The Vermont Prison Climate Surveys were developed as part of the **Prison Research and Innovation Network (PRIN)** - a consortium of 5 states, each working to establish a model of transparency, accountability, and innovation in prisons. The 5 states participating in the PRIN project are: Vermont, Delaware, Iowa, Missouri, and Colorado.

The purpose of PRIN is to better understand prison environments; enhance prisons’ data collection capacities to promote transparency and accountability; and design, implement, and evaluate evidence-based programs and policies to improve conditions for individuals incarcerated in and working in prisons. PRIN is a 4.5 year project taking place from January 2020 to June 2024.

**Phase I (January 2020 – December 2021).** Researchers at the University of Vermont developed two Prison Climate Surveys - one for correctional staff and one for incarcerated persons. Both surveys were developed using participatory research methods, elevating the voices and perspectives of correctional staff and incarcerated individuals. Surveys were developed and administered in Southern State Correctional Facility (SSCF), the PRIN pilot facility. In June 2021, just over one year into the Covid-19 pandemic, baseline surveys were administered. More than 70% of SSCF staff and incarcerated persons completed the surveys.

**Phase II (January 2022 – June 2024).** The Vermont Department of Corrections launched an innovation process using findings from phase I to identify priority areas for change and implement and test changes in the pilot facility to make prison environments more humane and rehabilitative. As part of this effort, the Vermont Prison Climate Surveys are administered in SSCF throughout the duration of the PRIN project, providing the opportunity for researchers to evaluate the impact of innovations and build the evidence-base for change. In June 2022, one year after baseline, the PRIN surveys were administered for a second time. **Results of the 2022 correctional staff and incarcerated persons surveys are presented in this report.**

This work was completed under the Urban Institute’s Prison Research and Innovation Initiative (PRII), supported by Arnold Ventures—a five-year effort to leverage research and evidence to shine a much-needed light on prison conditions and pilot strategies to promote the wellbeing of people who are confined and work behind bars. The views expressed here are those of the author/authors and should not be attributed to the Urban Institute, Arnold Ventures, its trustees, or its funders.
PRIN Surveys - 2022 Overview

This report details the full 2022 survey results for the VT-PRIN study. Many of the findings did not significantly change from the 2021 results. To help highlight areas of potential change we have flagged each question on the 2022 survey results where there was a statistically significant, or trend towards statistical significance, change from the 2021 results. These flags are based on average scale differences between the two years, and may or may not represent meaningful changes.

■ There is a red box next to the questions where there was a negative change (i.e., things got worse).
■ There is a green box next to the questions where there was a positive change (i.e., things got better).

Survey questions are presented in the order that they were asked on the survey itself. It's important to note that the survey was largely unchanged between 2021 and 2022, with the exception of a slight difference in questions and order related to Covid-19.

Overall, perceptions of facility climate have trended downward. There were several noteworthy trends in perceptions among correctional staff, including: their mental health and well-being have declined, and there are increased concerns with job satisfaction and workplace culture. Amongst incarcerated persons, there was a perception of less availability of prison activities including those focused on preparation for release, as well as an increased dissatisfaction with healthcare services.

It is important to bear in mind that these results express opinions, feelings, and perceptions of facility climate. As we consider how to use these findings to inform and evaluate meaningful systems change, UVM researchers plan to conduct further analyses, as well as conduct a series of interviews and focus groups to create a more complete picture.

Abby Crocker acrocker@uvm.edu
Kathy Fox kfox@uvm.edu
65% of correctional staff completed the survey.

The Correctional Staff Vermont Prison Climate Survey was administered to staff working in Vermont’s Southern State Correctional Facility in June 2022. Surveys were paper-based, confidential, and anonymous. Of 116 eligible correctional staff, 75 completed the survey (65% response rate). The demographic data presented here are self-reported.

