



Iowa Department of Corrections

Racial Disparity Report

April 2021

Sarah Fineran

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.

Table of Contents

Executive Summary	5
2021 Iowa DOC Agency Recommendations	7
Introduction	8
Prison and Community Based Corrections Facility Populations	10
Figure 1: Prison and Community Based Corrections Facility Populations by Race	10
Prison Admissions and Closure Type	11
Figure 2: Prison Admission Type by Race	11
Figure 3: Prison Closures by Release Type	13
Classification	13
Figure 4: Custody Classification of Incarcerated Individuals by Race.....	14
Figure 5: Administrative Segregation Recipients by Race	15
Table 1: African-American Institutional and Administrative Segregation Populations .	15
Figure 6: Community Based Supervision Levels by Race	16
Work Assignments	17
Figure 7: Work Assignment Placements by Race	18
Table 2: African-American Work Assignment Placements by Institution and Race.....	18
Table 3 : IPI Work Assignment Placements by Institution and Race	18
Intervention Programs/Intervention Assignments	20
Figure 8: Individuals who were Assigned, Started, and Completed an Intervention ..	20
Educational Attainment	21
Figure 9: Highest Known Education Level for Incarcerated Individuals by Race.....	21
Figure 10: Highest Known Education Level for Individuals Supervised in the Community by Race	22
Figure 11: Racial Distribution of Incarcerated Individuals with No High School Diploma, HiSET, or GED	23
Apprenticeship Services	24
Figure 12: Apprenticeship Completions by Race	24
Discipline	25
Figure 13: Guilty Major Discipline by Race (Discipline Report Count)	26
Table 4: Percentage of African-American Guilty Major Discipline Reports and Institutional Populations	26
Figure 14: Institutional Guilty Major Discipline Count by Discipline and Race	27

Figure 15: Grievances Filed	28
Table 5: African-American Unique Individual Grievances Filed and Institutional Population.....	29
Figure 16: Grievances Filed by Type of Grievance	29
Violations	31
Figure 17: Revocations to Prison by Revocation Type and Race	32
Electronic Monitoring	33
Figure 18: Electronic Monitoring by Race.....	33
Table 6: Percentage of the African-American Institutional and Electronic Monitoring Populations by District	33
Training and Development	35
Additional Areas	35
PSI Recommendations	35
Figure 19: PSI Recommendations by Race	36
Work Release vs. Parole Placement	37
Figure 20: Parole Placement by Race	37
Figure 21: Work Release Placement by Race.....	37
Conclusion	38
Appendix	41
Prison and Community Based Corrections Facility Populations	41
Table 7: Individuals Served within Prison by Race	41
Table 8: Individuals Served within Community Corrections by Race	41
Table 9: Prison Admission Type by Race	42
Table 10: Prison Closure Type by Race	42
Table 11: Prison Closures and Admissions by Race	42
Classification	43
Table 12: Custody Classification of Incarcerated Individuals by Institution and Race. 43	
Table 13: Administrative Segregation Recipients by Race and Institution	44
Table 14: CBC Client's Iowa Risk Revised (IRR) Final Supervision Levels by Race and District	44
Work Assignments	47
Table 15: Work Assignment Placements by Institution and Race	47
Intervention Programs/Intervention Assignments	48

Table 16: Individuals who were Assigned, Started, and Completed an Intervention by Institution	48
Educational Attainment	50
Table 17: Highest Known Education Level for Incarcerated Individuals by Race and Institution	50
Table 18: Highest Known Education Level for Individuals Supervised in the Community by Race and District	51
Discipline	53
Table 19: Guilty Major Discipline by Race and Institution (Unique Individual Count) ...	53
Table 20: Guilty Major Discipline by Race and Institution (Discipline Report Count)	53
Table 21: Top Three Grievance Types Filed by Institution and Race	54
Table 22: Grievances Filed by Institution and Race	55
Table 23: Count of Unique Individuals Who Filed a Grievances by Institution and Race	55
Violations	56
Table 24: Non-Probation Revocations to Prison by Revocation Type, Race, and District	56
Electronic Monitoring	57
Table 25: Electronic Monitoring by Race and District	57
PSI Recommendations	58
Table 26: PSI Recommendations by Race and District	58

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 were acquired from the Iowa Corrections Offender Network (ICON); a central repository of key correctional information. Fiscal year 2020 data elements are provided. Data from this analysis reveal there are some elements with the DOC where disproportionality is noted. It is also important to acknowledge that situationally specific events within a given year, can impact numbers observed. In future years, the DOC will look to provide a five-year trend of outcomes observed to better account for situationally specific deviations in the data noted in year-to-year findings.

Elements where racial disproportionality was determined to be proportional to prison or CBC populations include:

- Work Assignments
- Intervention Programs and Assignments
- Apprenticeship Services
 - Due to low counts, continual review is needed
- Electronic Monitoring

Elements where disproportionality was observed include:

- Classification
- IPI Placements*
- Educational Attainment
- Discipline
- Violations
- PSI Recommendations*¹
- Work Release and Parole Placements*

¹ Items marked with an asterisk are elements, which DOC leadership elected to explore in 2020 which fall outside of the DOC's Racial and Disparity Policy requirements. It was also requested the DOC explore variation in residential disciplinary rule violations by race, however, noted in the body of the report, complete data is not available at this time.

Elements where disproportionality cannot currently be estimated due to limited data availability:

- Residential Formal Discipline*

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 Statewide Diversity and 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 Statewide Diversity and 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:

Sarah Fineran
Iowa Department of Corrections
Phone: 515.725.5718
Email: sarah.fineran@iowa.gov

2021 Iowa DOC Agency Recommendations

The 2021 Racial Disparity Report is the second report provided by the Department of Corrections to specifically address racial inequities statewide and at the local-level. The intent of this report is 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.

The Iowa DOC Director, Dr. Beth Skinner, requests annually that each Warden and District Director review data found within this report and consider factors which may be contributing to disparity. The Director requests 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 January of 2021, DOC prison and community corrections leadership submitted their first series of plans to the Director.

In addition to action at the local-level, DOC's Central Office will continue to provide Implicit Bias training, utilizing eLearning, as well as face-to-face instruction. The DOC's Learning Center's goals are to create effective, thoughtful, respectful, and intentional in-person and online training for all staff that encourages reflection and provides actionable strategies to combat barriers and improve knowledge, recognition, and awareness. The Learning Center is also working to expand participant's knowledge of diversity and inclusion and promote a deeper understanding of unconscious bias and its impact. The Learning Center has developed a suite of courses to assist employee development, recognition, and awareness specifically including Implicit Bias and Diversity and Developing Cultural Competency training.

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 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 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.

In addition to the elements required for reporting as part of the racial disparity policy, DOC staff had additional areas of interest worthy of consideration. The FY 2020 report includes highlights of IPI placements, residential formal discipline violations, PSI recommendations, and work release vs. parole placement by race.

Data to perform this analysis were acquired from the Iowa Corrections Offender Network (ICON); a central repository of key correctional information. Fiscal year 2020 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.

It is important to acknowledge that situationally specific events within a given year, can impact numbers observed. In future years, the DOC will look to provide a five-year trend of outcomes observed to better account for situationally specific deviations in the data noted in year-to-year findings.

In some areas of the report, the racial demography of those who were Hispanic, Native American, and Asian or Pacific Islander have been collapsed into an “other” racial category. These populations represent a small proportion of correctional populations, however, being the data within this report is separated by institution or district, the small counts of this population, make the potential for identification an issue if reported separately. For this reason, these groups have been collapsed into an “other” category for some reporting elements to protect identification. Similarly, counts reported in the appendix which represent a count of five or less have been marked with an asterisk under the same reasoning.

Lastly, figures provided reflect rounded percentages. For this reason, total percentages may range between 99% and 101%.

The initial portion of this paper will first explore institutional and community-based populations. It is important to note that population information can be captured in different ways. For the purpose of this report, the prison and community-based corrections individuals served demographic will be used as the primary reference point compared against racial disparity elements. The individuals served population estimate will count an individual once per region, per fiscal year. In other words, if a client was served both by IMCC and ASP in FY 20, they would be counted both within the IMCC and ASP populations once. This information is valuable as it helps set a baseline for the evaluation of disproportionality within and across correctional settings.

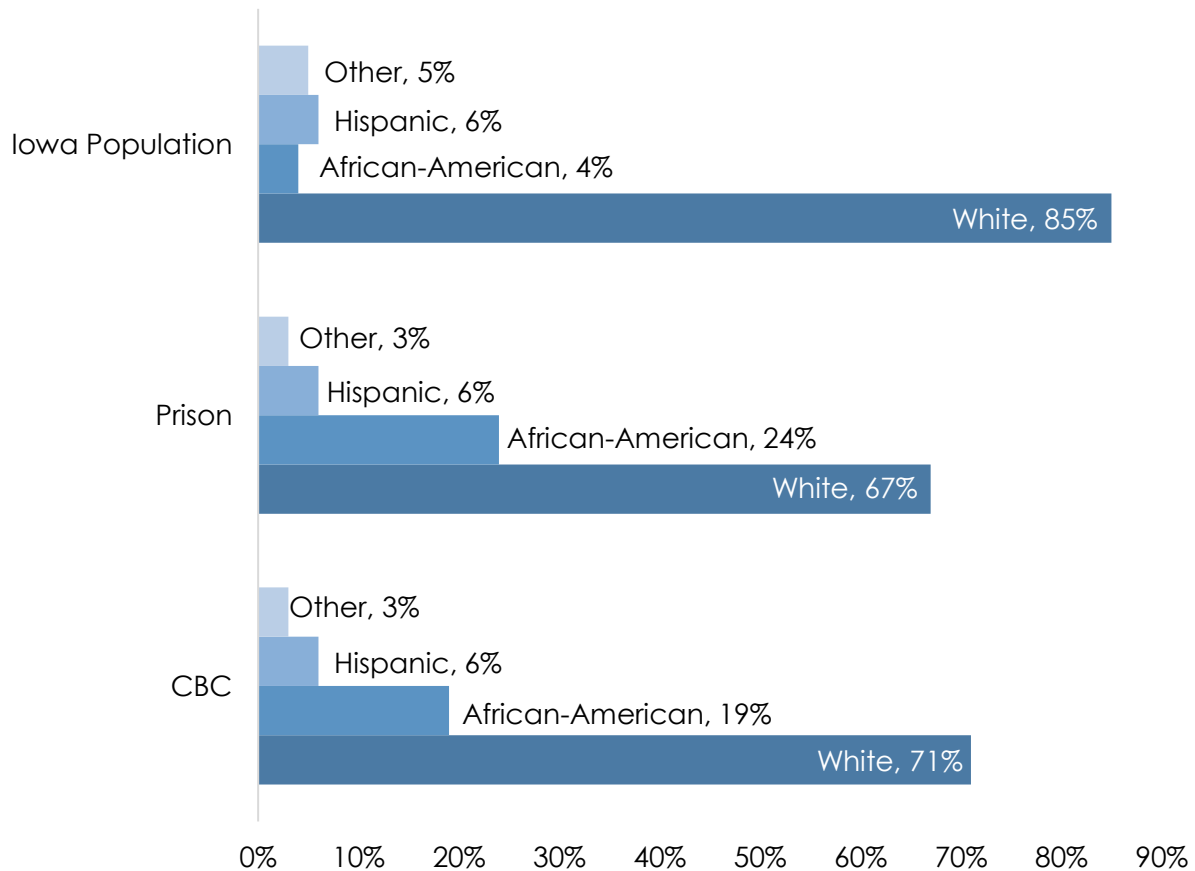
This report then moves to discuss racial disparity data elements required for reporting as part of the DOC’s Racial Disparity Policy. Racial disparity data elements are compared against institutional and community populations to observe where variations exist. Finally, the report then analyzes disparities in additional elements identified by DOC leadership.

