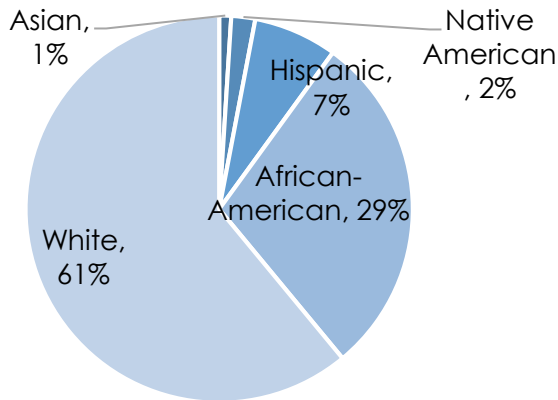
⁴ Custody classification data by racial demography and institution are available within the appendix in table 8.

⁵ The minimum custody classification category has been suppressed to include those on minimum, minimum live-out, and minimum work-out classifications.

Compared to institutional population figures, African-Americans were slightly over-represented in administrative segregation. Over-representation of African-Americans in administrative segregation varies by institution.

Compared to institutional population figures, African-Americans were slightly over-represented in administrative segregation (25% vs. 29%). While Whites were underrepresented (65% vs. 61%). Individuals who were Hispanic, Asian, or of American Indian race were proportionally represented in administrative segregation compared to the institutional populations.

Figure 5: FY 2019 Administrative Segregation Recipients by Race⁶⁷⁸



The following information reflects the African-American administrative segregation and institutional populations and the percent difference between the two. A higher numeric difference indicates more variation between the proportion of the institutional and administrative segregation population, which is African-American. It is important to note that there are characteristics of various prisons, which may influence administrative segregation populations and racial distributions. For instance, some prisons hold higher proportions of individuals under mental health observation and suicide self-injury prevention. In the future, this report will analyze separately administrative segregation population data, parsing specific data relevant to those under mental health observation and suicide self-injury prevention.

Table 1: African-American Institutional and Administrative Segregation Populations

	Ad.Seg Population	Institution Population	Difference
ASP	38%	29%	9%
CCF	32%	25%	7%
FDCF	34%	31%	3%

⁶ Administrative segregation figures include a unique count of those who were placed on administrative segregation in FY 2019.

⁷ Administrative segregation refers to those who also received investigative segregation, long-term restrictive housing, mental health observation, protective custody non-voluntary, protective custody voluntary, and suicide self-injury prevention.

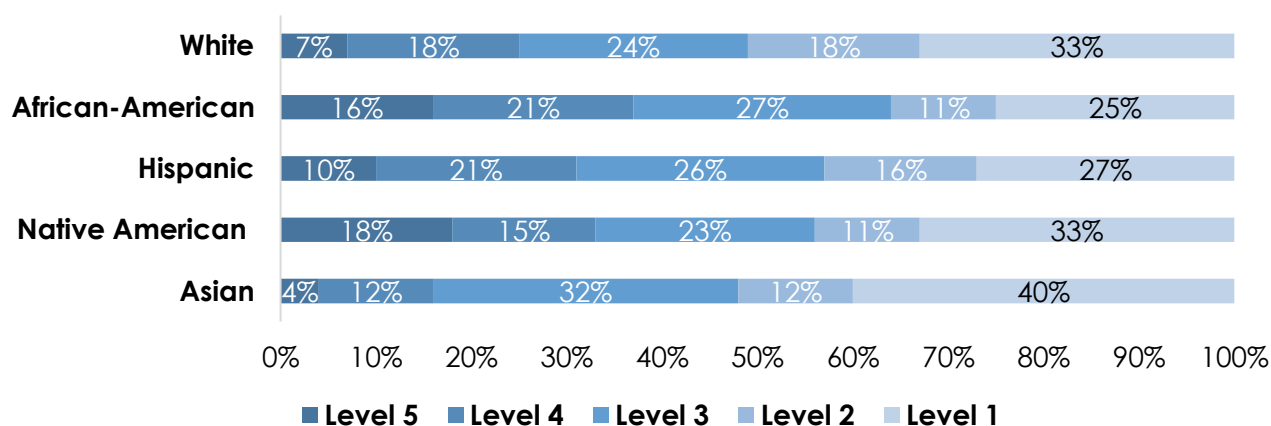
⁸ Data detail by institution can be found in table 9 in the appendix.

ICIW	33%	16%	17% ⁹
IMCC	30%	19%	11%
ISP	47%	40%	7%
MPCF	31%	23%	8%
NCCF	22%	27%	-5%
NCF	20%	14%	6%

Statewide, higher proportions of Native Americans followed by African-American individuals were supervised at Level 5 supervision compared to individuals of other racial groups.

Eighteen percent of Native Americans supervised in the community in FY 2019 were supervised on Level 5 supervision. Similarly, 16% of African-Americans were also supervised on Level 5 supervision. Forty percent of Asian individuals supervised in FY 2019 were supervised at Level 1. While variation by district does present, largely statewide statistics reflect district-specific statistics.¹⁰

Figure 6: Community Based Supervision Levels¹¹ by Race



Nearly 12% of those supervised in FY 2019 who had an Iowa Risk Revised (IRR) completed received an override to their original IRR score. Of those who received an override, African-Americans, as well as individuals who are Hispanic, were equally likely to receive a reduced supervision level or have an override which kept them at the same level as their original score. White individuals were most likely to receive an override which kept them at the same level as their original score (66%), 30% received overrides at higher supervision levels, and 4% had their level of supervision reduced. A large proportion of those who received override supervision levels which placed them at the same level as which they were originally, were due to placements on sex offender supervision per DOC

⁹ It is important to note that ICIW reports the housing of greater populations of those under suicide self-injury and mental health observation. In the future, these reports will account for these population variations by facility.

¹⁰ Data by district are available in the appendix within Table 10.

¹¹ Final supervision level refers to the supervision level for which an individual was supervised.

policy. Due to issues of identifiability, override data for other racial groups are too small to report, as are data parsed by district.

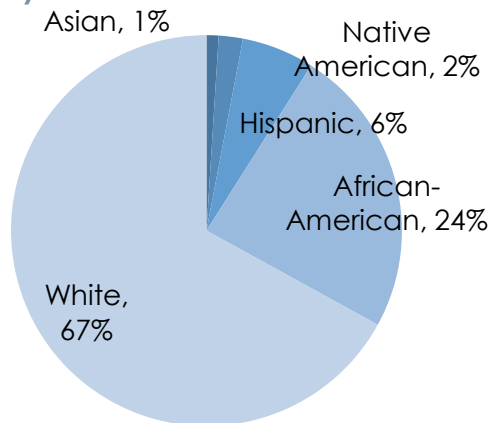
Work Assignments

Incarcerated individuals receiving work assignments were proportionally represented racially to institutional population figures.

The following information captures the racial distribution of incarcerated individuals by race who participated in a work assignment in FY 2019. Individuals can have multiple work assignments. If an individual had more than one work assignment within FY 2019, the earliest assignment was selected for analysis to help provide a unique count of work assignment data by race.

Data by race indicates that those receiving work assignments are proportional to institutional population figures. For instance, White individuals comprise 65% of the institutional population and 67% of the work assignment population. Similarly, African-American individuals comprised 25% of the institutional population and 24% of the work assignment population.

Figure 7: Work Assignment Placements by Race



Examination of work assignment data by institution and race reveal that across all institutions, work assignment placement is proportional to institutional populations. The one exception exists for IMCC where African-Americans are over-represented in work assignment placement and Hispanics are slightly under-represented, compared to institutional populations.

