

UPDATE ON GENDER RESPONSIVITY

From Jeannie Darneille, Assistant Secretary

The Gender Informed Practices Assessment (GIPA) received in July was based on significant interviews, focus groups, and data collected at WCCW in Oct. 2021. The GIPA recommended that DOC launch a multi-year effort to implement these aspirational goals:

1. **Fortify the Women's Prison Division** to improve outcomes among women in custody, enhance public safety, and become a national leader in the advancement of gender responsive and trauma-informed practices;
2. Develop a **5+ year Gender Responsive Strategic Plan/road map** to advance gender responsive policies and practices. This effort should be guided by essential stakeholder voices, perspectives, and leadership of directly impacted women and the staff who provide their care. Surveys, focus groups, listening sessions should provide opportunities for ongoing feedback on programs, operations, outcomes, conditions of incarceration, and decision-making;
3. Establish a **"seamless inside/out" continuum of care** starting at entry into incarceration to successful reentry by implementing new tools for classification, risk/strengths/needs assessment, case management, and reentry services;
4. Expand the availability of **evidence-based programs** by building a network of providers and community-based partners;
5. Engage the broad community of stakeholders to address the **root causes of women's involvement in the justice system**, promote community-based alternatives to incarceration, and reduce the number of women who become incarcerated.

For 50 years, conventional theories on organizational development focused on creating a pathway to excellence: Forming, Storming, Norming, and Performing. That is a lot of process. In my real life, I tend to identify problems and try to fix them, preferably quickly and effectively. I am fond, though, of these six words seen in a Dilbert cartoon by Scott Adams: *"Change is good. You go first."* Ah, that's right. The value of process is revealed in the GIPA, but developing a strategic plan with the help of a large number of stakeholders will take time. As we gather, get to know each other, try out some new strategies, and have some successes, we will be able to help lead the Division through this process of change. Change is good. Let's go first.

Several months ago, we embarked on #2 above, developing a long-term strategic plan for the Division. Clearly, this is a task that requires considerable information from affected communities and the staff and leadership of the two facilities in the Women's Prison Division, so we established a **network of advisory teams** to inform our work. In all, we have implemented 13 of the planned advisory teams which provide input every month.

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DENNIS E. TABB

HONORING A LIFE OF SERVICE

It is with great sadness that we relay news that Dennis E. Tabb, recently retired Superintendent of Mission Creek Corrections Center for Women, has passed away. He carried the weight of his health care challenges with grace and dignity, continuing to be a mentor his colleagues even after his retirement.



Since 1995, Dennis was committed to his work at the Department of Corrections, serving first as a Corrections and Custody Officer at Monroe Correctional Complex. He moved into Classification Counselor positions, becoming a Correctional Unit Supervisor first at McNeil Island, and served later as the Correctional Program Manager at Mission Creek Corrections Center for Women. After 27 years of service, Dennis retired as its Superintendent earlier this year.

Prior to DOC service, Dennis completed 20 years of active service with the United States Army. He served as an instructor for non-commissioned officer (NCO) combat training, an NCO Chief Instructor and training operations supervisor, and as a Senior Military Science Instructor.

Dennis Tabb shall be remembered by his colleagues, past and present, as a great person, a dedicated colleague, a friend, and a partner to us all. He will be dearly missed. Please keep his family, who surrounded him in his final days, in your thoughts and prayers. Thank you, Mr. Tabb.



Courtney Robbins, Maria Hall, Karin Arnold, Julie Martin, Dennis Tabb, Jo Wofford, Jeannie Darneille, Myndi Miller

Women's Prison Division

Washington State Department of Corrections

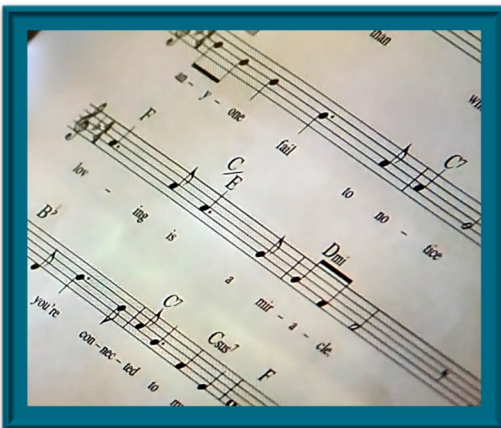
FROM THE ASSISTANT SECRETARY:

Looking ahead: it is what we do at the end of every year, but seems more exciting now that we are coming out of the COVID pandemic.

I am not a musician; I play no physical instruments, I have written no songs, I cannot read music. But I have sung the inspirational words and music of others, and I **believe that music is therapy**. Music combines poetry, pain, hope, relief, joy, and so much more. It can inspire us to dream, to appreciate life, and can even change our lives, whether we write, perform, or listen to the works of others. I would like to share a very inspirational program that has spurred my interest in developing a music program for women here in the Women's Prison Division.