Prison and Community Based Corrections Facility Populations

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

In FY 20, both the prisons and community corrections were most heavily populated with individuals of White and African-American race. A higher proportion of White individuals populated community corrections compared to institutional populations (71% vs. 67%) while a higher proportion of African-Americans populated institutional populations than community corrections populations (24% vs. 19%). Individuals of color are over-represented in both the institutions and community corrections compared to state populations. ²

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



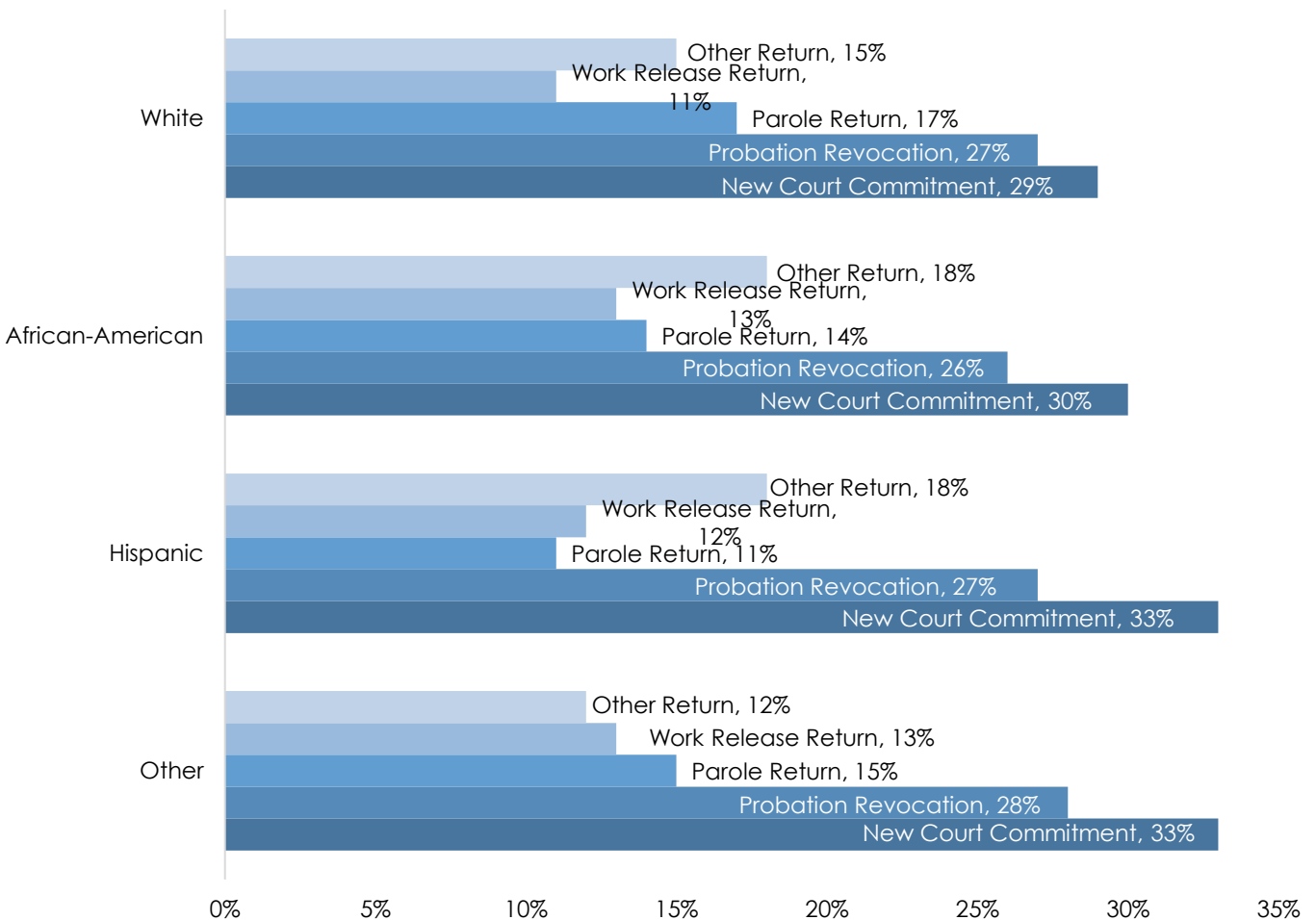
² Appendix, Tables 7 & 8

Prison Admissions and Closure Type

The racial proportions of individuals who are admitted to and close prison supervision status are equitable. There exists slight variation in the ways in which people by race enter and exit prison, however, these variations are minimal.

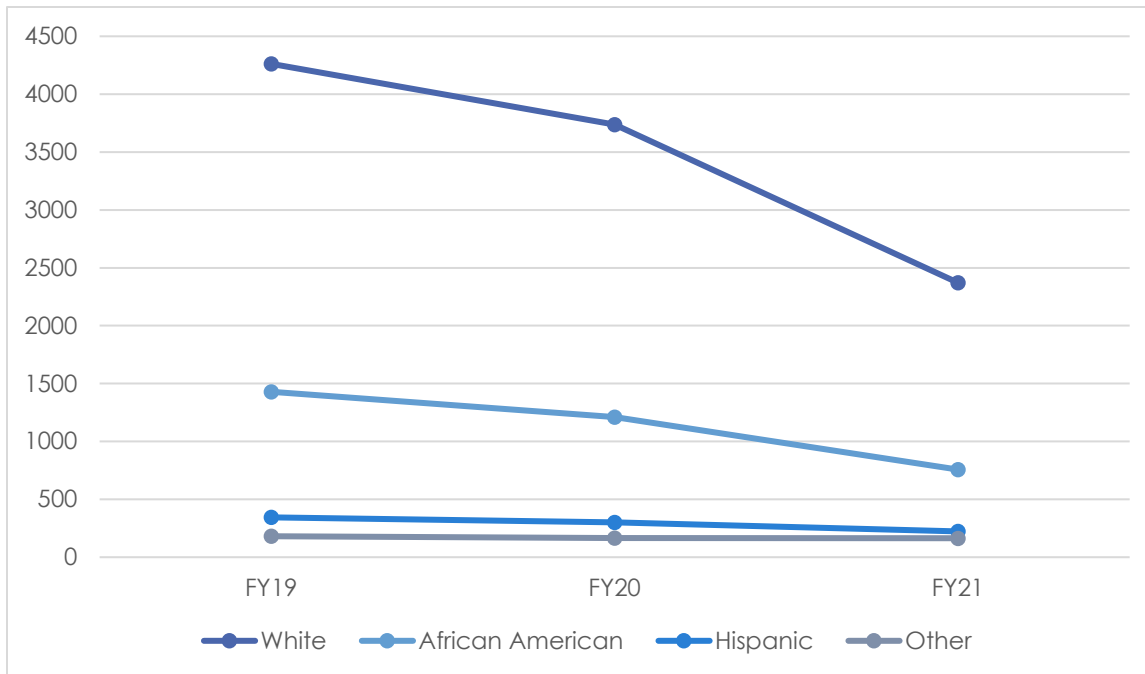
Examining a total count of FY 20 prison admissions, approximately 69% were White, 22% were African-American, 6% were Hispanic, and 3% were of other descent. All individuals regardless of race were most likely to enter prison by way of a new court commitment. There was also little variation by race for the proportion of individuals who entered prison by way of a probation revocation or work release return. White individuals were more likely than other racial groups to enter prison via a parole return (17%).

Figure 2: Prison Admission Type by Race³



³ Appendix, Table 9 & 11

Figure 3: Prison Admissions 3-Year Trends by Race

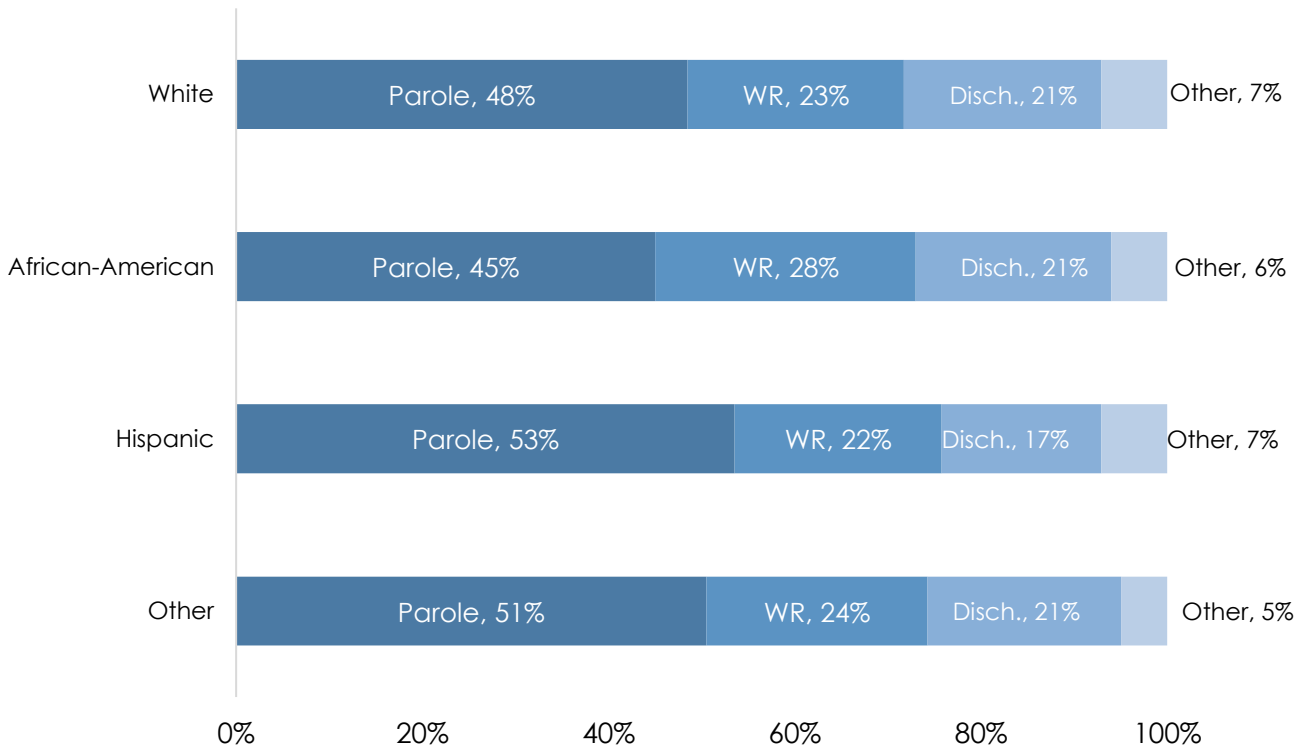


During FY 20 69% of the prison closure population were White, 22% were African-American, 6% were Hispanic, and 3% were of other dissent. Individuals who were White, African-American, or Asian/Native American were equally likely to be released from prison in FY 20 via discharge (21%). Individuals who were Hispanic were less likely to be released via discharge (17%) and were more likely to be released by way of parole compared to other racial groups (53%). African-Americans were more likely than other racial groups to be released to work release (28%).⁴⁵

⁴ Due to limited cross-comparisons within this report, prison admission and closure data parsed by institution are not available within this report.

⁵ Appendix, Table 11.

Figure 3: Prison Closures by Release Type⁶



Classification

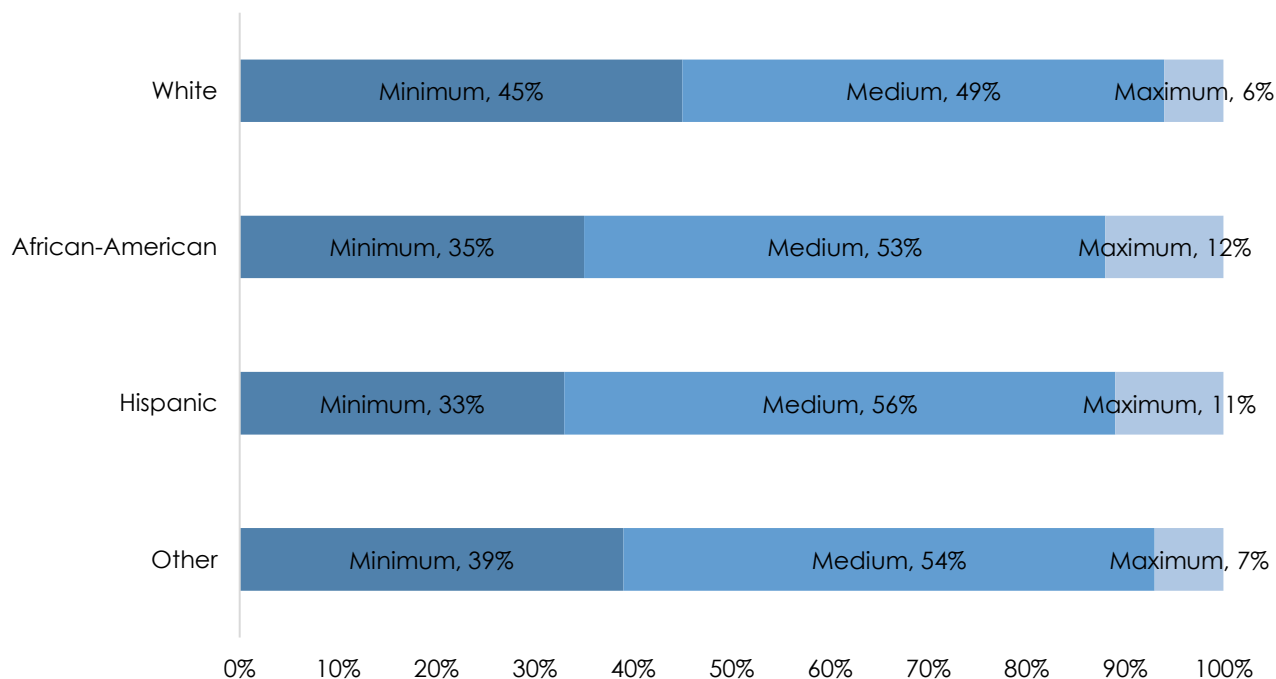
African-American and Hispanic individuals were more likely than those of other racial groups to be supervised under maximum custody.

In FY 20, White individuals (45%) were more likely than other racial groups to be placed on a minimum custody classification. African-American (12%) and Hispanic individuals (11%) were more likely than other racial groups to be supervised under maximum custody.

⁶ Work Release (WR), Discharge (Disch), Other (OWI Continuum, Special Sentence, Sentence Reconsiderations, etc.) Additional data detail can be found within the appendix under table 10.

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.⁷

Figure 4: Custody Classification of Incarcerated Individuals by Race⁸



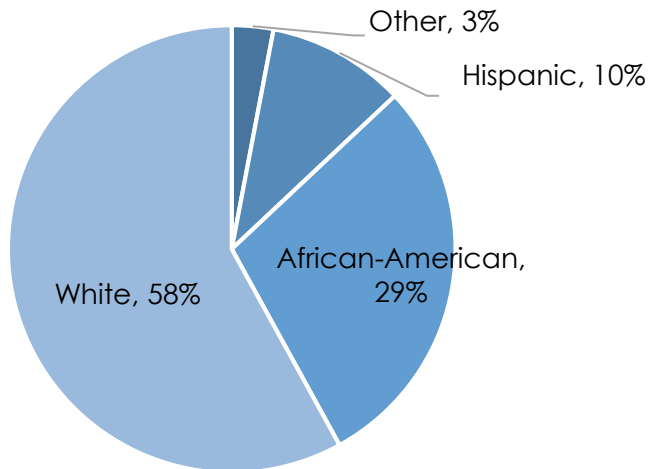
Compared to institutional population figures, African-Americans were slightly over-represented in administrative segregation; although figures varied by institution.