Table 2: African-American Work Assignment Placements by Institution and Race

	Work Assignment Placement	Institutional Population	Difference
ASP	29%	29%	0%
CCF	25%	25%	0%
FDCF	31%	31%	0%
ICIW	15%	16%	-1%
IMCC	24%	19%	5%
ISP	40%	40%	0%
MPCF	23%	23%	0%

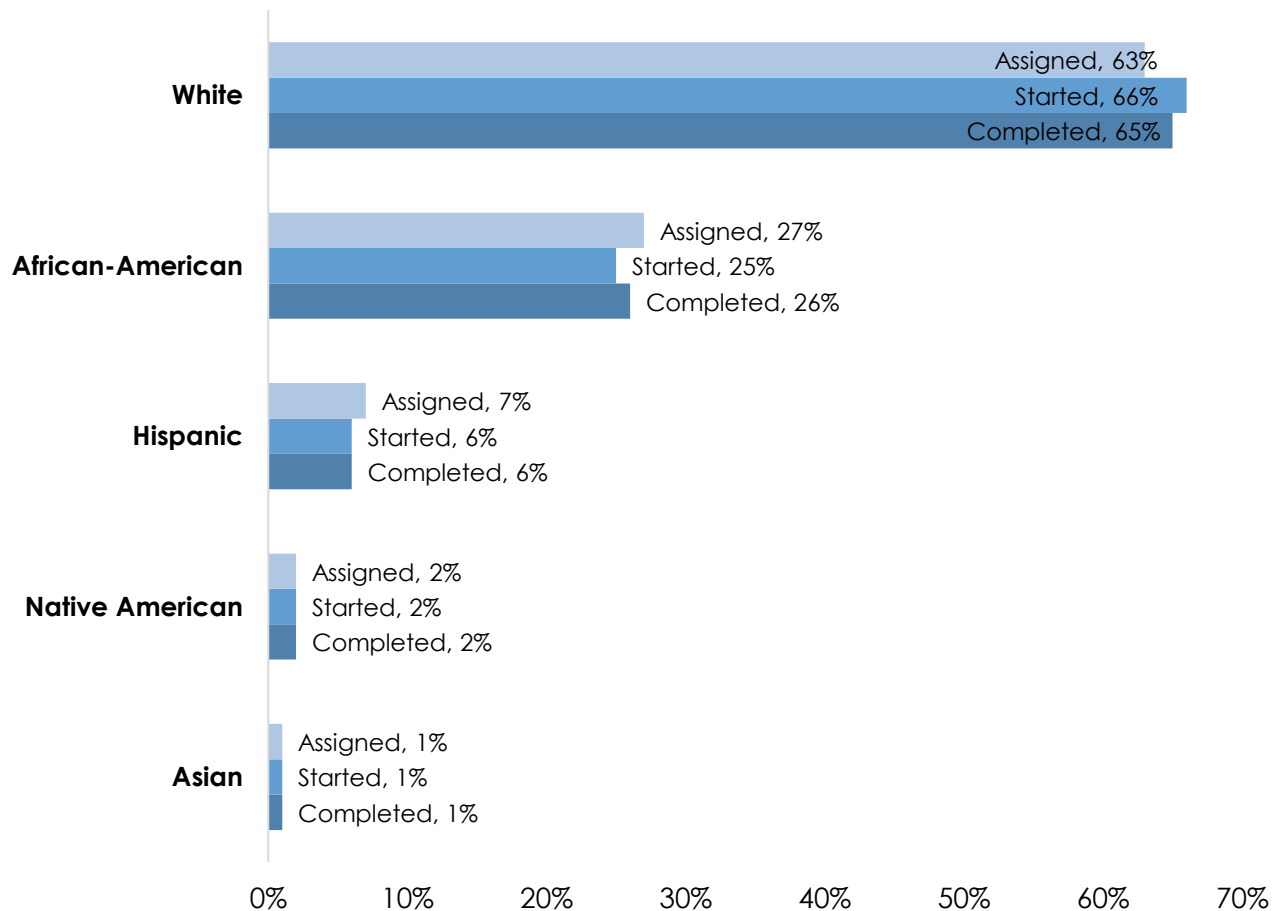
NCCF	29%	27%	2%
NCF	14%	14%	-

Intervention Programs/Intervention Assignments

Little variation by race existed for those who were assigned, started, and completed an intervention program. Also, data indicates generally the percentage of individuals by race receiving intervention programming were proportional to the institutional population.

Across all racial categories, the percentage of individuals who were assigned to, started, and completed an institutional intervention program in FY 2019 were similar by race. In other words, there was little variation in the proportion of individuals by race who were assigned, started, and completed an intervention program in FY 2019. Data also indicate that the percentage of individuals by race receiving intervention programming were similar to the racial distribution of the prison population. Data by institution represent similar trends as those identified at the statewide level.¹²

Figure 8: Individuals who were Assigned, Started, and Completed an Intervention



¹² Data detail by institution can be found within Table 12 in the appendix.

Educational Attainment

Nearly 91% of those incarcerated had a high school diploma, HiSET, GED, or above. Examining those incarcerated without a diploma, HiSET, or GED, African-Americans were over-represented compared to institutional populations. Individuals of color either are enrolled in HiSET programming or are on the waiting list to receive HiSET programming at higher rates than those who are White but this is largely driven by the fact that these populations tend to enter prison at higher rates without a high school diploma, HiSET, or GED.

The following information captures the distribution of individuals' highest education levels by race for those supervised in the institution and within the community. Education information can be acquired through several sources, which include collateral contact, self-report, documentation within an offender file, ACDS migration, and/or staff observation. The following information captures the highest education for those where data is known, via collateral contact or documentation.

White and Asian individuals supervised within the institutions as well as in community corrections were more likely than other racial groups to have a higher education. Similarly, Native Americans in both the institutions and community corrections were more likely to hold a high school diploma, HiSET, or GED.

It is important to note, nearly 92% of those examined had a high school diploma, HiSET, GED or higher. Comparing the racial distribution of those who did not receive a high school diploma, HiSET, or GED, Whites were underrepresented (59% vs. 65%) and African-Americans were over-represented (30% vs. 25%), compared to the overall institutional populations.

Examination of data by institution and district revealed that educational attainment disproportionality that exists at the state-level is present but consistent across institutions and districts.

Figure 9: Highest Known Education Level for Incarcerated Individuals by Race

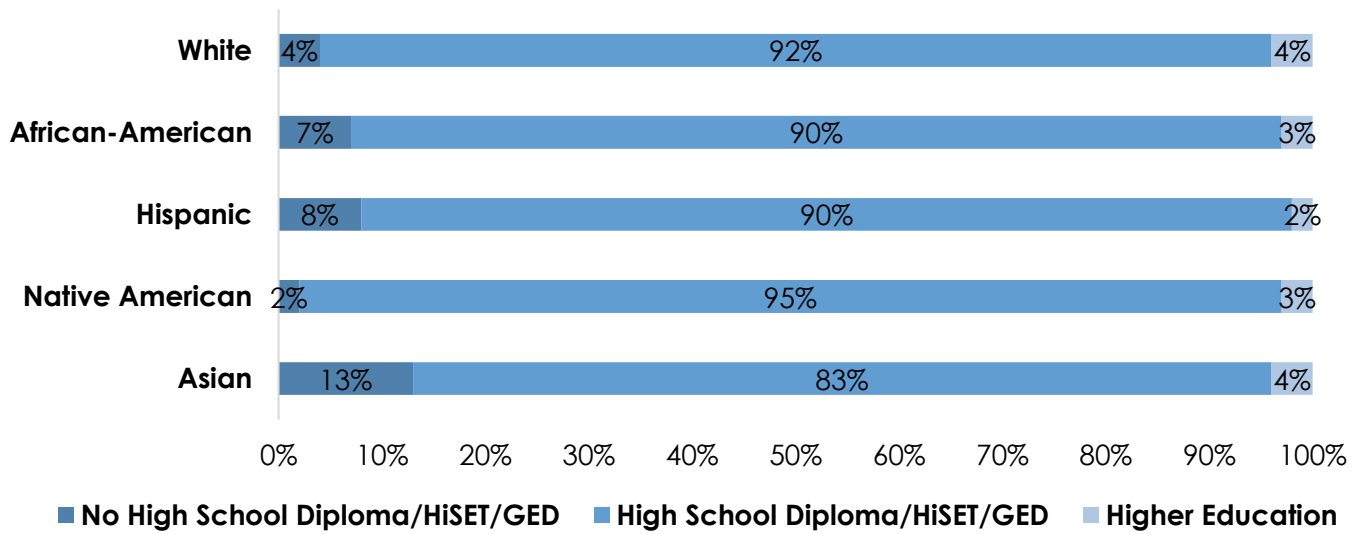


Figure 10: Highest Known Education Level for Individuals Supervised in the Community by Race