The North Carolina Department of Corrections has a rich history - 40 years, actually! - between an external partner, the Interfaith Prison Ministry for Women, and what is now the minimum security Raleigh Correctional Center for Women (Canary Unit). They work together to equip women with the tools and support they need to heal, grow, and thrive, both in prison and in the communities to which they return. They help women find their voice, literally and metaphorically, and develop their spiritual health. Their goal is to provide a long-term solution to helping women thrive both pre- and post-release, through spiritual and religious grounding, emotional literacy training, leadership development, job and life skills, accountability, responsibility, practical assistance, self-discipline, strong support systems, and love. What started as a partnership to address reentry soon manifested itself into a multi-faceted music program to build resiliency and creativity, starting with a resident-led choir, a drama troupe, and most The Conviction Band (not the Ohio-based metal band!). They sponsored a 10-week songwriting class and have now arranged, recorded, and produce a CD of songs about how women get to prison: grief, addition, abuse, and loss-of-self. The songs are about seeking justice and freedom while serving time, falling in love, children, God, loss, survival, and making peace with all people. The collection is a testament to strength, humor, sadness, and wisdom. Much of the work to advance opportunities for women to write, play, and perform music while in prison was accomplished by volunteers and interns from local universities and colleges in Raleigh, North Carolina. Similar programs have launched in Oregon and Montana.



Will 2023 be a year to restart a music therapy program for the WA Women's Prison Division? What would a WPD music program look like? You can help in visualizing, seeking input from incarcerated women, our own staff, and community partners. Is there talent here that is waiting to be shared? Are there potential community partners in the religious community, or education community, or the arts community, etc. who could provide expertise?

We are coming out of COVID with lots of catching up to do as we establish the new "normal" in our programming. Your feedback is important. Please send me your thoughts, ideas, referrals, etc. at Jeanne.Darneille@DOC1.wa.gov. Thank you so much.

Jeannie Darneille

REPORT FROM THE WPD COIN COMMITTEE

The Women's Prison Division Coin Committee is excited to announce an upcoming survey for all Women's' Division staff! Our committee has been working diligently to come up with some popular themes, pictures, words, and phrases that we felt represent what values the WPD stands for and we want your feedback for your favorite ideas. Our intention is then to collect all of the data created by you to come up with a final design to represent all of the fantastic staff that make the Women's Division what it is today, and what we are working towards.

Please keep an eye out in your email soon for our survey link so you can share with us your idea of the perfect representation for YOU, the Women's Division staff.

If you would like to provide other feedback not included in the survey please contact WCCW Associate Superintendent Maria Hall's assistant Gabrielle Treweek at gabrielle.treweek@doc1.wa.gov.



Women's Prison Division

Washington State Department of Corrections



Thank you for your service to DOC!

TRANSITIONING



Congratulations to Associate Superintendent Karin Arnold on her transition to leadership work at Stafford Creek Correctional Center. L to R: Paula Chandler, former WCCW Associate Superintendent; Karin Arnold, Associate Superintendent; Maria Hall, Associate Superintendent; and Assistant Secretary Jeannie Darneille. The "perma-grins" followed a great day at the DOC Women's Leadership Conference.

RETIREMENT

Raul Abrena

YEARS OF SERVICE

Darren Gooding	30 years
Ray Bice	25 years
Jacqueline Crenshaw	15 years
Julie Dodson	15 years
Heidi Whittemore	15 years
Cassandra Nagle	15 years
Sara Kaylor	5 years

GENDER RESPONSIVITY *(from Page 1)*

Generally, advisory teams consist of 4-9 persons meeting monthly to discuss recommendations in the GIPA, current challenges, and hopes for the future. There are 6 advisory teams both at WCCW and MCCCW: Staff: Custody, Non-custody, and Leadership; Incarcerated population: General Population, Therapeutic Community Population, and Transgender/Non-Binary Population. We have a unique opportunity to learn about successes and challenges faced by women who have reentered society in the Lived Experience Advisory Team which meets virtually every month.

Sometimes, suggestions from advisory teams for improvements can be met or improved, even in the short term, while other issues raised will take much longer and require resources we don't currently have in hand. Some of our immediate successes:

- ◆ Developed a strategy to protect the forest around MCCCW from clear cutting;
- ◆ Incorporated input on the implementation of new tablet communications technology at both facilities;
- ◆ Moved the MCCCW Therapeutic Community and developed plan to move the Therapeutic Community at WCCW; and
- ◆ Implemented phase 1 of Amend training at each facility.

Yet to come: Clearing hurdles on budget development to address new staff training, new programming for incarcerated population, new clothing options for incarcerated population, completing the staff at HQ to include trauma-informed care specialist, and completing the implementation of transgender services across DOC. A new classification tool will be implemented in 2023, and we will move forward in establishing a type of social work model that is responsive to the needs of women both inside prison and as they reenter into society.

By February, all 13 teams will select one member to represent the team on a new Steering Committee, where we will bring together incarcerated, formerly incarcerated, staff members, and community partners to further tackle the Gender Responsive Strategic Planning process. If you are a member of the Women's Prison Division staff or are a community partner who wish to be involved on an Advisory Team, please let me know at Jeanne.darneille@doc1.wa.gov. We are learning as we go (forming, storming, norming, performing), but I plan to report out on the findings of the Steering Committee in the future.