Compared to institutional population figures, African-Americans were slightly over-represented in administrative segregation (24% vs. 29%). While individuals who were White were underrepresented (67% vs. 58%). Individuals of other race were proportionally represented in administrative segregation compared to institutional populations.

⁷ Appendix, Table 12.

⁸ The minimum custody classification category has been suppressed to include those on minimum, minimum live-out, and minimum work-out classifications.

Figure 5: Administrative Segregation Recipients by Race⁹



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 the purpose of this analysis, individuals under mental health observation and suicide self-injury prevention have been removed from reporting as these are short-term statuses authorized by medical and mental health professionals.

Table 1: African-American Institutional and Administrative Segregation Populations

	Ad.Seg Population	Institution Population	Difference
ASP	35%	31%	4%
CCF	18%	25%	-7%
FDCF	23%	32%	-9%
ICIW	35%	13%	22%
IMCC	26%	24%	2%
ISP	41%	38%	3%
MPCF	29%	24%	5%
NCCF	32%	25%	7%
NCF	20%	18%	2%

⁹ Appendix, Table 13

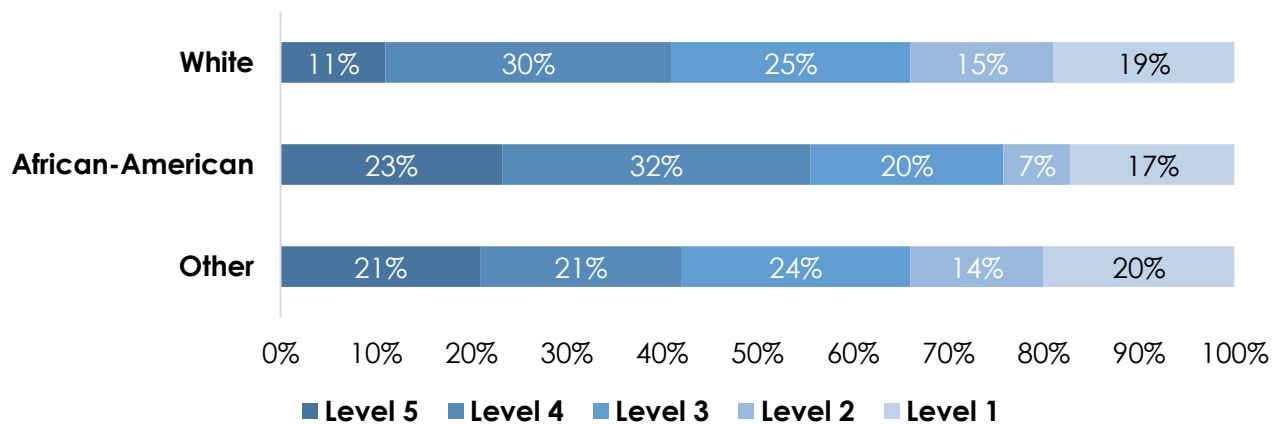
Total	29%	24%	5%
-------	-----	-----	----

Statewide, higher proportions of African-American individuals were supervised at level 5 and level 4 compared to individuals of other racial groups.

Within community corrections, validated risk assessments are utilized to inform an overall level of supervision. The risk assessments utilized include both measures of static as well as dynamic risk. Clients under higher levels of supervision (levels 4 and 5) are supervised more intensively than those on lower supervision levels.

In community corrections, African-Americans were more likely to be classified on higher supervision levels than other racial groups. For example, 23% of African-American clients were classified at level 5 supervision, while 32% were classified as needing level 4 supervision. For comparison purposes, 11% of white clients were supervised on level 5 supervision and 30% were supervised on level 4 supervision. While variation by district does present, largely statewide statistics reflect district-specific statistics.¹⁰

Figure 6: Community Based Supervision Levels by Race



Nearly 8% of those supervised in FY 20 who had an Iowa Risk Revised (IRR) completed received an override to their original IRR score. Of those who received an override, African-Americans were more likely than those who were White to have their risk score override reduced (38% vs, 14%). However, nearly 77% of individuals of other racial groups who received overrides, received an override that was higher than the original level of supervision.

¹⁰ Appendix, Table 14

It is important to note, a large proportion of clients can receive overrides which place them at the same level as which they were originally, due to placements on sex offender supervision per DOC policy. Due to small counts for those of smaller numeric racial groups, and the potential for identifiability, this data parsed by district is not available.

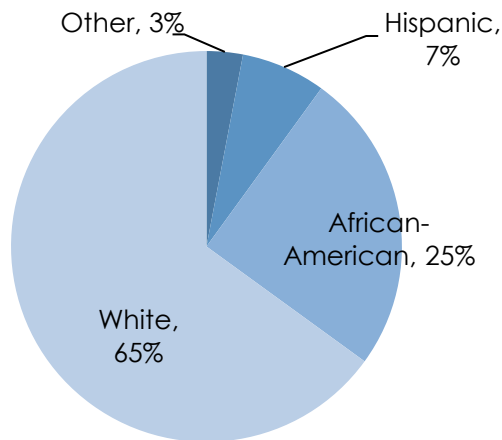
Work Assignments

Statewide, incarcerated individuals receiving work assignments were proportionally represented racially to institutional population figures; although variation by institution present.

The following information captures the racial distribution of incarcerated individuals by race who participated in a work assignment in FY 20. It is important to note, individuals can have multiple work assignments. If an individual had more than one work assignment within FY 20, the earliest assignment per work unit region 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 constitute 67% of the institutional population and 65% of the work assignment population. Similarly, African-American individuals comprise 24% of the institutional population and 26% of the work assignment population.

Figure 7: Work Assignment Placements by Race¹¹



Examination of work assignment data by institution and race reveal that work assignment placement is largely proportional to institutional populations; although some variations by institution do exist.

As directed by DOC leadership, additional information was requested regarding work assignment placements by race specifically for those participating in the Iowa Prison Industry (IPI). Statewide figures indicate that of those assigned to IPI work assignments, approximately 73% were held by those who were White, 18% for those who were African-American, and 3% of participants were of an other racial group. The majority of IPI participants are held at ASP, ICIW, and IMCC.¹²

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

	Work Assignment Placement	Institutional Population	Difference
Institution	%	%	
ASP	32%	31%	1%
CCF	26%	25%	1%
FDCF	32%	32%	0%
ICIW	13%	13%	0%
IMCC	14%	24%	-10%
ISP	39%	38%	1%
MPCF	24%	24%	0%
NCCF	26%	25%	1%
NCF	17%	18%	-1%

Table 3 : IPI Work Assignment Placements by Institution and Race

	White	African-American	Other	Total

¹¹ Appendix, Table 15

¹² Appendix, Table 15

Institution	N	%	N	%	N	%	N
ASP	132	62%	57	27%	5	2%	212
CCF	49	68%	18	25%	*	3%	72
FDCF	113	73%	38	25%	*	1%	155
ICIW	239	80%	28	9%	15	5%	300
ISP	53	62%	22	26%	*	5%	86
NCCF	67	85%	9	11%	*	3%	79
NCF	150	78%	24	13%	*	1%	192
Total	803	73%	196	18%	31	3%	1096

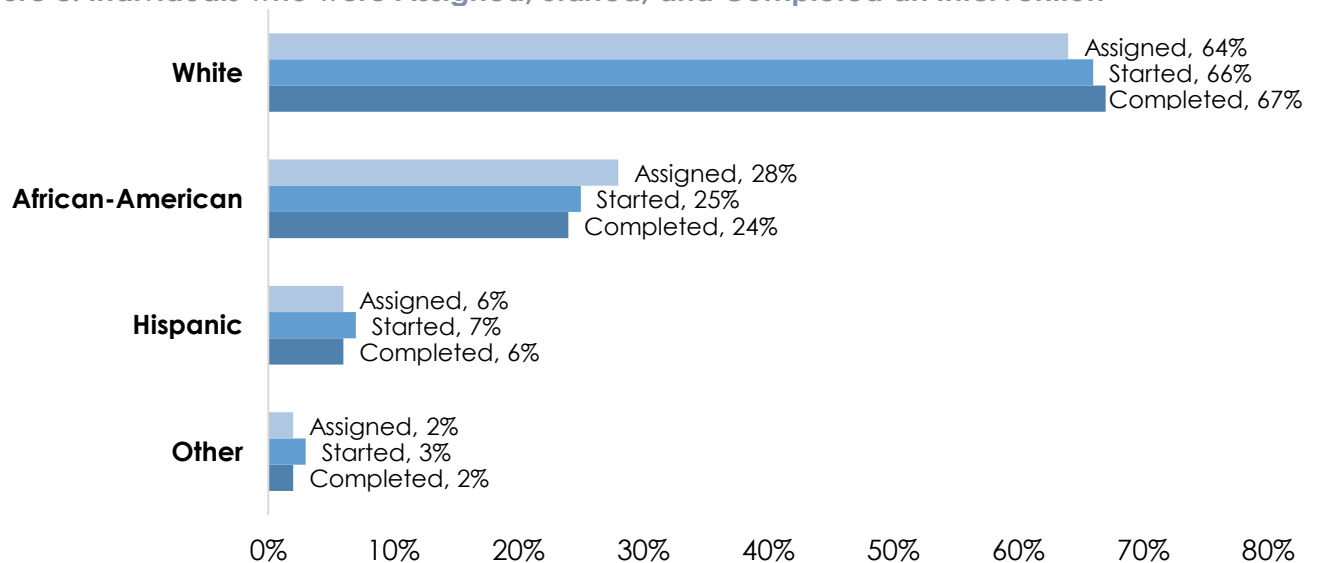
Intervention Programs/Intervention Assignments

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 20 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 20. Data also indicate that the percentage of individuals by race receiving intervention programming was similar to the racial distribution of the prison population. Data by institution represent similar trends as those identified at the statewide level.¹³

Data regarding those who were assigned, started, and completed an intervention are mutually exclusive. In other words, counts were observed for each of these categories independently. For example, the percentage of white individuals who completed an intervention was larger than those who were assigned or started an intervention, because the intervention completion cohort had a higher proportion of white individuals.

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



¹³ Appendix, Table 16.

Educational Attainment

Nearly 93% 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. Similarly, individuals of color were enrolled in HiSET programming at higher rates than those who were 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 a client 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 individuals both within the institutions and community corrections were more likely than other racial groups to have higher education and a high school diploma, HiSet, or GED.

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

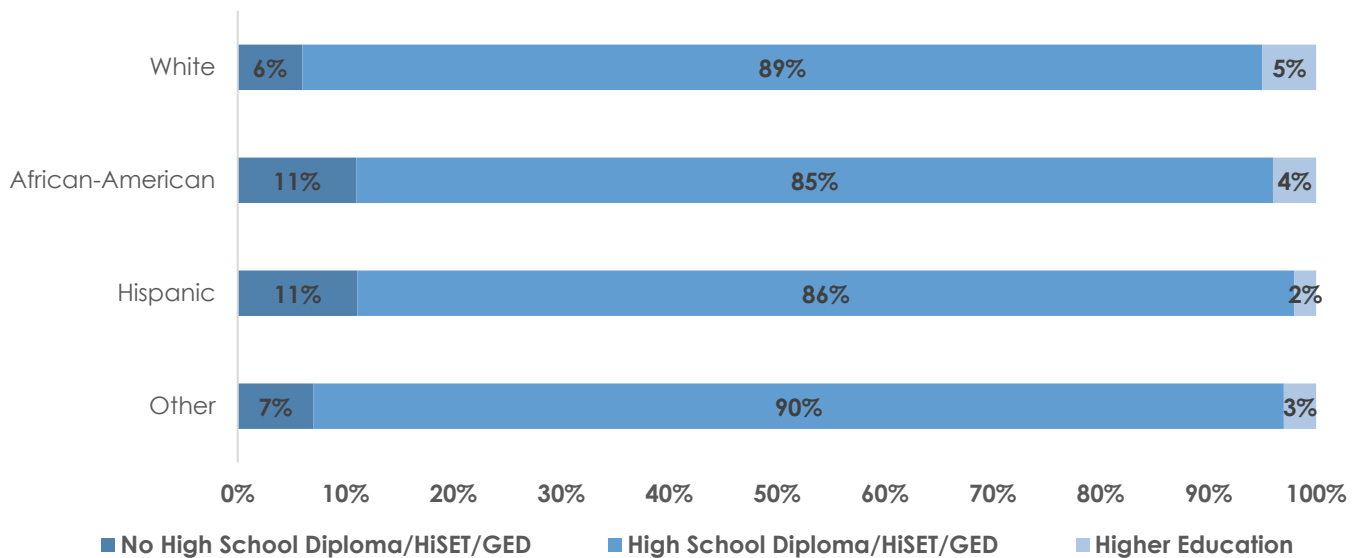
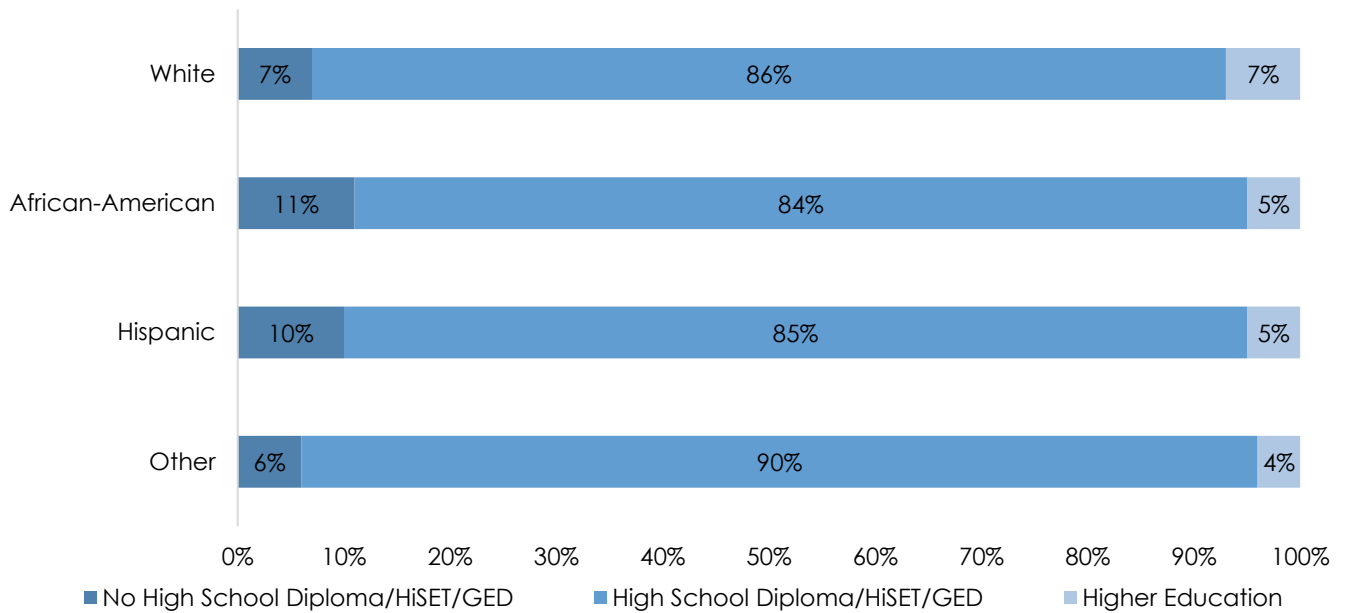