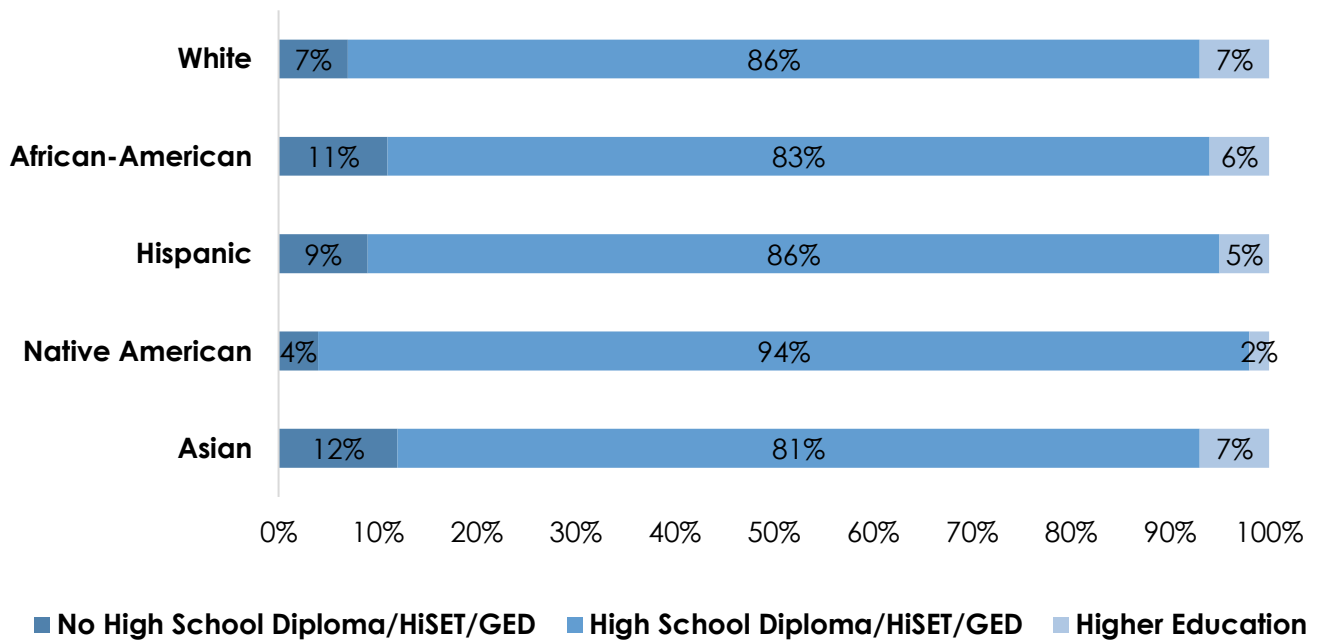
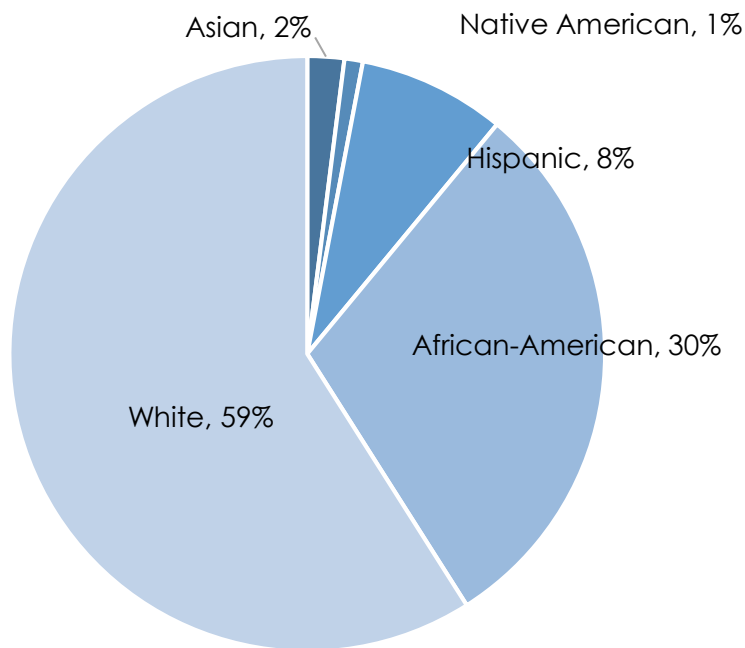


Figure 11: Racial Distribution of Incarcerated Individuals with No High School Diploma, HiSET, or GED



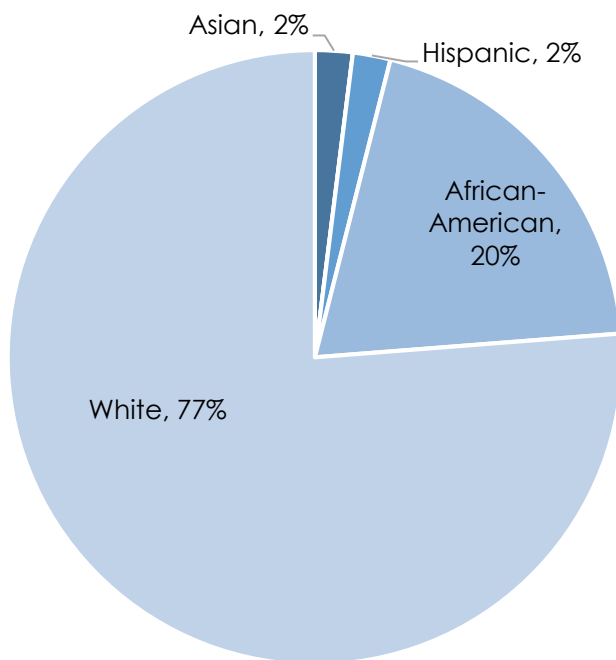
Approximately 51% of those who are currently in HiSET programming are individuals who are White, followed by African-Americans (38%), Hispanics (8%), American Indians (2%), and Asians (1%). Of those who are on the waiting list for HiSET programming, 42% are White, 44% are African-American, 12% are Hispanic, 1% are American Indian, and 1% are Asian. Individuals of color disproportionately are either enrolled in HiSET programming or are on the waiting list to receive HiSET programming but this is largely driven by the fact that these populations tend to enter prison at higher rates without a high school diploma, HiSET, or GED.

Apprenticeship Services

Incarcerated individuals who were White were over-represented as apprenticeship program completers while African-Americans were underrepresented, compared to institutional populations.

In FY 2019, there were 64 individuals who completed an apprenticeship program. Of those who completed the apprenticeship program, 77% were White while 20% were African-American. Four percent of those who completed apprenticeship programs in FY 2019 were of other racial categories. Comparing institutional populations to the racial proportion of those who completed apprenticeship programs, White individuals (65% vs. 77%) were over-represented and African-American individuals (25% vs. 20%) were under-represented as apprenticeship completers. Due to low counts, this data are not available to be parsed by institution.

