

Main Themes from the Normalization Initiative Talking Tours

Dynamic Security

What is your understanding of Dynamic Security practices?

- Communication
- Awareness of surroundings/knowing if something's wrong
- Humane aspect of security – treat offenders like human beings
- Knowing offenders and building rapport
- Maintaining boundaries
- Individualized/situational approach

How will this impact security within the facility?

- Safer
- More communication

What are some opportunities in this area?

- Training
- Communication – improving communication between staff and offenders
- Programs/jobs

What are your fears about this process? What should we be on guard for?

- Training – need a lot more training, difficult skill to train to, CTA does opposite
- Compromised staff
- Boundaries – offenders pushing boundaries, staff not knowing how to set boundaries, not sure where the line is (uncertainty)

Training

- Basic Training needs to change – should be more hands-on, practical, visit facilities
- More simulation/role play training
- Cross training between staff and offenders, staff from different disciplines, and staff across different facilities
- Need training in communication
- Staff mentorship – improve FTO program

Communication Needs/Avenues

- Q&A/town hall meeting
- Regular newsletter with project updates
- Meetings, email, Roll Call, Titler (mixed reviews). People have different preferences when it comes to methods of communication

Research/Academia (Existing/Future)

- Share results of evaluation – complete transparency

What would you like to see implemented in the future?

- Change fluorescent lighting, more natural lighting when possible
- Integrate music – music while working or classical/ambient music in the background
- Add color, artwork and murals
- Life skills/home economics classes

- Green space (e.g., gardens, plants in units and trees)
- Fruit and vegetable garden with offenders being able to eat/cook with the food they grow
- Additional cooking options (sometimes as incentive – wouldn't work for all offenders)

Is there anything that you think would not work in your facility? Why?

- Unbolting furniture – safety and security concerns

Structural/Physical Plant/Work Environment

- Each facility structure presents unique challenges
- We do everything for offenders
- Need more staff
- Want flexible/alternate scheduling
- Want more green space/trees; color/murals

Current Practices

What are some of your goals within your facility?

- Everyone goes home safe
- Promote offender success/ reduce recidivism
- Offenders learn life skills
- Improve staff morale
- Make a difference

Are there current practices (PORs?) which could be eliminated to alleviate “unnecessary or outdated” rules?

- Offender dress code/Tucking shirts could go away
- Rules give structure and prepare them for life outside
- More offender responsibility and accountability

Community Impact

What ideas do you have that could help prepare offenders for re-entry?

- Basic Life Skills Courses (e.g., home economics, budgeting and wellness)
- Increase responsibility and accountability
- Educate and involve the community
- More family involvement and inclusion events/programs
- Pro-social relationships between staff and offenders
- Peer lead programming/mentorship
- Offering more programming and making programs for everyone

What is your first reaction? What are you excited about?

- Positive/supportive
- We're already doing it
- Wearing street clothes
- Feel it is only for offenders and not staff

Other Ideas

- Remove Correctional Industries' involvement in everything
- Offenders will take advantage of normalization