Figure 10: Highest Known Education Level for Individuals Supervised in the Community by Race

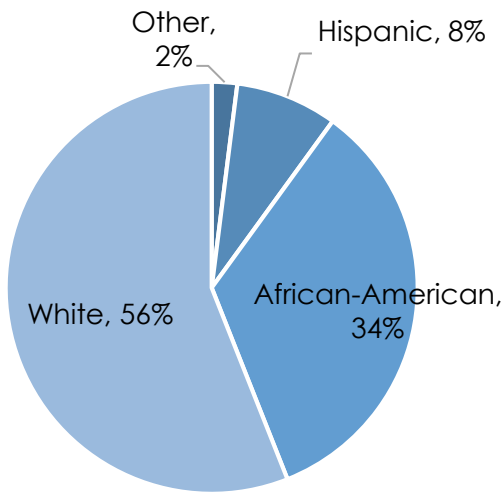


It is important to note, nearly 90% of those incarcerated had a high school diploma, HiSET, GED or higher. Comparing the racial distribution of those who did not have a high school diploma, HiSET, or GED, White individuals were underrepresented (56% vs. 67%) and African-Americans were over-represented (34% vs. 24%), compared to the overall institutional populations.¹⁴

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

¹⁴ Appendix, Table 17

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



Approximately 44% of those who are currently in HiSET programming are individuals who are White, followed by African-Americans (43%), Hispanics (9%), and those of other races (4%). Individuals of color disproportionately are enrolled in 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.

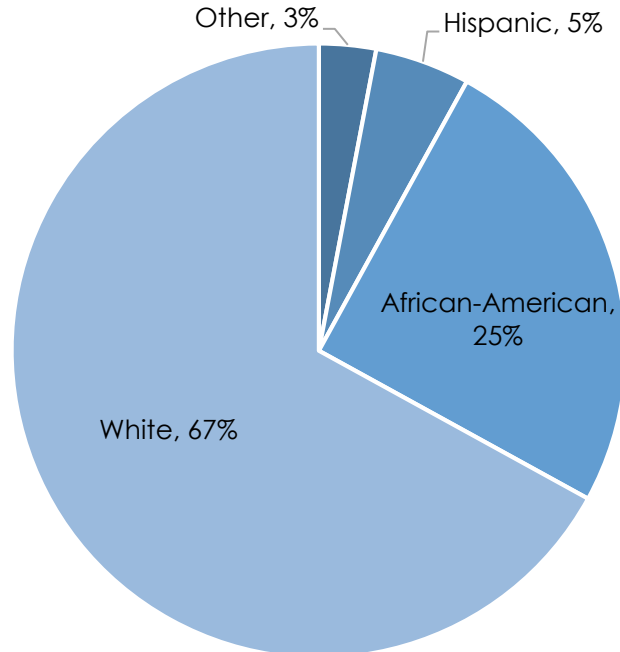
Apprenticeship Services

The racial composition of apprenticeship program completers appears proportional to institutional populations, however, due to small counts additional and continual review is needed.

In FY 20, there were 67 individuals who completed an apprenticeship program. Of those who completed the apprenticeship program, 67% were White while 25% were African-American. Eight percent of those who completed apprenticeship programs in FY 20 were of other racial categories. Institutional populations compared against the racial composition of those who completed apprenticeship programs revealed that apprenticeship program completers are racially proportional to institutional populations. It is however, important to note that due to low-counts determination of equity is difficult to firmly determine. While the 67 apprenticeship completers do appear racially to be equitable, additional and continue review is required.

Due to low counts, data are not available to be parsed by institution.

Figure 12: Apprenticeship Completions by Race



Discipline

Examining guilty discipline violations, individuals who were African-American were over-represented and White individuals were 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 counts suggest White individuals received the highest counts of major discipline violations, followed by African-Americans (58% vs. 32%).¹⁵ Unique individual count data suggests that White individuals accounted for approximately 60% of guilty major discipline violations in FY 20, while African-Americans represented 30% of this population.¹⁶ It is important to note that the racial distribution of guilty major discipline violations was largely consistent whether viewing this data by unique¹⁷ individual-based statistics or by a count of violations.

Individuals who are White are underrepresented in guilty major discipline report counts (58% vs. 67%), while individuals who are African-American are over-represented (32% vs. 24%) compared to institutional population figures. Individuals who are Hispanic or of other racial group descent are proportionally represented in regards to major discipline violations.¹⁸

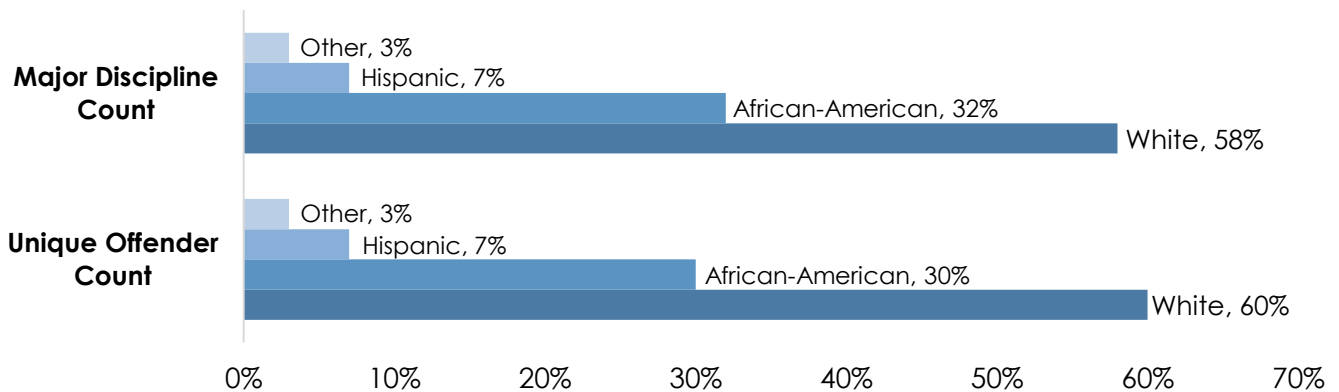
¹⁵ Appendix, Table 20

¹⁶ Appendix, Table 19

¹⁷ A unique individual count is the reporting of information where an individual is counted once. Discipline counts reflect a total count of disciplines administered.

¹⁸ Appendix, Table 20

Figure 13: Guilty Major Discipline by Race (Discipline Report Count)¹⁹



As previously stated, examination of guilty major discipline reports by a unique individual count by institution revealed that largely discipline reports are proportional to institutional populations for incarcerated 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.

Table 4: Percentage of African-American Guilty Major Discipline Reports and Institutional Populations

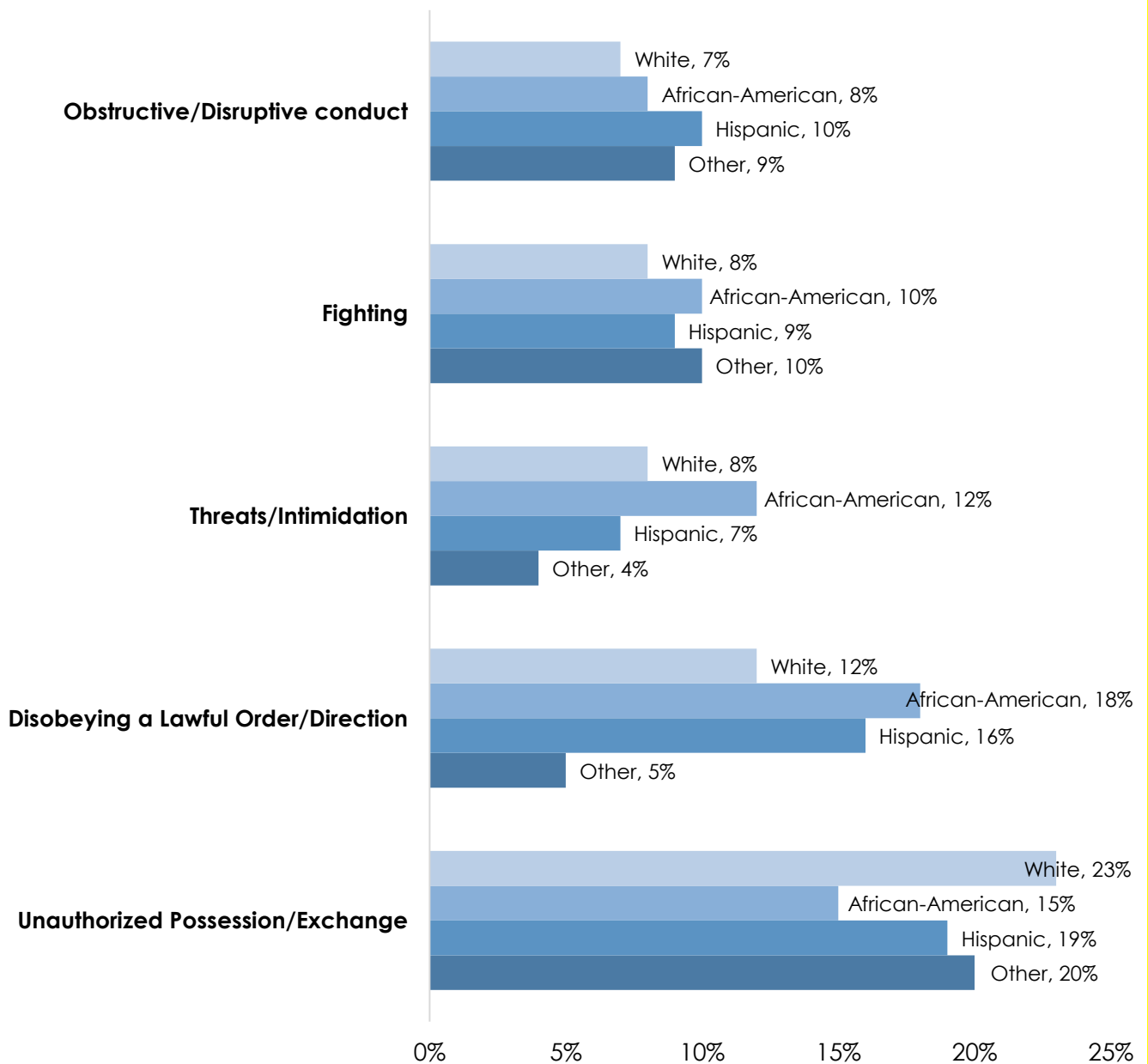
	Major Discipline Population	Institutional Population	Difference
ASP	37%	31%	6%
CCF	28%	25%	3%
FDCF	32%	32%	0%
ICIW	25%	13%	12%
IMCC	28%	24%	4%
ISP	47%	38%	9%
MPCF	25%	24%	1%
NCCF	33%	25%	8%
NCF	19%	18%	1%

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

¹⁹ Appendix, Table 20

obstructive or disruptive conduct. The following information depicts, of those with a major discipline, what proportion, by race, received a discipline report for the most common discipline types. Distributions of violations for obstructive/disruptive conduct and fighting were proportional by race. African-Americans were about four percentage points more likely to receive a report for disobeying a lawful order/direction, however, were eight percentage points less likely to receive a report for unauthorized possession/exchange compared to White individuals.