Figure 12: Apprenticeship Completions by Race



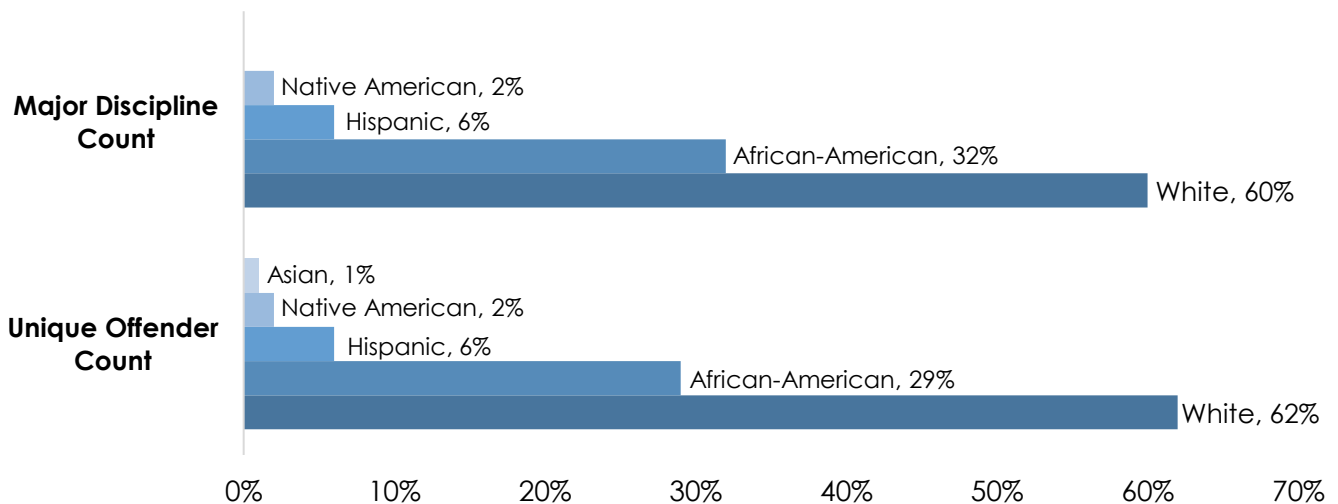
Discipline¹³

Examining guilty discipline violations, African-American individuals were slightly over-represented and White individuals were slightly underrepresented compared to institutional population figures. Examination of the type of guilty major discipline revealed variations do exist by race.

The following information represents a count of individuals by race who were found guilty, following a hearing, of at least one major discipline, as well as a count of major discipline events. Both figures are presented, as one incarcerated individual can have more than one guilty major discipline violation within a particular timeframe.

Major discipline count suggest White individuals received the highest counts of major discipline violations, followed by African-Americans (60% vs. 32%). Unique individual count data provides that White individuals accounted for approximately 62% of guilty major discipline violations in FY2019, while African-Americans represented 29% of this population. It is important to note that the racial distribution of guilty major discipline violations was largely consistent whether viewing this data by unique¹⁴ individual-based statistics or by a count of violations.

Figure 13: Institutional Guilty Major Discipline by Race



Examination of guilty major discipline reports by a unique individual count by institution reveals that largely discipline reports are proportional to institutional populations for incarcerated

¹³ Future reports will explore variation in residential formal disciplines as well as minor reports found within ICON.

¹⁴ A unique individual count is the reporting of information where an individual is counted once.

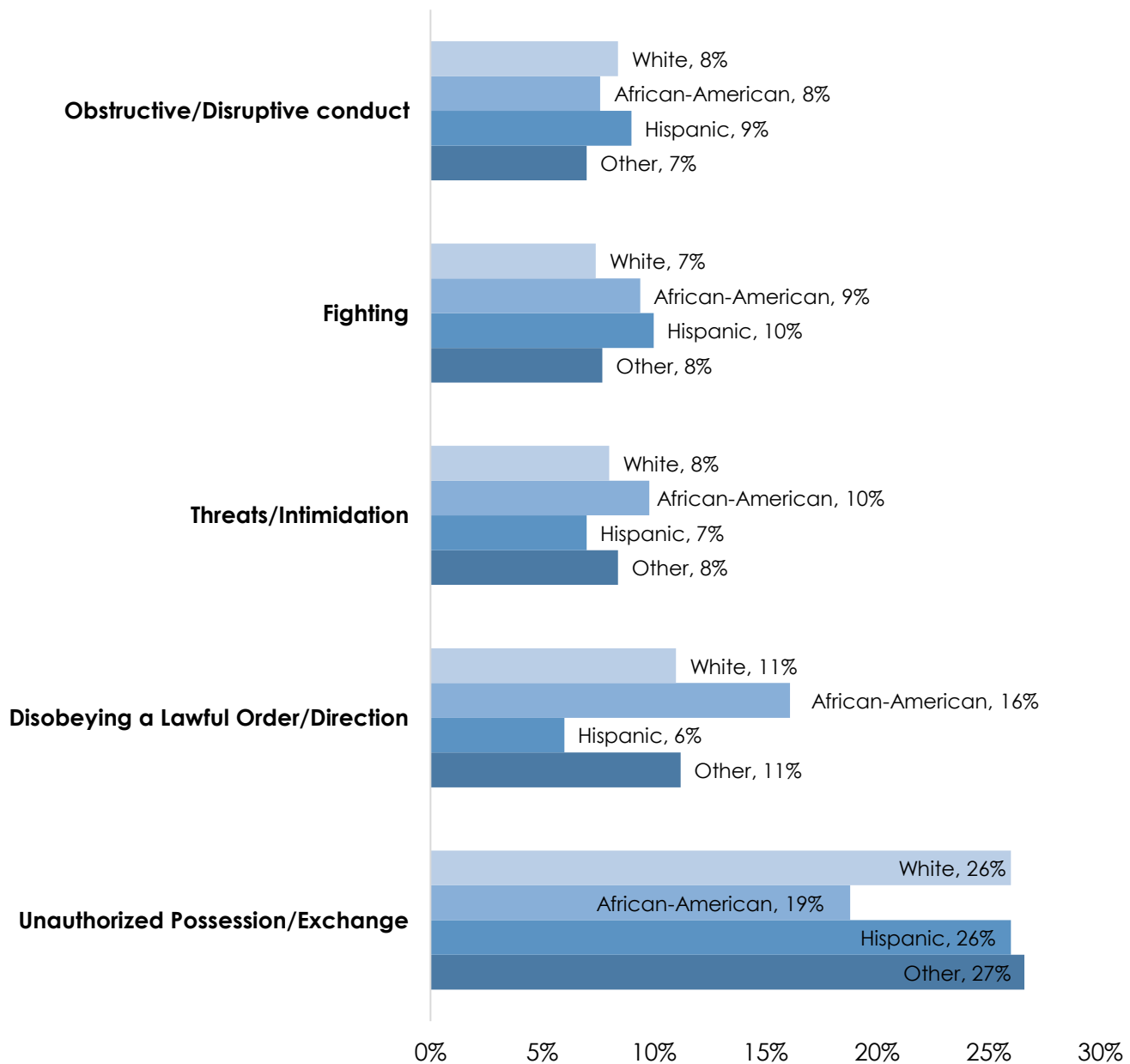
individuals who are Asian or Native American. Disparities however, are found in regards to the proportion of major discipline reports received amongst the African-American population by institution. The following information depicts the proportion of the institutional population which is African-American, against the proportion of the population receiving major discipline reports who are African-American. The difference column helps indicate the variation in institutional and major discipline populations. Generally, MPCF (1%), CCF (2%), FDCF (3%), and ISP (3%) had low population variations while ICIW (18%) and IMCC (12%) held large variations.

Table 3: Percentage of African-American Guilty Major Discipline Reports and Institutional Populations

	Major Discipline Population	Institutional Population	Difference
ASP	35%	29%	6%
CCF	27%	25%	2%
FDCF	34%	31%	3%
ICIW	34%	16%	18%
IMCC	31%	19%	12%
ISP	43%	40%	3%
MPCF	24%	23%	1%
NCCF	23%	27%	-4%
NCF	18%	14%	4%

Of individuals who received a major discipline, inmates were most likely to receive guilty major discipline violations for unauthorized possession or exchange, disobeying a lawful order or direction, making threats or intimidating behaviors, fighting, or engaging in obstructive or disruptive conduct. Regardless of race, individuals with a major discipline were most likely to receive a guilty major discipline of unauthorized possession or exchange. Distribution of violations for obstructive/disruptive conduct, fighting, or making threats or intimidating behaviors were proportional by race. African-Americans were about five percentage points more likely to receive a report for disobeying a lawful order/direction, however, were seven percentage points less likely to receive a report for unauthorized possession/exchange compared to White individuals.