- Age: 43 years (median)
- Race: 88% white
- Ethnicity: 87% white
- Gender identity: 19% female, 81% male
- Employer: 95% corrections, 5% contractor
- # Years working at SSCF
  - 38% 0-5 years, 62% 6+ years
- # Years working in Corrections
  - 29% 0-5 years, 71% 6+ years
1. I look forward to coming to work.
   - Always: 18%
   - Often: 35%
   - Sometimes: 42%

2. I take pride in my job.
   - Strongly Disagree: 8%
   - Disagree: 51%
   - Agree: 35%

3. It is clear what it means to be successful in my job.
   - Strongly Disagree: 10%
   - Disagree: 43%
   - Agree: 32%
   - Strongly Agree: 15%

4. I have the skills I need to do my job well here.
   - Strongly Disagree: 8%
   - Disagree: 8%
   - Agree: 53%
   - Strongly Agree: 31%

5. Leadership in this prison shows appreciation for staff in meaningful ways.
   - Strongly Disagree: 33%
   - Disagree: 39%
   - Agree: 21%
   - Strongly Agree: 7%

6. My supervisors are invested/interested in my career path and help me achieve my career goals.
   - Strongly Disagree: 25%
   - Disagree: 36%
   - Agree: 31%
   - Strongly Agree: 8%

7. Promotions in this prison are done fairly.
   - Strongly Disagree: 32%
   - Disagree: 35%
   - Agree: 30%

8. If I have a chance, I will change to some other job outside of corrections at the same rate of pay.
   - Strongly Disagree: 15%
   - Disagree: 12%
   - Agree: 30%
   - Strongly Agree: 43%

9. Staff in this prison are fairly compensated for the duties and tasks they are required to perform.
   - Strongly Disagree: 51%
   - Disagree: 33%
   - Agree: 12%
10. The Department communicates a clear vision (mission) for Corrections.

11. There are discussions involving all staff about the vision for Corrections and ways to achieve it.

12. The Department has a clear understanding of what it's like for staff to work in this prison.

13. The Department takes the things I say seriously and treats me and my ideas with respect.
<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>14. I feel that I can rely on other staff in this facility.</td>
<td>20%</td>
<td>62%</td>
<td>13%</td>
<td>13%</td>
</tr>
<tr>
<td>15. This prison’s leadership does everything possible to keep staff safe here.</td>
<td>30%</td>
<td>44%</td>
<td>21%</td>
<td></td>
</tr>
<tr>
<td>16. I can rely on my coworkers to respond quickly during an emergency.</td>
<td>7%</td>
<td>55%</td>
<td>37%</td>
<td></td>
</tr>
<tr>
<td>17. Staff in this prison make newer employees feel welcome.</td>
<td>15%</td>
<td>45%</td>
<td>40%</td>
<td></td>
</tr>
<tr>
<td>18. Overall, I feel this is a safe prison.</td>
<td>17%</td>
<td>33%</td>
<td>46%</td>
<td></td>
</tr>
<tr>
<td>19. There is a strong sense of trust among staff in this prison.</td>
<td>24%</td>
<td>48%</td>
<td>24%</td>
<td></td>
</tr>
<tr>
<td>20. Staff in this prison operate as a real team.</td>
<td>17%</td>
<td>43%</td>
<td>39%</td>
<td></td>
</tr>
<tr>
<td>21. Frequent staff turnover is a problem at this prison.</td>
<td>9%</td>
<td>84%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
22. Mandatory overtime is a problem at this prison. 
- Strongly Disagree: 12%
- Disagree: 84%
- Agree: 51%
- Strongly Agree: 20%

23. Staff in this prison enforce the rules consistently. 
- Strongly Disagree: 29%
- Disagree: 51%
- Agree: 20%
- Strongly Agree: 8%

24. Staff in this prison behave professionally. 
- Strongly Disagree: 11%
- Disagree: 32%
- Agree: 55%
- Strongly Agree: 20%

25. There are enough staff to meet the current needs of this prison. 
- Strongly Disagree: 8%
- Disagree: 20%
- Agree: 56%
- Strongly Agree: 16%

26. Staff are treated the same in this facility regardless of their age. 
- Strongly Disagree: 8%
- Disagree: 20%
- Agree: 56%
- Strongly Agree: 16%

27. Staff are treated the same in this facility regardless of their religion. 
- Strongly Disagree: 7%
- Disagree: 66%
- Agree: 24%

28. Staff are treated the same in this facility regardless of their disability or ability. 
- Strongly Disagree: 10%
- Disagree: 11%
- Agree: 59%
- Strongly Agree: 20%