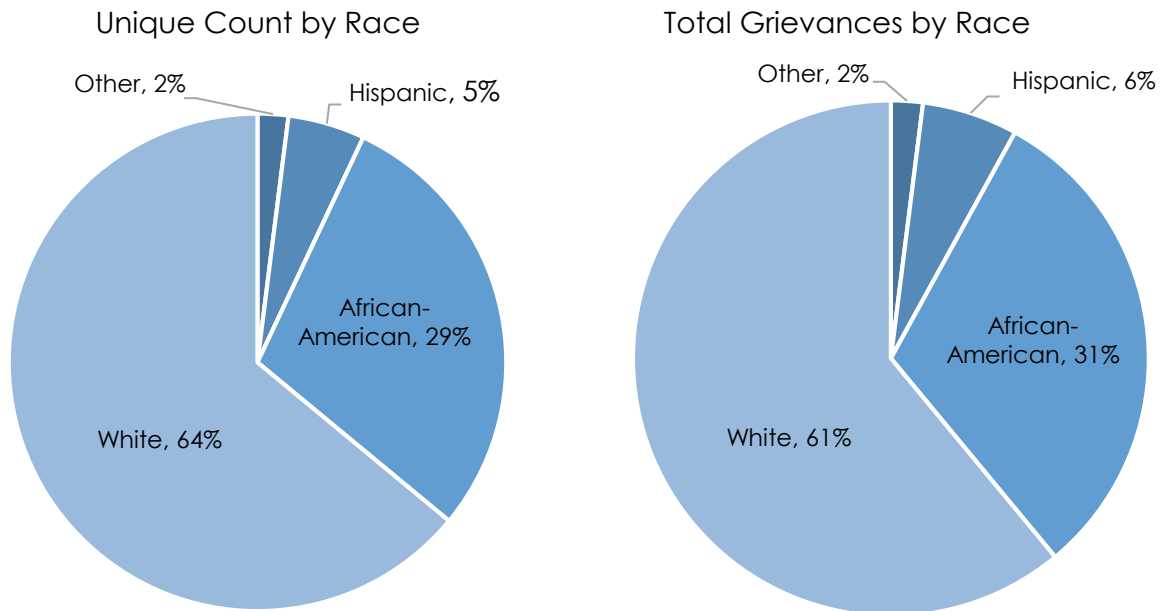
Figure 14: Institutional Guilty Major Discipline Count by Discipline and Race



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. These findings were largely consistent across facilities although variations exist.

In FY 20 there were 2,234 individuals who had filed a grievance. Examining the total number of grievances filed, there were 4,042 grievances indicating some individuals submitted more than one grievance in FY 20. Compared to institutional populations, African-Americans were over-represented in both the number of unique individuals who filed grievances (29%) as well as the number of grievances filed (31%) during this time period. The unique individual count of Hispanic and individuals of other racial groups with grievances were proportionally represented.

Figure 15: Grievances Filed²⁰



The following information cross compares the African-American institutional population against the percentage of grievances filed by African-Americans by institution. The higher the degree of difference, the more variation existed between the population of grievances filed by African-Americans and the African-American institutional population.

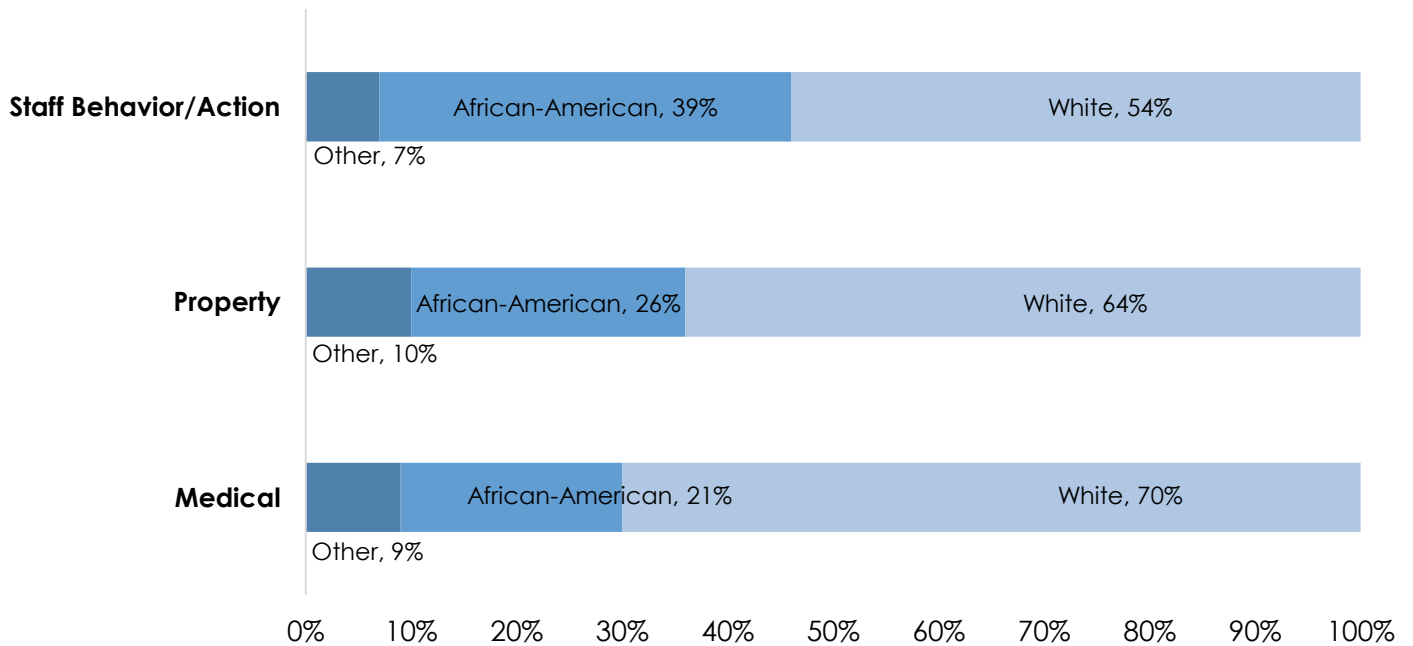
²⁰ Appendix, Table 23

Table 5: African-American Unique Individual Grievances Filed and Institutional Population

	Unique Individual Grievances Filed Population	Institutional Population	Difference
ASP	36%	31%	5%
CCF	28%	25%	3%
FDCF	30%	32%	-2%
ICIW	25%	13%	12%
IMCC	25%	24%	1%
ISP	44%	38%	6%
MPCF	31%	24%	7%
NCCF	36%	25%	11%
NCF	17%	18%	-1%

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 individuals who had filed grievances. African-Americans filed 39% of staff behavior/action grievances but only 21% of medical grievances. Individuals of other races filed approximately 7%-9% of the top three grievances noted below but this is expected as Hispanic and those of other racial groups made up about 9% of institutional populations.

Figure 16: Grievances Filed by Type of Grievance²¹



²¹ Appendix, Table 21

Data regarding residential formal discipline is not currently complete and subsequently unavailable.

The DOC Racial Disparity Policy calls for examination of residential formal discipline data by race. This was also an area that DOC leadership had interest in further exploring. In December, 2020 ICON programming newly required that residential and community corrections rule violation behavior codes be entered. At the time of reporting, about half of residential disciplines had an associated rule violation behavior code. Following this finding, data were determined to be incomplete and therefore, cannot be reported. Once data becomes more complete, and more time has lapsed for required reporting, information will be reported in future years.

Violations

Prison admissions due to technical violations, in general, decreased in FY 20. All groups regardless of race were more likely to return to prison via a new arrest than a technical violation. Individuals who were Hispanic were most likely to return to prison on a technical violation.

In FY 19 individuals of all racial groups were more likely to be revoked to prison via a technical violation. In FY 20 however, this finding did not hold true, and individuals were most likely to return to prison by way of a new arrest. This finding, in part, is attributable to the work of the Districts working to retain clients, where appropriate, under community supervision to avoid re-incarceration during the pandemic.

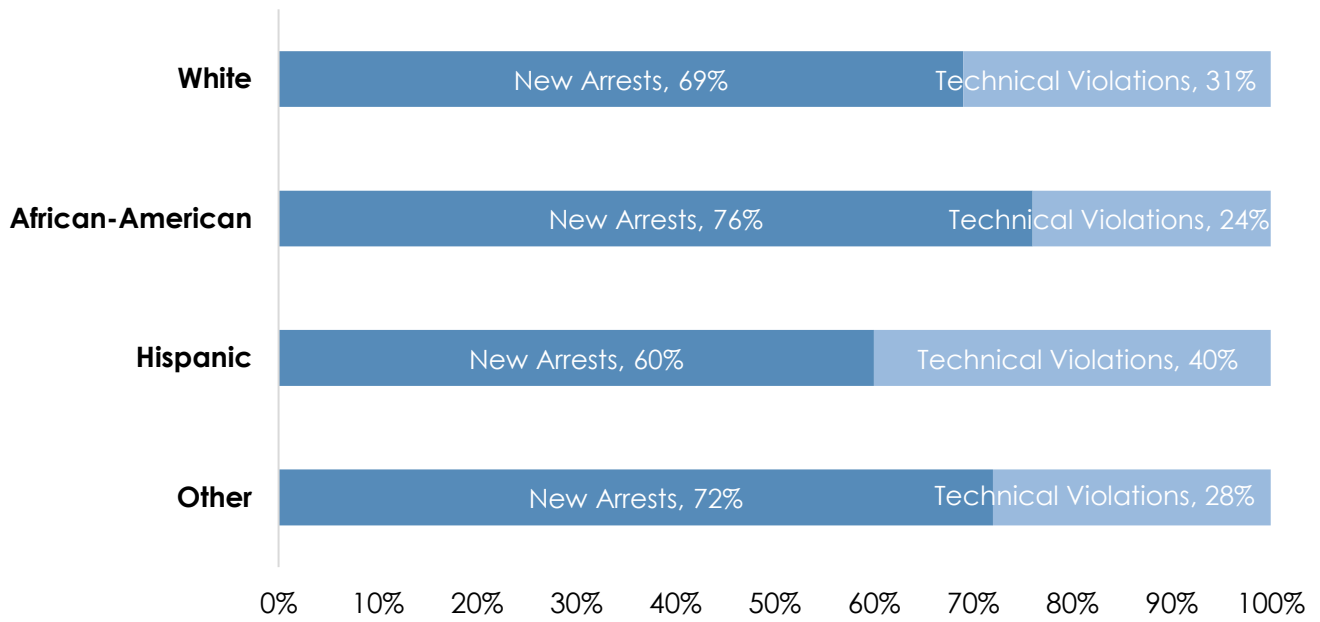
Individuals who were Hispanic were most likely to return to prison for a technical violation compared to other groups (40%).²² African-Americans were less likely than other groups to be revoked to prison for a technical violation and were most likely to return to prison by way of a new arrest (24% vs. 76%).

As previously stated, in FY 20 individuals, in general, were more likely to return to prison by way of a new arrest than a technical violation. While variations exist, for many districts, clients who were white compared to those who were African-American or of other races, were largely more or equally likely to return to prison by way of a technical violation.²³ It is important to remember that revocation data by race is influenced by the overall statewide populations and community corrections population within a district. Non-probation revocations by district are available in table 26 of the appendix.

²² A technical violation of probation or parole is behavior by an individual under supervision that is not by itself a criminal offense and generally does not result in arrest.

²³ Appendix, Table 26

Figure 17: Revocations to Prison by Revocation Type and Race²⁴



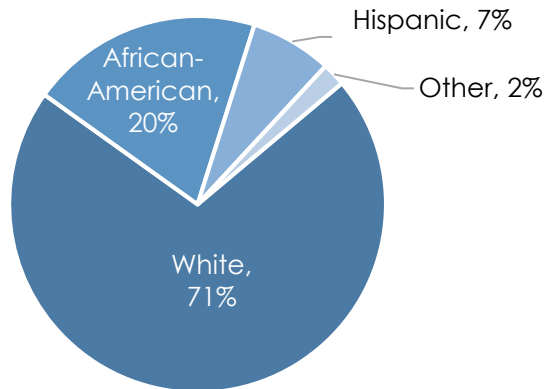
²⁴ Appendix, Table 24

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 20, there were 1,640 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-one percent of those supervised on electronic monitoring in FY 20 were White, while 20% were African-American. These figures are proportional to community corrections populations which indicate that 71% of community corrections populations are White while 19% are African-American.

Figure 18: Electronic Monitoring by Race²⁵



Compared to district populations, the population of those on electronic monitoring by race varied. The following information depicts the population of African-Americans placed on electronic monitoring compared to the district populations.²⁶

Table 6: Percentage of the African-American Institutional and Electronic Monitoring Populations by District

	Electronic Monitoring Population	District Population	Difference
1 st	22%	28%	-6%
2 nd	12%	12%	0%
3 rd	13%	9%	4%
4 th	8%	7%	1%
5 th	28%	19%	9%
6 th	24%	26%	-2%
7 th	31%	33%	-2%
8 th	16%	12%	4%

²⁵ Appendix, Table, 25

²⁶ Appendix, Table 15

While it might appear disproportionate placement of some groups of color by district, it is important to remember that community corrections populations oftentimes reflect the overall community populations of a particular district.