Figure 14: Institutional Guilty Major Discipline Count by Discipline and Race



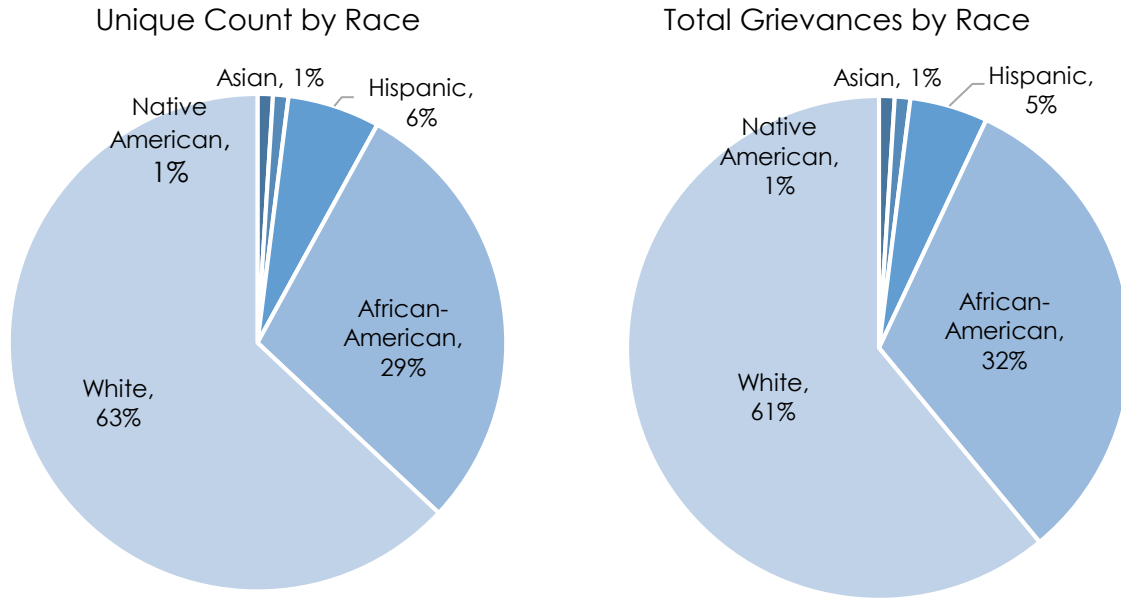
Compared to institutional populations, African-Americans were over-represented in both the number of unique individuals who filed grievances as well as the number of grievances filed.¹⁵ These findings were largely consistent across districts although variations exist.

In FY 2019 there were 2,018 individuals who had filed a grievance. Examining the total number of grievances filed, there were 4,031 grievances indicating some individuals submitted more than one grievance in FY 2019. Compared to institutional populations, African-Americans were

¹⁵ It is important to acknowledge the

over-represented in both the number of unique individual individuals who filed grievances (29%) as well as the number of grievances filed (32%) during this time period. The unique individual count of Hispanic, Native American, and Asian incarcerated individuals were proportionally represented in both unique individual counts of grievances filed as well as the total number of filings.

Figure 15: Grievances Filed



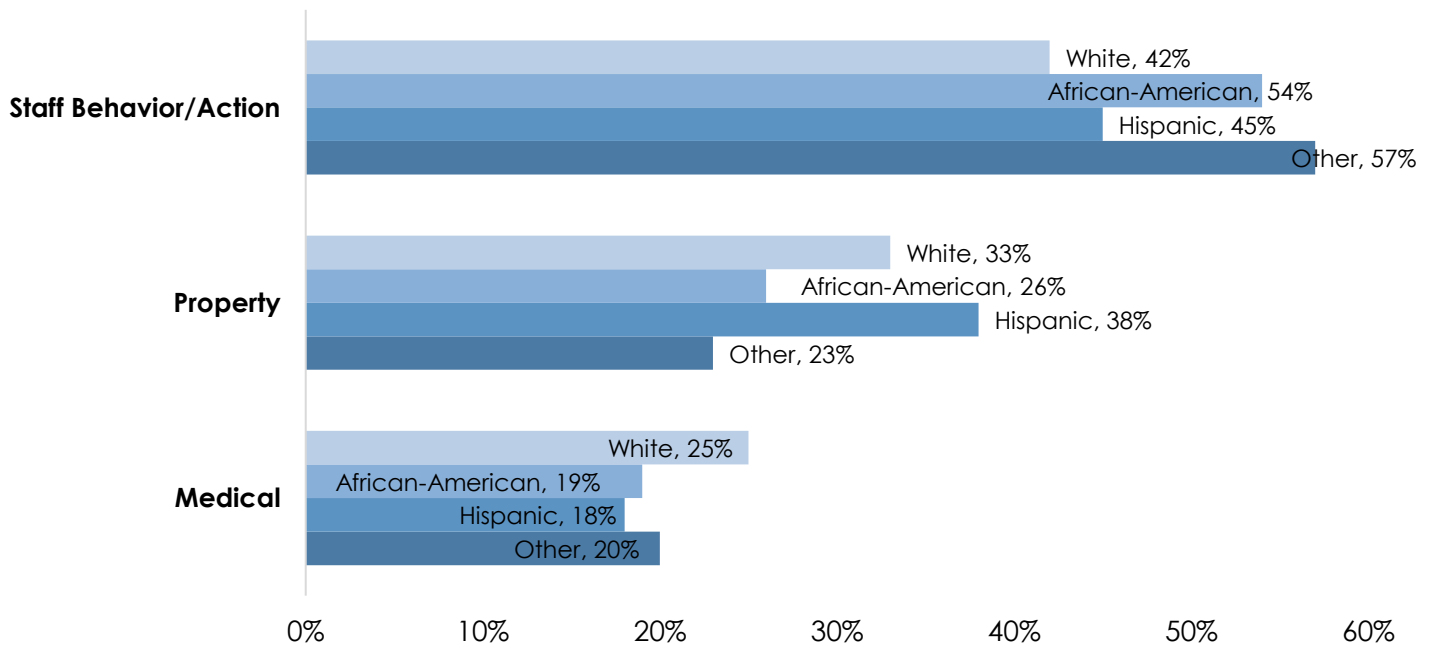
The following information cross compares the African-American institutional population against the percentage of grievances filed by African-Americans by institution. IMCC, ASP, and MPCF were identified as being the institutions with the highest difference in unique African-American grievances filed compared to institutional populations, indicating African-Americans filed grievances as a higher rate than institutional populations in these areas.

Table 4: African-American Unique Individual Grievances Filed and Institutional Population

	Unique Individual Grievances Filed Population	Institutional Population	Difference
ASP	39%	29%	10%
CCF	28%	25%	3%
FDCF	34%	31%	3%
ICIW	20%	16%	4%
IMCC	30%	19%	11%
ISP	36%	40%	-4%
MPCF	32%	23%	9%
NCCF	31%	27%	4%
NCF	17%	14%	3%

Examination of grievance data revealed twenty-seven different types of grievances. The following information focuses on the racial distribution of the top three types of grievances filed. The following information reflects the racial distribution of total grievances filed as opposed to providing a unique count of offender grievances. All inmates, regardless of race were most likely to file grievances for staff behavior/action. Individuals of American Indian and Asian race were the most likely to file these types of grievances (57%) followed by African-Americans (54%). Individuals who were Hispanic (38%) and White (33%) were most likely to file property related grievances. Lastly, White individuals were those most likely to file medical grievances.¹⁶

Figure 16: Grievances Filed by Type of Grievance



¹⁶ Additional data regarding grievances filed by race and institution placement can be found within table 17 in the appendix.