29. Staff are treated the same in this facility regardless of their gender identify or sexual orientation. 
- Strongly Disagree: 10%
- Disagree: 17%
- Agree: 56%
- Strongly Agree: 17%
<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>30. Staff are treated the same in this facility regardless of their race or ethnicity.</td>
<td>14%</td>
<td>59%</td>
<td>23%</td>
<td></td>
</tr>
<tr>
<td>31. This prison has a high level of coordination across departments when it comes to delivering services and programs to incarcerated people.</td>
<td>27%</td>
<td>47%</td>
<td>24%</td>
<td></td>
</tr>
<tr>
<td>32. Communication in this prison works well - I have the information I need, when I need it, to do my job.</td>
<td>33%</td>
<td>46%</td>
<td>21%</td>
<td></td>
</tr>
<tr>
<td>33. When changes are made in this prison that affect me, I am included in the process.</td>
<td>64%</td>
<td></td>
<td>33%</td>
<td></td>
</tr>
<tr>
<td>34. When changes are made in this prison, we assess the impact to see how they worked.</td>
<td>49%</td>
<td>39%</td>
<td>12%</td>
<td></td>
</tr>
<tr>
<td>35. Staff generally feel comfortable discussing mistakes, errors, or problems with supervisors.</td>
<td>27%</td>
<td>37%</td>
<td>33%</td>
<td></td>
</tr>
<tr>
<td>36. I feel safe speaking up about staff misconduct.</td>
<td>19%</td>
<td>25%</td>
<td>47%</td>
<td>9%</td>
</tr>
<tr>
<td>37. Staff investigations are conducted with fairness.</td>
<td>24%</td>
<td>34%</td>
<td>38%</td>
<td></td>
</tr>
</tbody>
</table>
### WORKPLACE CULTURE, Continued (4/4)

<table>
<thead>
<tr>
<th></th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>38. This prison’s policies and practices support staff wellbeing.</td>
<td>46%</td>
<td>39%</td>
<td>15%</td>
<td></td>
</tr>
<tr>
<td>39. My coworkers show signs of stress.</td>
<td>12%</td>
<td>88%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>40. Generally, staff morale is high.</td>
<td>16%</td>
<td>25%</td>
<td>54%</td>
<td></td>
</tr>
<tr>
<td>41. My work schedule causes conflict at home.</td>
<td>7%</td>
<td>8%</td>
<td>52%</td>
<td>33%</td>
</tr>
<tr>
<td>42. I like having the option to work overtime as a helpful way to increase my paycheck when I need it.</td>
<td>13%</td>
<td>15%</td>
<td>25%</td>
<td>47%</td>
</tr>
<tr>
<td>43. Because of this job, I don’t think I fit in “normal” society anymore.</td>
<td>28%</td>
<td>25%</td>
<td>35%</td>
<td>12%</td>
</tr>
<tr>
<td>44. I have healthy coping mechanisms to help me manage the stress of the job.</td>
<td>37%</td>
<td>34%</td>
<td>24%</td>
<td></td>
</tr>
<tr>
<td>45. I feel there are enough employee wellness and support resources I can access if I need them.</td>
<td>9%</td>
<td>31%</td>
<td>57%</td>
<td></td>
</tr>
<tr>
<td>46. I feel emotionally drained from my work.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
47. Since starting work in corrections, I have developed the following health conditions (check all that apply):

- Anxiety: 59%
- Depression: 44%
- Being overweight or obese: 41%
- High blood pressure: 43%
- Post-traumatic stress disorder (PTSD): 41%
- Alcohol or substance use disorder: 24%
- Diabetes: 9%
- Heart disease:

48. In general, how would you rate your physical health?

- Excellent: 17%
- Very Good: 35%
- Good: 30%
- Fair: 13%

49. To what extent are you able to carry out your everyday physical activities such as walking, climbing stairs, carrying groceries, or moving a chair?

- Completely: 63%
- Mostly: 19%
- Moderately: 11%
- A little: Not at all
STAFF HEALTH, Continued

**Mental Health**

50. In general, how would you rate your mental health, including your mood and your ability to think?

- Excellent: 12%
- Very Good: 9%
- Good: 17%
- Fair: 32%
- Poor: 30%

51. In general, how would you rate your satisfaction with your social activities and relationships?

- Rarely: 9%
- Sometimes: 12%
- Often: 11%
- Always: 25%
- Never: 43%

**In the past 7 days...**

52. I felt worthless...

- Never: 31%
- Rarely: 16%
- Sometimes: 31%
- Often: 14%
- Always: 8%

53. I felt helpless...

- Never: 28%
- Rarely: 20%
- Sometimes: 25%
- Often: 20%
- Always: 7%

54. I felt depressed...

- Never: 19%
- Rarely: 13%
- Sometimes: 23%
- Often: 28%
- Always: 17%

55. I felt hopeless...

- Never: 31%
- Rarely: 15%
- Sometimes: 23%
- Often: 22%
- Always: 9%

**Suicidal Thoughts**

56. At any time in the last 12 months did you seriously think about trying to kill yourself?

30% yes
### TRAUMA

*Consider your entire life, have you experienced? (happened to you or witnessed it)*