Subsequent analysis looked at electronic monitoring supervision removing those with sex offenses from the observed population. Individuals under supervision for a sex offense make up approximately 51% of the electronic monitoring population, however are disproportionately White (80%). Subsequent analysis was performed to determine the racial composition of clients on electronic monitoring who are not serving a most serious sex offense. Of clients supervised on electronic monitoring who were not serving a sentence for a most serious sex offense, approximately 64% were White, 24% were African-American, 9% were Hispanic, and 4% were of other racial categories. Compared to community corrections populations, African-Americans (24% vs. 19%) and Hispanic (9% vs. 6%) individuals not serving a most serious sex offense, were slightly over-represented on electronic monitoring.

Training and Development

In FY 20, 2,368 Iowa DOC employees completed e-learning implicit bias training.

In FY 20, 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.

The trainings were made available to staff in March of 2019. In regards to the classroom training, in FY 20, a total of 809 staff were trained; this included 24 implicit bias trainers and five non-IDOC staff. In regards to the e-learning two-hour training, approximately 2,368 staff completed the requirements.²⁷

Additional Areas

Last year, the Iowa DOC leadership staff voted to incorporate some additional elements as part of this year's racial disparity report. Some of those elements related to residential formal discipline data and IPI work assignment placement by race. Residential formal discipline data was included under the discipline section of the report while IPI work assignment information is located under work assignments. Other elements identified for inclusion did not fall within preexisting topic areas and analysis for those items are provided below.

PSI Recommendations

In FY 20, African-Americans, as well as other non-white individuals, were more likely to receive a prison imposed PSI recommendation compared to those who were white.

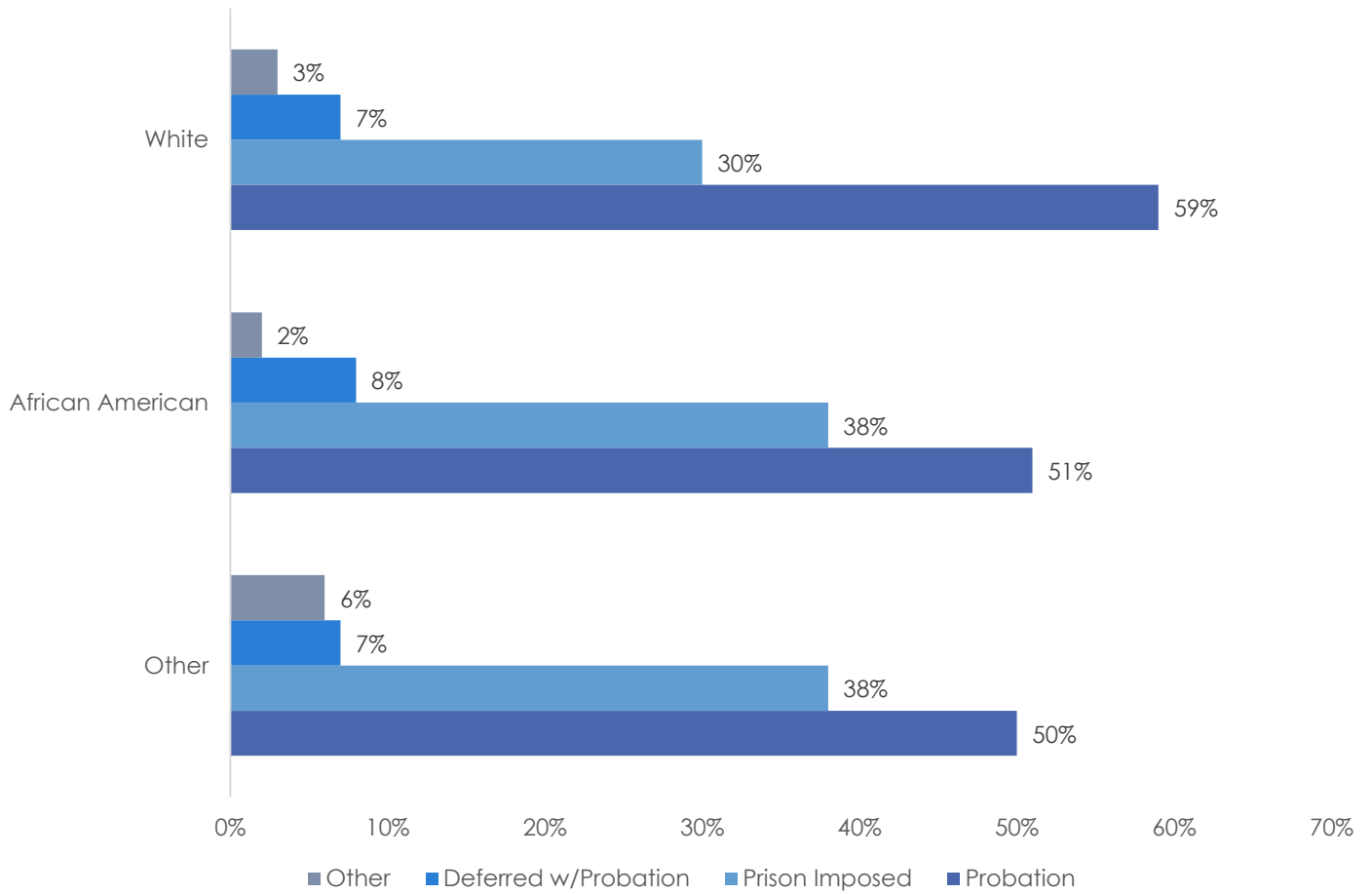
Data on PSI recommendations focus on recommendations for imposed prison, suspended prison with probation, and deferred judgment recommendations. These are the largest recommendation categories and therefore, data were available for analysis by district and by race. Less frequent recommendations were categorized in an "other" category.

In FY 20 African-Americans (38%) as well as other non-white individuals (38%) were more likely to receive a prison imposed PSI recommendation compared to those who were White (30%).

²⁷ 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.

In FY 20 individuals who were White (59%) were more likely to receive a prison suspended with probation PSI recommendation, than those who were African-American (51%) or of an other race (50%). Individuals who received a PSI recommendation of deferred judgment with probation or any other type of PSI recommendation were proportionally represented across racial groups.

Figure 19: PSI Recommendations by Race



Work Release vs. Parole Placement

Variations by race existed in regards to work release and parole placements.

Examining a cohort of individuals who exited prison and were placed on parole or work release, the parole placement population tended to hold greater proportions of those who were white (73% vs. 66%) while African-Americans saw greater degrees of work release placement. Individuals who were Hispanic or of other races were equally likely to receive parole or work release placement.

Figure 20: Parole Placement by Race

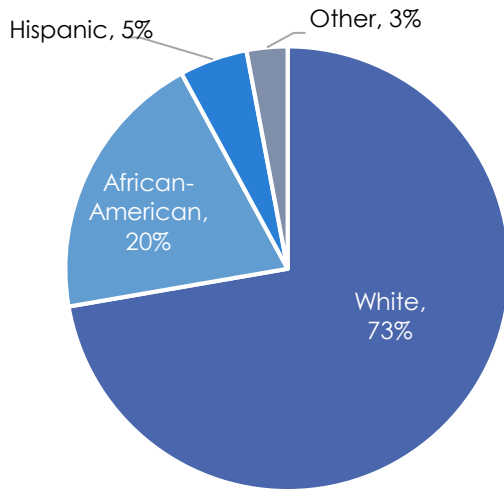
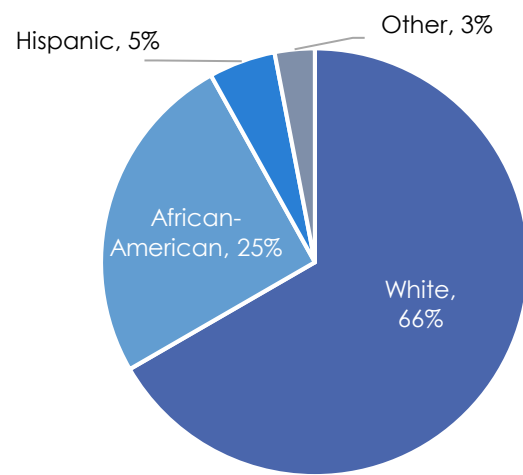


Figure 21: Work Release Placement by Race



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. 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:** Statewide, incarcerated individuals receiving work assignments were proportionally represented racially to institutional population figures, although variation by institution did exist.
- **Intervention Programs and 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.
- **Electronic Monitoring:** The percentage of individuals supervised on electronic monitoring by race are proportional to community corrections populations, however, variations by district did exist.
- **Apprenticeship Services:** The racial composition of apprenticeship program completers were proportional to institutional populations. However, due to low counts, continual review is needed.

Elements where disproportionality was observed include:

- **Classification:** African-American and Hispanic individuals were more likely than those of other racial groups to be supervised under maximum custody.
 - Compared to institutional population figures, African-Americans were slightly over-represented in administrative segregation; although figures varied by institution.
- **Educational Attainment:** Nearly 93% 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.

- Similarly, individuals of color were enrolled in HiSET programming at higher rates than those who were 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.
- **Discipline:** Examining guilty discipline violations, individuals who were African-American were over-represented and White individuals were 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 facilities although variations exist.
- **Violations:** Prison admissions due to technical violations, in general, decreased in FY 20. All groups regardless of race were more likely to return to prison via a new arrest than a technical violation. Individuals who were Hispanic were most likely to return to prison on a technical violation.

Additional to the reporting of elements required as part of the Racial Disparity Policy, staff had additional interest in learning more about disparity in regards to:

- **IPI Participation:** Slight over representation of white individuals in IPI participation, and a slight under representation of those who were African-American was observed.
- **Work Release and Parole Placement by Race:** Variations by race existed by regards to work release and parole placements.
- **PSI Recommendations:** In FY 20, African-Americans, as well as other non-white individuals, were more likely to receive a prison imposed PSI recommendation compared to those who were White.
- **Residential Formal Discipline:** Formal discipline data by race for residential supervision will be reported in future years. In December 2020, ICON programming newly required that residential and CBC rule violation behavior codes be entered. At the time of reporting, about half of residential disciplines had an associated rule violation behavior code. Data were determined to be incomplete and therefore, cannot be reported within this reporting period.

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.

It is also important to acknowledge that situationally specific events within a given year, can impact numbers observed. In future years, the DOC will look to provide a five-year trend of outcomes observed to better account for situationally specific deviations in the data noted in year-to-year findings.

In FY 20, institution and district leadership created individualized plans to address disparity within their respective region. Leadership explored the content of the racial disparity report, examined additional data respective to their region, and carefully reviewed practices that may have the potential to contribute to disparity. The plan created includes a response from each prison and district for addressing disparity by outlining specific goals, with actionable timelines.

The DOC continuously seeks data and action to promote equitable treatment and opportunity. It is the responsibility of the department to provide an environment 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 annually 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:

Sarah Fineran
Iowa Department of Corrections
510 E 12th Street
Des Moines IA 50319
Phone: 515.725.5718
Email: sarah.fineran@iowa.gov

Appendix

Prison and Community Based Corrections Facility Populations

Table 7: Individuals Served within Prison by Race²⁸

Facility	White		African-American		Hispanic		Other		Total
	N	%	N	%	N	%	N	%	N
ASP	856	58%	467	31%	125	8%	40	3%	1488
CCF	1259	66%	489	25%	111	6%	63	3%	1922
FDCF	1480	59%	799	32%	163	6%	82	3%	2524
ICIW	1053	77%	180	13%	75	6%	53	4%	1361
IMCC	3684	68%	1284	24%	330	6%	153	3%	5451
ISP	486	51%	367	38%	80	8%	21	2%	954
MPCF	1556	70%	532	24%	85	4%	54	2%	2227
NCCF	737	65%	282	25%	76	7%	34	3%	1129
NCF	1754	73%	427	18%	172	7%	50	2%	2403
Total Served	8765	67%	3164	24%	833	6%	365	3%	13127

Table 8: Individuals Served within Community Corrections by Race²⁹

District	White		African-American		Hispanic		Other		Total
	N	%	N	%	N	%	N	%	N
1 st District	2070	68%	861	28%	80	3%	35	1%	3046
2 nd District	2231	79%	340	12%	173	6%	77	3%	2821
3 rd District	1484	67%	206	9%	265	12%	249	11%	2204
4 th District	1259	86%	101	7%	68	5%	30	2%	1458
5 th District	5794	71%	1570	19%	585	7%	252	3%	8201
6 th District	1869	66%	728	26%	140	5%	93	3%	2830
7 th District	1148	60%	622	33%	117	6%	13	1%	1900
8 th District	1542	83%	218	12%	75	4%	29	2%	1864
Total Served	17285	71%	4626	19%	1496	6%	776	3%	24183

²⁸ Data by facility counts an individual once per facility per year. Statewide data (total served) counts an individual once per year. This report makes cross comparisons to both facility and statewide demographic data therefore, both are provided. Totalling data by facility will not be equivalent to the total individuals served counts because an individual can be housed at more than one facility within a particular time period.

²⁹ Data by district counts an individual once per region per year. The total served count is a unique count of those under CBC supervision in FY 20. The counts by district and total served will not equal one another as a client can be on supervision in more than one district during a time period. Statewide data (total served) counts an individual once per year. This report makes cross comparisons to both district and statewide demographic data therefore, both are provided. Totalling data by district will not be equivalent to the total individuals served count because an individual can receive community supervision at more than one region within a particular time period.