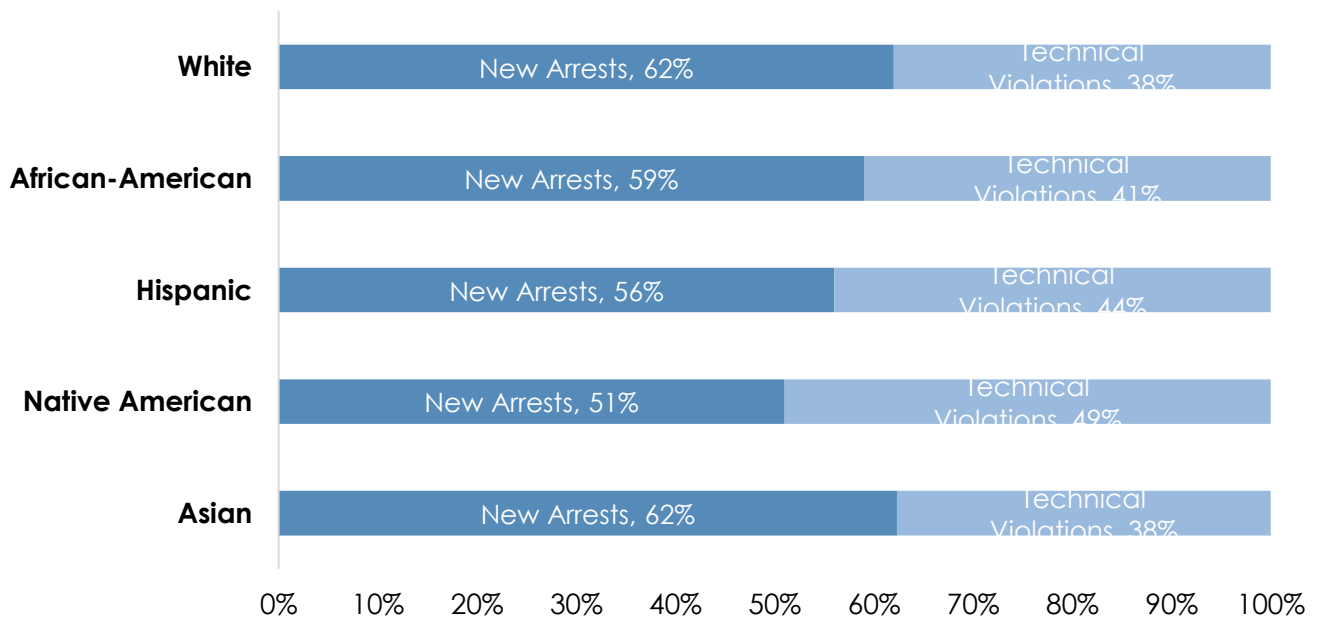
Violations

Native American, Hispanic, and African-American individuals are more likely than White and Asian individuals to return to prison on a technical violation.

Individuals of all racial groups were more likely to be revoked to prison by way of a new arrest. Individuals who were White and Asian were revoked to prison at higher rates for a new arrest compared to other racial groups. Individuals who were Native American, Hispanic, and African-American were revoked to prison at higher rates for technical violations.¹⁷

In the 2nd Judicial District African-Americans were ten percentage points more likely to return to prison by way of a technical revocation compared to White individuals (45% vs. 35%). In the 6th Judicial District, African-American individuals were eight percentage points more likely than those who were White to return to prison by way of a technical revocation (41% vs. 33%). Lastly in the 4th Judicial District African-Americans were seven percentage points more likely to return to prison by way of a technical revocation compared to White individuals (60% vs. 53%). Racial variations regarding the proportion of individuals revoked to prison by way of a new arrest or technical revocation were minimal amongst other districts.¹⁸

Figure 17: Revocations to Prison by Revocation Type and Race



¹⁷ A technical violation of probation or parole is misbehavior by an offender under supervision that is not by itself a criminal offense and generally does not result in arrest.

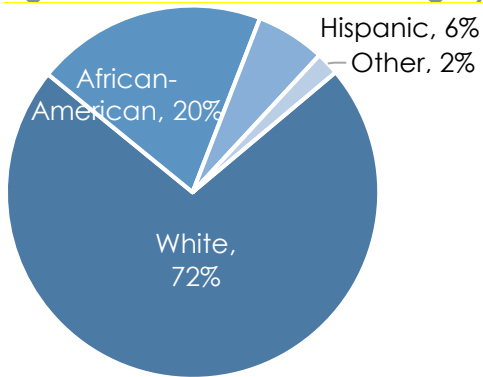
¹⁸ Data which more completely displays new arrest or technical revocations to prison by race and district can be found within the appendix within table 19.

Electronic Monitoring

The percentage of individuals supervised on electronic monitoring by race are proportional to community corrections populations, however, variations by district do exist.

In FY 2019, there were 1,831 unique individuals supervised in community-based corrections by way of electronic monitoring where the location of supervision and race of the individual was known. Seventy-two percent of those supervised on electronic monitoring in FY 2019 were White while 20% were African-American. These figures are proportional to community corrections populations which indicate that 75% of community corrections populations are White while 17% are African-American.

Figure 18: Electronic Monitoring by Race



Compared to district populations, the population of those on electronic monitoring by race varied. The following information depicts districts the population of African-Americans placed on electronic monitoring compared to the district populations.¹⁹

Table 5: Percentage of the African-American Institutional and Electronic Monitoring Populations by District

	Electronic Monitoring Population	District Population	Difference
1st	17%	24%	-7%
2nd*	17%	10%	7%
3rd	11%	8%	3%
4th	12%	6%	6%
5th*	26%	18%	8%
6th*	32%	22%	10%
7th	24%	29%	-5%
8th	12%	11%	1%

Variation amongst Hispanic, Asian, and Native American supervisees placed on electronic monitoring did vary, however, was more proportional than disparities observed amongst African-American populations. While it might appear disproportionate placement of Hispanic and Native American individuals on electronic monitoring within the 3rd district, it is important to note, the 3rd district has a higher proportion of these individuals under community supervision, generally.

¹⁹ Data by district are available within Table 20 in the appendix.

Training and Development

In FY 2019 2,881 Iowa DOC employees successfully completed e-learning implicit bias training.

In FY 2019, the Iowa DOC mandated all employees complete implicit bias training. This training includes both e-learning and in-person class time components. The intent of the training is to encourage staff to acknowledge and work to reduce negative consequences of disparities within the correctional system.

This training was made available to staff in March of 2019. In the FY 2019, 2,934 DOC staff (including the Iowa Prison Industry (IPI)) attempted the implicit bias e-learning training with 2,881 passing; a 98% successful completion rate. A total of 5,762 hours towards implicit bias training were accumulated. The four-hour in-person classroom component of the training was offered in February 2019.²⁰

²⁰ It is important to acknowledge that the Racial Disparity Policy requires reporting as to the number of staff, contractors, and volunteers who completed diversity training. This report does not include statistics for contractors and volunteers who have completed the diversity training as that data is unavailable.

Conclusion

Data indicate largely, people of color, specifically those who are African-American are over-represented in our criminal justice system. DOC data reveal the institutional and community corrections populations are no different, noting discrepancies. Individuals of color are over-represented in both the institutions and community corrections compared to state populations.

Data from this analysis reveal there are some elements within correctional supervision, where equity is found and others where disproportionality is noted. Elements where racial disproportionality was determined to be equitable at a statewide-level include:

- **Work Assignments:** Incarcerated individuals receiving work assignments were proportionally represented racially to institutional population figures.
- **Intervention Programs and Intervention Assignments:** Little variation by race existed for those who were assigned, started, and completed an intervention program. Generally the percentage of individuals by race receiving intervention programming were proportional to the institutional population.
- **Electronic Monitoring:** The percentage of individuals supervised on electronic monitoring by race are proportional to community corrections populations, however, variations by district do exist.

Elements where disproportionality exists include:

- **Classification:** African-American individuals were more likely than those of other racial groups to be supervised under maximum custody, followed by Native Americans and Hispanics.
 - Compared to institutional population figures, African-Americans were slightly over-represented in administrative segregation. Over-representation of African-Americans in administrative segregation vary by institution.
- **Educational Attainment:** Nearly 91% of those incarcerated had a high school diploma, HiSET, GED, or above. Examining those incarcerated without a diploma, HiSET, or GED, African-Americans were over-represented compared to institutional populations.
 - Individuals of color either are enrolled in HiSET programming or are on the waiting list to receive HiSET programming at higher rates than those who are White but this is largely driven by the fact that these populations tend to enter prison at higher rates without a high school diploma, HiSET, or GED.
- **Apprenticeship Services:** Incarcerated individuals who were White were over-represented as apprenticeship program completers while African-Americans were underrepresented, compared to institutional populations.
- **Discipline:** Examining guilty discipline violations, African-Americans were slightly over-represented and Whites were slightly underrepresented compared to institutional

population figures. Examination of the type of guilty major discipline revealed variations do exist by race.