Table 9: Prison Admission Type by Race

	White		African-American		Hispanic		Other		Total
	N	%	N	%	N	%	N	%	N
New Court Commitment	1098	29%	357	30%	101	33%	54	33%	1610
Probation Revoked	1021	27%	312	26%	81	27%	46	28%	1460
Parole Revoked	629	17%	165	14%	32	11%	25	15%	851
Work Release Return	425	11%	163	13%	35	12%	21	13%	644
Other Admission	564	15%	213	18%	53	18%	20	12%	850
Total	3737	100%	1210	100%	302	100%	166	100%	5415

Table 10: Prison Closure Type by Race

	White		African-American		Hispanic		Other		Total
	N	%	N	%	N	%	N	%	N
Discharge	866	21%	273	21%	59	17%	36	21%	1234
Parole Release	1982	48%	588	45%	182	53%	88	51%	2840
Work Release	961	23%	360	28%	77	22%	41	24%	1439
Other Release	302	7%	83	6%	25	7%	9	5%	419
Total	4111	100%	1304	100%	343	100%	174	100%	5932

Table 11: Prison Closures and Admissions by Race

	White		African-American		Hispanic		Other		Total
	N	%	N	%	N	%	N	%	N
Admissions	3737	69%	1210	22%	302	6%	166	3%	5415
Closures	4111	69%	1304	22%	343	6%	174	3%	5932

Classification

Table 12: Custody Classification of Incarcerated Individuals by Institution and Race

Institution	White		African-American		Hispanic		Other		Total
	N	%	N	%	N	%	N	%	N
ASP									
Maximum Custody	115	16%	65	18%	19	18%	*	12%	203
Medium Custody	536	77%	283	79%	87	81%	29	88%	935
Minimum Custody	49	7%	9	3%	*	1%	*	0%	59
CCF									
Maximum Custody	*	0%	*	0%	*	0%	*	2%	*
Medium Custody	817	77%	329	83%	59	73%	32	76%	1237
Minimum Custody	241	23%	67	17%	22	27%	9	21%	339
FDCF									
Maximum Custody	*	0%	*	0%	5	4%	*	1%	9
Medium Custody	1146	93%	611	95%	110	90%	67	93%	1934
Minimum Custody	78	6%	34	5%	7	6%	*	6%	123
ICIW									
Maximum Custody	13	1%	7	4%	*	1%	*	0%	21
Medium Custody	328	31%	81	46%	21	30%	23	42%	453
Minimum Custody	710	68%	90	51%	47	68%	32	58%	879
IMCC									
Maximum Custody	19	2%	15	7%	*	4%	*	3%	39
Medium Custody	571	72%	154	68%	80	78%	22	59%	827
Minimum Custody	201	25%	59	26%	18	18%	14	38%	292
ISP									
Maximum Custody	327	87%	285	93%	61	97%	17	94%	690
Medium Custody	13	3%	14	5%	*	2%	*	0%	28
Minimum Custody	38	10%	9	3%	*	2%	*	6%	49
MPCF									
Maximum Custody	*	0%	*	0%	*	0%	*	0%	*
Medium Custody	8	1%	*	1%	*	2%	*	0%	13
Minimum Custody	1351	99%	453	99%	62	98%	40	100%	1906
NCCF									
Maximum Custody	*	0%	*	0%	*	0%	*	0%	*
Medium Custody	7	1%	*	0%	*	2%	*	0%	8
Minimum Custody	634	99%	230	100%	64	98%	28	100%	956
NCF									
Maximum Custody	*	0%	*	0%	*	0%	*	0%	*
Medium Custody	795	57%	160	52%	89	70%	22	61%	1066
Minimum Custody	594	43%	146	48%	39	30%	14	39%	793
Statewide									
Maximum Custody	487	6%	373	12%	90	11%	24	7%	974
Medium Custody	4221	49%	1636	53%	449	56%	195	54%	6501

Minimum Custody	3896	45%	1097	35%	261	33%	142	39%	5396
Total	8604	100%	3106	100%	800	100%	361	100%	12871

Table 13: Administrative Segregation Recipients by Race and Institution

Institution	White		African-American		Hispanic		Other		Total
	N	%	N	%	N	%	N	%	N
ASP	1695	49%	1222	35%	451	13%	76	2%	3444
CCF	1800	70%	452	18%	176	7%	145	6%	2573
FDCF	1961	59%	774	23%	421	13%	147	4%	3303
ICIW	527	55%	338	35%	63	7%	38	4%	966
IMCC	936	62%	395	26%	147	10%	31	2%	1509
ISP	1350	45%	1227	41%	355	12%	82	3%	3014
MPCF	566	64%	259	29%	38	4%	26	3%	889
NCCF	306	56%	175	32%	55	10%	7	1%	543
NCF	1062	71%	299	20%	128	9%	13	1%	1502
Total	10203	58%	5141	29%	1834	10%	565	3%	17743

Table 14: CBC Client's low Risk Revised (IRR) Final Supervision Levels by Race and District³⁰

	White		African-American		Other ³¹		Total
	N	%	N	%	N	%	N
1st District							
Level 1	133	29%	48	32%	7	32%	188
Level 2	50	11%	7	5%	*	14%	60
Level 3	89	19%	25	17%	*	5%	115
Level 4	133	29%	39	26%	*	18%	176
Level 5	57	12%	29	20%	7	32%	93
Total	462	100%	148	100%	22	100%	632
2nd District							
Level 1	75	16%	9	12%	16	26%	100
Level 2	70	15%	5	7%	5	8%	80
Level 3	136	28%	16	22%	12	20%	164
Level 4	128	27%	24	33%	10	16%	162
Level 5	70	15%	19	26%	18	30%	107
Total	479	100%	73	100%	61	100%	613
3rd District							
Level 1	55	25%	6	21%	13	25%	74
Level 2	27	13%	*	0%	*	2%	28
Level 3	48	22%	6	21%	14	27%	68

³⁰ Final supervision level refers to the supervision level for which an individual was supervised.

³¹ Due to low counts the Hispanic, Asian, and Native American populations have been combined into the Other category. Data are only permitted where the region and the race of an individual are known.

Level 4	69	32%	7	25%	14	27%	90
Level 5	17	8%	9	32%	10	19%	36
Total	216	100%	28	100%	52	100%	296
4 th District							
Level 1	24	13%	*	0%	*	11%	25
Level 2	35	19%	*	0%	*	0%	35
Level 3	52	28%	*	25%	*	22%	55
Level 4	64	35%	*	75%	*	33%	70
Level 5	8	4%	*	0%	*	33%	11
Total	183	100%	*	100%	9	100%	196
5 th District							
Level 1	78	11%	15	8%	8	12%	101
Level 2	91	13%	14	7%	7	10%	112
Level 3	205	30%	49	26%	24	35%	278
Level 4	225	33%	64	34%	15	22%	304
Level 5	85	12%	45	24%	15	22%	145
Total	684	100%	187	100%	69	100%	940
6 th District							
Level 1	38	18%	9	13%	*	0%	47
Level 2	30	14%	8	11%	5	29%	43
Level 3	35	16%	11	15%	5	29%	51
Level 4	80	37%	27	38%	5	29%	112
Level 5	31	14%	17	24%	*	12%	50
Total	214	100%	72	100%	17	100%	303
7 th District							
Level 1	27	16%	6	10%	*	21%	37
Level 2	30	18%	5	9%	8	42%	43
Level 3	36	22%	6	10%	5	26%	47
Level 4	53	32%	21	36%	*	11%	76
Level 5	21	13%	20	34%	*	0%	41
Total	167	100%	58	100%	19	100%	244
8 th District							
Level 1	129	24%	14	29%	5	19%	148
Level 2	99	19%	*	6%	9	35%	111
Level 3	145	27%	12	25%	*	12%	160
Level 4	116	22%	14	29%	5	19%	135
Level 5	43	8%	5	10%	*	15%	52
Total	532	100%	48	100%	26	100%	606
Statewide							
Level 1	559	19%	107	17%	54	20%	720
Level 2	432	15%	42	7%	38	14%	512
Level 3	746	25%	126	20%	66	24%	938

Level 4	868	30%	199	32%	58	21%	1125
Level 5	332	11%	144	23%	59	21%	535
Statewide Total	2937	100%	618	100%	275	100%	3830

Work Assignments

Table 15: Work Assignment Placements by Institution and Race

Institution	White		African-American		Hispanic		Other		Total
	N	%	N	%	N	%	N	%	N
ASP	796	57%	443	32%	116	8%	35	3%	1390
CCF	1096	65%	436	26%	101	6%	57	3%	1690
FDCF	1433	58%	780	32%	164	7%	80	3%	2457
ICIW	1017	77%	174	13%	71	5%	51	4%	1313
IMCC	357	75%	65	14%	43	9%	9	2%	474
ISP	465	51%	353	39%	78	9%	20	2%	916
MPCF	1346	70%	460	24%	74	4%	50	3%	1930
NCCF	474	64%	194	26%	53	7%	25	3%	746
NCF	1339	74%	301	17%	134	7%	39	2%	1813
Total	796	57%	3206	25%	834	7%	366	3%	12729

Data reflect a unique count of work assignment placements per individual and per institution.

Intervention Programs/Intervention Assignments

Table 16: Individuals who were Assigned, Started, and Completed an Intervention by Institution

Institution	White		African-American		Hispanic		Other		Total
	N	%	N	%	N	%	N	%	N
ASP									
Assigned	86	49%	69	39%	17	10%	*	2%	176
Started	112	57%	62	32%	19	10%	*	2%	196
Completed	96	61%	40	25%	18	11%	*	3%	158
CCF									
Assigned	121	63%	55	29%	11	6%	*	3%	192
Started	351	64%	152	28%	25	5%	17	3%	545
Completed	201	64%	89	28%	13	4%	11	4%	314
FDCF									
Assigned	129	57%	80	35%	11	5%	6	3%	226
Started	376	55%	256	37%	40	6%	15	2%	687
Completed	248	55%	170	38%	24	5%	9	2%	451
ICIW									
Assigned	112	78%	19	13%	7	5%	*	3%	143
Started	363	80%	47	10%	20	4%	22	5%	452
Completed	359	78%	62	13%	23	5%	16	3%	460
IMCC									
Assigned	83	69%	18	15%	17	14%	*	2%	120
Started	237	73%	48	15%	35	11%	6	2%	326
Completed	169	73%	32	14%	26	11%	*	1%	230
ISP									
Assigned	*	12%	13	76%	*	12%	*	0%	17
Started	54	38%	63	44%	19	13%	6	4%	142
Completed	34	45%	33	43%	7	9%	*	3%	76
MPCF									
Assigned	263	69%	102	27%	7	2%	7	2%	379
Started	636	69%	230	25%	32	3%	23	2%	921
Completed	578	70%	199	24%	32	4%	20	2%	829
NCCF									
Assigned	94	57%	54	33%	13	8%	*	3%	166
Started	206	65%	76	24%	24	8%	9	3%	315
Completed	168	64%	66	25%	21	8%	9	3%	264
NCF									
Assigned	106	76%	21	15%	10	7%	*	1%	139
Started	311	74%	53	13%	49	12%	5	1%	418
Completed	172	73%	33	14%	31	13%	*	0%	237

Statewide									
Assigned	996	64%	431	28%	95	6%	36	2%	1558
Started	2646	66%	987	25%	263	7%	106	3%	4002
Completed	2025	67%	724	24%	195	6%	75	2%	3019
As a reminder these are not mutually exclusive categories and therefore should not be totaled.									

Educational Attainment

Table 17: Highest Known Education Level for Incarcerated Individuals by Race and Institution

Institution	White		African-American		Hispanic		Other		Total N
	N	%	N	%	N	%	N	%	
ASP									
Higher Education	34	6%	*	2%	*	5%	*	0%	42
HS Diploma/HiSET/GED	488	87%	192	86%	49	75%	21	91%	750
No HS Diploma/HiSET/GED	37	7%	25	11%	13	20%	*	9%	77
CCF									
Higher Education	29	4%	*	1%	*	0%	*	8%	34
HS Diploma/HiSET/GED	639	88%	181	83%	41	85%	21	88%	882
No HS Diploma/HiSET/GED	56	8%	34	16%	7	15%	*	4%	98
FDCF									
Higher Education	62	7%	18	5%	*	0%	*	4%	82
HS Diploma/HiSET/GED	786	88%	336	85%	54	95%	40	83%	1216
No HS Diploma/HiSET/GED	41	5%	40	10%	*	5%	6	13%	90
ICIW									
Higher Education	47	6%	6	5%	*	4%	*	3%	56
HS Diploma/HiSET/GED	753	91%	119	90%	43	91%	32	94%	947
No HS Diploma/HiSET/GED	28	3%	7	5%	*	4%	*	3%	38
IMCC									
Higher Education	24	4%	*	3%	*	2%	*	0%	29
HS Diploma/HiSET/GED	509	89%	95	81%	38	90%	16	94%	658
No HS Diploma/HiSET/GED	36	6%	18	15%	*	7%	*	6%	58
ISP									
Higher Education	18	6%	7	3%	*	0%	*	7%	26
HS Diploma/HiSET/GED	252	85%	167	80%	33	85%	13	87%	465
No HS Diploma/HiSET/GED	28	9%	35	17%	6	15%	*	7%	70
MPCF									
Higher Education	29	3%	11	4%	*	0%	*	4%	41
HS Diploma/HiSET/GED	842	90%	220	85%	30	86%	24	89%	1116
No HS Diploma/HiSET/GED	65	7%	27	10%	5	14%	*	7%	99
NCCF									
Higher Education	22	5%	7	4%	*	0%	*	0%	29
HS Diploma/HiSET/GED	436	91%	147	91%	36	90%	20	100%	639
No HS Diploma/HiSET/GED	22	5%	7	4%	*	10%	*	0%	33
NCF									
Higher Education	53	5%	9	5%	*	7%	*	6%	67
HS Diploma/HiSET/GED	925	90%	157	82%	51	84%	15	88%	1148
No HS Diploma/HiSET/GED	45	4%	25	13%	6	10%	*	6%	77