- Compared to institutional populations, African-Americans were over-represented in both the number of unique individuals who filed grievances as well as the number of grievances filed. These findings were largely consistent across districts although variations exist.
- **Violations:** Native American, Hispanic, and African-American individuals are more likely than White and Asian individuals to return to prison on a technical violation.

While some elements where racial discrepancies are noted are within DOC control, some elements are not. It is imperative that federal, state, and local agencies continue to promote equitable treatment across all platforms of the justice system to reduce racial and ethnic disparities. In the future, the DOC will continue to track and monitor these outcomes to note continual areas for improvement and success.

The DOC continuously seeks data and action to promote equitable treatment and opportunity. It is the responsibility of the department to provide an environment for incarcerated individuals/clients that is free from harassment or disparate treatment based on race, color, or national origin. The DOC is also committed to the provision of ongoing staff education and training, monitoring, and auditing systems to provide continuous quality improvement and compliance with racially equal treatment and supervision practices.

The findings from this analysis will be shared with the State-wide Diversity/Disparity Advisory Board. This board conducts an annual department-wide review of compliance with Iowa DOC's racial disparity policy. Following a review of findings from this analysis, the State-wide Diversity/Disparity Advisory Board will identify key elements for which to address noted disparities.

For additional information and to learn more about the topics presented in this report, please visit the Iowa DOC's web page at <https://doc.iowa.gov/> or contact the DOC's Director of Research:

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Appendices

Institution and Community Based Corrections Facility Populations

Table 6: Institution Populations by Race

Institution	White	African-American	Hispanic	Asian	Native American
ASP	60%	29%	9%	1%	1%
CCF	67%	25%	7%	0%	1%
FDCF	60%	31%	6%	1%	2%
ICIW	76%	16%	4%	0%	4%
IMCC	70%	19%	8%	1%	2%
ISP	50%	40%	8%	1%	1%
MPCF	70%	23%	5%	1%	1%
NCCF	64%	27%	5%	1%	3%
NCF	77%	14%	7%	1%	1%

Table 7: Community Based Corrections Facility Populations by Race

District	White	African-American	Hispanic	Asian	Native American
1 st District	73%	24%	2%	1%	0%
2 nd District	82%	10%	6%	1%	1%
3 rd District	73%	8%	12%	2%	5%
4 th District	88%	6%	5%	0%	1%
5 th District	73%	18%	6%	2%	1%
6 th District	70%	22%	5%	1%	2%
7 th District	63%	29%	8%	0%	0%
8 th District	85%	11%	4%	0%	0%

Classification

Table 8: Custody Classification of Incarcerated Individuals by Institution and Race

Institution	White	African-American	Hispanic	Other
ASP				
Maximum Custody	8%	17%	12%	-
Medium Custody	86%	81%	88%	93%
Minimum Custody	6%	3%	0%	7%
CCF				
Maximum Custody	0%	1%	0%	0%
Medium Custody	70%	76%	78%	86%
Minimum Custody	30%	23%	22%	14%
FDCF				
Maximum Custody	0%	0%	0%	0%
Medium Custody	92%	92%	92%	95%
Minimum Custody	8%	8%	9%	5%
ICIW				
Maximum Custody	4%	11%	0%	0%
Medium Custody	37%	38%	36%	92%
Minimum Custody	59%	51%	64%	7%
IMCC				
Maximum Custody	2%	2%	1%	0%
Medium Custody	58%	55%	66%	42%
Minimum Custody	40%	43%	32%	58%
ISP				
Maximum Custody	84%	93%	97%	100%
Medium Custody	5%	5%	3%	0%
Minimum Custody	11%	2%	0%	0%
MPCF				
Maximum Custody	0%	0%	0%	0%
Medium Custody	3%	1%	6%	80%
Minimum Custody	97%	99%	94%	20%
NCCF				
Maximum Custody	2%	0%	0%	0%
Medium Custody	34%	0%	0%	0%
Minimum Custody	64%	100%	100%	100%
NCF				
Maximum Custody	0%	2%	0%	0%
Medium Custody	75%	65%	0%	64%
Minimum Custody	25%	34%	100%	36%

Table 9: FY 2019 Administrative Segregation Recipients by Race and Institution

Institution	White	African-American	Hispanic	Other
ASP	50%	38%	10%	2%
CCF	59%	32%	8%	1%
FDCF	56%	34%	7%	3%
ICIW	56%	33%	7%	4%
IMCC	61%	30%	7%	2%
ISP	37%	47%	12%	4%
MPCF	67%	31%	2%	0%
NCCF	67%	22%	6%	5%
NCF	72%	20%	6%	2%

Table 10: Community Based Iowa Risk Revised (IRR) Final Supervision Levels²¹ by Race and District

1 st District	White	African-American	Other
Level 1	47%	32%	33%
Level 2	16%	15%	19%
Level 3	20%	21%	29%
Level 4	12%	19%	10%
Level 5	6%	14%	10%
2nd District			
Level 1	35%	27%	33%
Level 2	20%	12%	16%
Level 3	20%	25%	28%
Level 4	16%	23%	11%
Level 5	8%	13%	13%
3rd District			
Level 1	31%	19%	25%
Level 2	19%	17%	18%
Level 3	20%	24%	22%
Level 4	25%	17%	22%
Level 5	6%	24%	13%
4th District			
Level 1	29%	8%	36%
Level 2	28%	33%	27%
Level 3	21%	25%	9%
Level 4	16%	8%	9%
Level 5	5%	25%	18%
5th District			
Level 1	30%	26%	34%

²¹ Final supervision level refers to the supervision level for which an individual was supervised.

Level 2	16%	10%	7%
Level 3	26%	29%	26%
Level 4	21%	19%	24%
Level 5	8%	16%	9%
6 th District			
Level 1	37%	35%	54%
Level 2	26%	9%	14%
Level 3	16%	21%	14%
Level 4	15%	17%	9%
Level 5	6%	18%	9%
7 th District			
Level 1	24%	7%	21%
Level 2	26%	11%	38%
Level 3	26%	29%	13%
Level 4	18%	33%	17%
Level 5	6%	21%	13%
8 th District			
Level 1	35%	35%	25%
Level 2	20%	12%	16%
Level 3	25%	25%	36%
Level 4	12%	15%	16%
Level 5	8%	13%	7%

Work Assignments

Table 11: Work Assignment Placements by Institution and Race

Institution	White	African-American	Hispanic	Other
ASP	60%	29%	9%	2%
CCF	67%	25%	7%	1%
FDCF	60%	31%	6%	3%
ICIW	76%	15%	4%	5%
IMCC	67%	24%	4%	5%
ISP	49%	40%	8%	3%
MPCF	70%	23%	5%	2%
NCCF	62%	29%	5%	4%
NCF	76%	14%	8%	2%

Intervention Programs/Intervention Assignments

Table 12: Individuals who were Assigned, Started, and Completed an Intervention by Institution

Institution	White	African-American	Hispanic	Other
ASP				
Assigned	47%	38%	13%	2%
Started	60%	31%	7%	2%
Completed	63%	28%	8%	1%
CCF				
Assigned	57%	33%	7%	3%
Started	64%	29%	6%	1%
Completed	63%	30%	6%	1%
FDCF				
Assigned	55%	37%	6%	2%
Started	60%	32%	6%	2%
Completed	55%	34%	7%	4%
ICIW				
Assigned	72%	21%	5%	2%
Started	73%	18%	5%	4%
Completed	73%	16%	5%	6%
IMCC				
Assigned	66%	25%	6%	3%
Started	66%	25%	5%	4%
Completed	68%	24%	5%	3%
ISP				
Assigned	29%	44%	24%	3%
Started	37%	52%	9%	2%