Statewide									
Higher Education	318	5%	70	4%	10	2%	8	3%	406
HS Diploma/HiSET/GED	5630	89%	1614	85%	375	86%	202	90%	7821
No HS Diploma/HiSET/GED	358	6%	218	11%	49	11%	15	7%	640
Total	6306		1902		434		225		8867

Table 18: Highest Known Education Level for Individuals Supervised in the Community by Race and District³²

District	White		African-American		Other		Total N
	N	%	N	%	N	%	
1st District							
Higher Education	54	5%	*	1%	*	8%	62
HS Diploma/HiSET/GED	1015	87%	300	88%	30	81%	1345
No HS Diploma/HiSET/GED	93	8%	36	11%	*	11%	133
2nd District							
Higher Education	24	3%	*	0%	*	5%	27
HS Diploma/HiSET/GED	876	93%	104	95%	61	92%	1041
No HS Diploma/HiSET/GED	46	5%	6	5%	*	3%	54
3rd District							
Higher Education	12	2%	*	0%	*	1%	13
HS Diploma/HiSET/GED	483	95%	53	98%	115	96%	651
No HS Diploma/HiSET/GED	12	2%	*	2%	*	3%	17
4th District							
Higher Education	8	2%	*	4%	*	14%	10
HS Diploma/HiSET/GED	324	92%	21	88%	6	86%	351
No HS Diploma/HiSET/GED	21	6%	*	8%	*	0%	23
5th District							
Higher Education	168	6%	37	5%	*	2%	210
HS Diploma/HiSET/GED	2327	90%	593	87%	204	89%	3124
No HS Diploma/HiSET/GED	103	4%	52	8%	20	9%	175
6th District							
Higher Education	55	8%	11	6%	*	8%	70
HS Diploma/HiSET/GED	575	86%	162	90%	42	84%	779
No HS Diploma/HiSET/GED	40	6%	8	4%	*	8%	52
7th District							
Higher Education	73	11%	37	12%	*	8%	115
HS Diploma/HiSET/GED	485	76%	207	64%	48	74%	740
No HS Diploma/HiSET/GED	83	13%	77	24%	12	18%	172
8th District							
Higher Education	136	12%	6	4%	*	12%	147

³² Due to small counts, education levels for Hispanic and those of other racial groups have been collapsed into the other category.

HS Diploma/HiSET/GED	857	73%	106	77%	30	70%	993
No HS Diploma/HiSET/GED	176	15%	26	19%	8	19%	210
Statewide							
Higher Education	530	7%	97	5%	27	4%	654
HS Diploma/HiSET/GED	6942	86%	1546	84%	536	87%	9024
No HS Diploma/HiSET/GED	574	7%	208	11%	54	9%	836
Total	8046	100%	1851	100%	617	100%	10514

Discipline

Table 19: Guilty Major Discipline by Race and Institution (Unique Individual Count)

Institution	White		African-American		Hispanic		Other		Total
	N	%	N	%	N	%	N	%	N
ASP	247	50%	185	37%	53	11%	12	2%	497
CCF	311	60%	146	28%	35	7%	25	5%	517
FDCF	242	55%	140	32%	41	9%	14	3%	437
ICIW	98	68%	36	25%	6	4%	*	3%	145
IMCC	191	65%	82	28%	15	5%	7	2%	295
ISP	112	41%	128	47%	26	10%	7	3%	273
MPCF	404	68%	146	25%	24	4%	17	3%	591
NCCF	93	57%	53	33%	13	8%	*	2%	163
NCF	328	73%	85	19%	33	7%	6	1%	452
Total	2026	60%	1001	30%	246	7%	97	3%	3370

Table 20: Guilty Major Discipline by Race and Institution (Discipline Report Count)

Institution	White		African-American		Hispanic		Other		Total
	N	%	N	%	N	%	N	%	N
ASP	660	51%	514	39%	106	8%	23	2%	1303
CCF	565	61%	254	27%	55	6%	50	5%	924
FDCF	393	59%	191	29%	60	9%	20	3%	664
ICIW	129	57%	77	34%	13	6%	7	3%	226
IMCC	254	63%	117	29%	24	6%	8	2%	403
ISP	203	31%	350	54%	78	12%	16	2%	647
MPCF	749	67%	309	27%	39	3%	27	2%	1124
NCCF	113	58%	61	31%	16	8%	*	3%	195
NCF	571	71%	150	19%	78	10%	8	1%	807
Total	3637	58%	2023	32%	469	7%	164	3%	6293

Table 21: Top Three Grievance Types Filed by Institution and Race

Institution	White		African-American		Other ³³		Total
	N	%	N	%	N	%	N
Medical							
ASP	61	78%	13	17%	*	5%	78
CCF	32	65%	14	29%	*	6%	49
FDCF	39	53%	13	18%	21	29%	73
ICIW	26	79%	*	15%	*	6%	33
IMCC	106	68%	33	21%	16	10%	155
ISP	34	68%	16	32%	*	0%	50
MPCF	10	77%	*	23%	*	0%	13
NCCF	12	52%	10	43%	*	4%	23
NCF	49	89%	*	7%	*	4%	55
Property							
ASP	83	57%	46	32%	16	11%	145
CCF	96	77%	20	16%	8	6%	124
FDCF	111	67%	38	23%	17	10%	166
ICIW	9	56%	6	38%	*	6%	16
IMCC	18	69%	7	27%	*	4%	26
ISP	38	36%	55	52%	13	12%	106
MPCF	34	72%	12	26%	*	2%	47
NCCF	6	35%	*	24%	7	41%	17
NCF	101	80%	12	9%	14	11%	127
Staff Related							
ASP	163	52%	132	42%	21	7%	316
CCF	47	47%	42	42%	12	12%	101
FDCF	64	52%	48	39%	11	9%	123
ICIW	10	38%	15	58%	*	4%	26
IMCC	61	59%	35	34%	8	8%	104
ISP	46	40%	64	55%	6	5%	116
MPCF	38	63%	22	37%	*	0%	60
NCCF	12	67%	6	33%	*	0%	18
NCF	122	70%	37	21%	16	9%	175
Statewide							
Medical	369	70%	111	21%	49	9%	529
Property	496	64%	200	26%	78	10%	774
Staff Related	563	54%	401	39%	75	7%	1039
Total	1428	61%	712	30%	202	9%	2342

³³ Due to small counts, Hispanic, Native American, and Asian and Pacific Islander races have been collapsed.

Table 22: Grievances Filed by Institution and Race³⁴

Institution	White		African-American		Hispanic		Other		Total
	N	%	N	%	N	%	N	%	N
ASP	443	54%	313	38%	51	6%	8	1%	815
CCF	312	64%	143	29%	23	5%	9	2%	487
FDCF	324	59%	161	29%	54	10%	14	3%	553
ICIW	101	60%	52	31%	11	7%	*	2%	167
IMCC	343	66%	138	27%	28	5%	9	2%	518
ISP	239	48%	227	46%	25	5%	6	1%	497
MPCF	159	65%	79	32%	*	2%	*	1%	244
NCCF	48	55%	31	36%	*	3%	*	6%	87
NCF	494	73%	108	16%	59	9%	13	2%	674
Total	2463	61%	1252	31%	258	6%	69	2%	4042

Table 23: Count of Unique Individuals Who Filed a Grievances by Institution and Race³⁵

Institution	White		African-American		Hispanic		Other		Total
	N	%	N	%	N	%	N	%	N
ASP	183	54%	122	36%	26	8%	6	2%	337
CCF	187	67%	78	28%	11	4%	*	2%	281
FDCF	202	61%	99	30%	19	6%	9	3%	329
ICIW	73	66%	28	25%	7	6%	*	3%	111
IMCC	253	70%	89	25%	15	4%	*	1%	362
ISP	93	47%	87	44%	12	6%	*	2%	196
MPCF	123	66%	57	31%	*	2%	*	1%	186
NCCF	39	56%	25	36%	*	4%	*	4%	70
NCF	272	75%	60	17%	25	7%	*	1%	362
Total	1425	64%	645	29%	122	5%	42	2%	2234

³⁴ A count of grievances filed in FY 20. This report will count all individual grievances however, if a client filed more than one grievance where the reason, facility, and date were all consistent, that grievance would be counted once within this report.

³⁵ A count of unique individuals by facility who filed at least one grievance.

Violations

Table 24: Non-Probation Revocations to Prison by Revocation Type, Race, and District

District	White		African-American		Other ³⁶		Total
	N	%	N	%	N	%	N
1st District							
New Arrest	122	73%	79	75%	*	38%	204
Technical Revocation	45	27%	26	25%	*	63%	76
2nd District							
New Arrest	139	76%	22	76%	14	70%	175
Technical Revocation	44	24%	7	24%	6	30%	57
3rd District							
New Arrest	64	54%	9	45%	34	64%	107
Technical Revocation	54	46%	11	55%	19	36%	84
4th District							
New Arrest	61	60%	*	71%	*	100%	70
Technical Revocation	40	40%	*	29%	*	0%	42
5th District							
New Arrest	290	68%	110	73%	33	65%	433
Technical Revocation	137	32%	41	27%	18	35%	196
6th District							
New Arrest	51	63%	30	70%	9	69%	90
Technical Revocation	30	37%	13	30%	*	31%	47
7th District							
New Arrest	87	72%	54	96%	8	67%	149
Technical Revocation	34	28%	*	4%	*	33%	40
8th District							
New Arrest	126	74%	15	83%	*	83%	146
Technical Revocation	44	26%	*	17%	*	17%	48
Total	1368	100%	429	100%	167	100%	1964

³⁶ Due to small counts, Hispanic, Native American, and Asian and Pacific Islander counts have been collapsed.

Electronic Monitoring

Table 25: Electronic Monitoring by Race and District

District	White		African-American		Hispanic		Other		Total
	N	%	N	%	N	%	N	%	N
1 st District	81	74%	24	22%	*	3%	*	2%	110
2 nd District	228	83%	33	12%	13	5%	*	1%	276
3 rd District	116	66%	23	13%	21	12%	15	9%	175
4 th District	126	84%	12	8%	8	5%	*	3%	150
5 th District	344	63%	153	28%	40	7%	9	2%	546
6 th District	82	69%	29	24%	*	3%	*	4%	119
7 th District	70	60%	36	31%	10	9%	*	0%	116
8 th District	146	78%	30	16%	9	5%	*	1%	186
Total	1193	71%	340	20%	107	7%	38	2%	1678

PSI Recommendations

Table 26: PSI Recommendations by Race and District

District	White		African-American		Other ³⁷		Total
	N	%	N	%	N	%	N
1st District							
Prison - Imposed	76	24%	55	39%	*	13%	132
Prison - Suspended - With Probation	162	51%	51	36%	*	38%	216
Deferred Judgement - With Probation	63	20%	32	23%	*	50%	99
Other	16	5%	*	2%	*	0%	19
2nd District							
Prison - Imposed	107	24%	25	35%	15	33%	147
Prison - Suspended - With Probation	297	66%	37	51%	25	54%	359
Deferred Judgement - With Probation	21	5%	6	8%	*	4%	29
Other	22	5%	*	6%	*	9%	30
3rd District							
Prison - Imposed	140	36%	30	47%	71	47%	241
Prison - Suspended - With Probation	229	59%	28	44%	69	46%	326
Other	16	4%	6	9%	11	7%	33
4th District							
Prison - Imposed	15	75%	*	100%	*	100%	18
Prison - Suspended - With Probation	5	25%	*	0%	*	0%	5
5th District							
Prison - Imposed	344	32%	133	40%	45	36%	522
Prison - Suspended - With Probation	665	61%	177	53%	71	57%	913
Deferred Judgement - With Probation	61	6%	19	6%	*	3%	84
Other	20	2%	*	1%	*	3%	28
6th District							
Prison - Imposed	43	21%	30	27%	*	19%	77
Prison - Suspended - With Probation	110	54%	57	52%	*	24%	172
Deferred Judgement - With Probation	47	23%	22	20%	11	52%	80
Other	5	2%	*	1%	*	5%	7
7th District							
Prison - Imposed	164	36%	101	38%	15	35%	280
Prison - Suspended - With Probation	274	59%	162	61%	24	56%	460
Deferred Judgement - With Probation	*	0%	*	0%	*	0%	*

³⁷ Due to small counts, Hispanic, Native American, and Asian and Pacific Islander counts have been collapsed.

Other	21	5%	*	1%	*	9%	28
8 th District							
Prison - Imposed	131	30%	32	42%	11	31%	174
Prison - Suspended - With Probation	250	57%	35	45%	16	46%	301
Deferred Judgement - With Probation	50	11%	9	12%	7	20%	66
Other	8	2%	*	1%	*	3%	10
Statewide							
Prison - Imposed	1020	64%	408	26%	163	10%	1591
Prison - Suspended - With Probation	1992	72%	547	20%	213	8%	2752
Deferred Judgement - With Probation	244	68%	88	24%	28	8%	360
Other	108	70%	22	14%	25	16%	155
Total	3364	69%	1065	22%	429	9%	4858