Completed	41%	50%	6%	3%
MPCF				
Assigned	63%	29%	6%	2%
Started	68%	23%	4%	5%
Completed	71%	23%	4%	2%
NCCF				
Assigned	63%	31%	6%	0%
Started	67%	22%	6%	5%
Completed	67%	25%	5%	3%
NCF				
Assigned	73%	21%	6%	0%
Started	74%	14%	11%	1%
Completed	71%	14%	13%	2%

Educational Attainment

Table 13: Highest Known Education Level for Incarcerated Individuals by Race and Institution

Institution	White	African-American	Hispanic	Other
ASP				
Higher Education	3%	0%	5%	0%
HS Diploma/HiSET/GED	94%	94%	89%	89%
No HS Diploma/HiSET/GED	3%	6%	6%	11%
CCF				
Higher Education	3%	2%	0%	0%
HS Diploma/HiSET/GED	91%	95%	94%	100%
No HS Diploma/HiSET/GED	6%	3%	6%	0%
FDCF				
Higher Education	7%	7%	0%	0%
HS Diploma/HiSET/GED	91%	84%	97%	100%
No HS Diploma/HiSET/GED	2%	9%	3%	0%
ICIW				
Higher Education	7%	9%	3%	0%
HS Diploma/HiSET/GED	90%	88%	90%	92%
No HS Diploma/HiSET/GED	3%	3%	7%	7%
IMCC				
Higher Education	3%	2%	1%	5%
HS Diploma/HiSET/GED	92%	91%	89%	92%
No HS Diploma/HiSET/GED	5%	7%	10%	3%
ISP				
Higher Education	1%	1%	0%	12%
HS Diploma/HiSET/GED	95%	87%	100%	88%
No HS Diploma/HiSET/GED	4%	12%	0%	0%
MPCF				
Higher Education	3%	5%	0%	0%
HS Diploma/HiSET/GED	93%	86%	76%	83%
No HS Diploma/HiSET/GED	4%	9%	24%	17%
NCCF				
Higher Education	5%	5%	7%	0%
HS Diploma/HiSET/GED	94%	92%	79%	88%
No HS Diploma/HiSET/GED	1%	3%	14%	12%
NCF				
Higher Education	2%	5%	3%	8%
HS Diploma/HiSET/GED	96%	88%	92%	84%
No HS Diploma/HiSET/GED	2%	7%	5%	8%

Table 14: Highest Known Education Level for Individuals Supervised in the Community by Race and District

District	White	African-American	Other
1st District			
Higher Education	4%	1%	7%
HS Diploma/HiSET/GED	87%	89%	84%
No HS Diploma/HiSET/GED	8%	10%	9%
2nd District			
Higher Education	2%	1%	3%
HS Diploma/HiSET/GED	93%	94%	90%
No HS Diploma/HiSET/GED	5%	6%	7%
3rd District			
Higher Education	3%	0%	1%
HS Diploma/HiSET/GED	95%	100%	96%
No HS Diploma/HiSET/GED	2%	0%	3%
4th District			
Higher Education	1%	5%	7%
HS Diploma/HiSET/GED	92%	86%	87%
No HS Diploma/HiSET/GED	7%	10%	6%
5th District			
Higher Education	6%	6%	3%
HS Diploma/HiSET/GED	89%	87%	89%
No HS Diploma/HiSET/GED	4%	7%	8%
6th District			
Higher Education	8%	5%	7%
HS Diploma/HiSET/GED	87%	88%	88%
No HS Diploma/HiSET/GED	5%	7%	5%
7th District			
Higher Education	12%	14%	8%
HS Diploma/HiSET/GED	75%	64%	79%
No HS Diploma/HiSET/GED	13%	22%	13%
8th District			
Higher Education	13%	6%	12%
HS Diploma/HiSET/GED	70%	70%	63%
No HS Diploma/HiSET/GED	16%	24%	25%

Discipline

Table 15: Institutional Guilty Major Discipline by Race and Institution (Unique Individual Count)

Institution	White	African-American	Hispanic	Other
ASP	54%	35%	9%	2%
CCF	64%	27%	6%	3%
FDCF	53%	34%	8%	5%
ICIW	56%	34%	6%	4%
IMCC	61%	31%	6%	2%
ISP	46%	43%	9%	2%
MPCF	69%	24%	4%	3%
NCCF	63%	23%	9%	5%
NCF	75%	18%	5%	2%

Table 16: All Grievances Filed by Institution and Race

Institution	White	African-American	Hispanic	Other
ASP	52%	43%	5%	0%
CCF	63%	28%	8%	1%
FDCF	53%	37%	5%	5%
ICIW	70%	26%	3%	1%
IMCC	62%	32%	4%	2%
ISP	54%	42%	4%	0%
MPCF	63%	31%	2%	4%
NCCF	63%	26%	8%	3%
NCF	75%	18%	5%	2%

Table 17: Top Three Grievance Types Filed by Institution and Race

Institution	White	African-American	Hispanic	Other
Medical				
ASP	60%	32%	4%	4%
CCF	57%	28%	15%	0%
FDCF	59%	39%	2%	0%
ICIW	75%	25%	0%	0%
IMCC	66%	28%	3%	2%
ISP	58%	39%	2%	1%
MPCF	73%	12%	8%	8%
NCCF	56%	44%	0%	0%
NCF	81%	12%	7%	0%
Property				
ASP	47%	46%	7%	0%

CCF	67%	25%	4%	4%
FDCF	56%	34%	8%	2%
ICIW	81%	10%	10%	0%
IMCC	66%	25%	9%	0%
ISP	55%	37%	7%	1%
MPCF	58%	40%	2%	0%
NCCF	69%	8%	15%	8%
NCF	81%	13%	5%	1%
Staff Behavior/Action				
ASP	45%	50%	5%	0%
CCF	49%	40%	11%	0%
FDCF	56%	34%	2%	8%
ICIW	64%	33%	3%	0%
IMCC	62%	31%	6%	2%
ISP	41%	55%	3%	1%
MPCF	59%	32%	2%	7%
NCCF	53%	35%	6%	6%
NCF	59%	32%	7%	2%

Table 18: Unique Individual Count of Grievances Filed by Institution and Race

Institution	White	African-American	Hispanic	Other
ASP	54%	39%	6%	1%
CCF	65%	28%	5%	2%
FDCF	58%	34%	5%	3%
ICIW	76%	20%	3%	1%
IMCC	61%	30%	7%	2%
ISP	56%	36%	7%	1%
MPCF	61%	32%	2%	5%
NCCF	57%	31%	9%	3%
NCF	77%	17%	5%	1%

Violations

Table 19: Revocations to Prison by Revocation Type, Race, and District

District	White	African-American	Other
1st District			
New Arrest	62%	65%	62%
Technical Revocation	38%	35%	38%
2nd District			
New Arrest	65%	55%	67%
Technical Revocation	35%	45%	33%
3rd District			
New Arrest	57%	58%	57%
Technical Revocation	43%	42%	43%
4th District			
New Arrest	47%	40%	13%
Technical Revocation	53%	60%	87%
5th District			
New Arrest	65%	61%	53%
Technical Revocation	35%	39%	47%
6th District			
New Arrest	67%	59%	53%
Technical Revocation	33%	41%	47%
7th District			
New Arrest	50%	52%	59%
Technical Revocation	50%	48%	41%
8th District			
New Arrest	63%	61%	61%
Technical Revocation	37%	39%	39%

Electronic Monitoring

Table 20: Electronic Monitoring by Race and District

District	White	African-American	Hispanic	Other
1 st District	80%	17%	2%	1%
2 nd District	73%	17%	8%	2%
3 rd District	66%	11%	15%	8%
4 th District	84%	12%	3%	1%
5 th District	67%	26%	4%	3%
6 th District	59%	32%	6%	3%
7 th District	67%	24%	9%	0%
8 th District	82%	12%	5%	1%