<table>
<thead>
<tr>
<th>Question</th>
<th>Yes %</th>
<th>No %</th>
</tr>
</thead>
<tbody>
<tr>
<td>57. Physical assault?</td>
<td>96%</td>
<td></td>
</tr>
<tr>
<td>If yes, did it happen in prison?</td>
<td>67%</td>
<td>33%</td>
</tr>
<tr>
<td>58. Assault with a weapon?</td>
<td>72%</td>
<td>28%</td>
</tr>
<tr>
<td>If yes, did it happen in prison?</td>
<td>65%</td>
<td>35%</td>
</tr>
<tr>
<td>59. Sudden or unexpected death of someone close to you?</td>
<td>84%</td>
<td>16%</td>
</tr>
<tr>
<td>If yes, did it happen in prison?</td>
<td>27%</td>
<td>73%</td>
</tr>
<tr>
<td>60. Any other very stressful event or experience?</td>
<td>95%</td>
<td></td>
</tr>
<tr>
<td>If yes, did it happen in prison?</td>
<td>77%</td>
<td>23%</td>
</tr>
</tbody>
</table>
TRAUMA, Continued

In the past month, how much have you been bothered by physical or emotional reactions when something reminded you of a stressful experience from the past?

61. Physical (e.g. heart pounding, trouble breathing, or sweating).

- Not at all: 23%
- A little bit: 28%
- Moderately: 24%
- Quite a bit: 16%
- Extremely: 9%

62. Emotional (e.g. feeling numb or distant from people; trouble with sleep; avoiding thoughts, memories, or activities; feeling irritable, jumpy, or “super alert”).

- Not at all: 19%
- A little bit: 15%
- Moderately: 26%
- Quite a bit: 25%
- Extremely: 25%
PURPOSE OF PRISON

63. I believe rehabilitation is possible for the people incarcerated here.

- Strongly Disagree: 9%
- Disagree: 32%
- Agree: 52%
- Strongly Agree: 7%

It is important that prisons...

64. Punish people for the crimes they have committed.

- Very important: 16%
- Important: 46%
- Not very important: 26%
- Not at all important: 12%

65. Ensure public safety.

- Very important: 75%
- Important: 24%

66. Prevent people from committing future crimes.

- Very well: 54%
- Well: 38%
- Not very well: 7%

67. Help people make changes for a better life.

- Very well: 64%
- Well: 32%

How well does this prison do these things?

68. Punish people for the crimes they have committed.

- Very well: 32%
- Well: 44%
- Not very well: 19%

69. Ensure public safety.

- Very well: 27%
- Well: 60%
- Not very well: 11%

70. Prevent people from committing future crimes.

- Very well: 9%
- Well: 52%
- Not very well: 36%

71. Help people make changes for a better life.

- Very well: 15%
- Well: 43%
- Not very well: 42%
72. Which of these things should be the most important purpose of prison? (choose one)

- To ensure public safety: 38%
- To help people make changes for a better life: 38%
- To prevent people from committing future crimes: 14%
- To punish people for the crimes they have committed: 10%
73. Incarcerated people get enough to eat here.

74. The quality of food provided to incarcerated people here supports a healthy lifestyle.

75. This facility gives incarcerated people what they need (e.g. soap, regular showers, sanitary products) for good personal hygiene for free.

76. Incarcerated people are usually able to get a good night’s sleep here.

77. It’s easy for incarcerated people with physical disabilities to get around in this prison.

78. Incarcerated people get enough natural light in this prison.

79. This prison is clean.

80. The quality of incarcerated people’s living space is good here.

81. Working in a prison makes me feel like I am “doing time” too.
### Staff-Incarcerated Interactions

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>82. Staff in this prison treat incarcerated people with respect.</td>
<td>15%</td>
<td>76%</td>
<td>8%</td>
<td></td>
</tr>
<tr>
<td>83. Most incarcerated people treat staff with respect.</td>
<td>12%</td>
<td>36%</td>
<td>52%</td>
<td></td>
</tr>
<tr>
<td>84. People who work in this prison have appropriate professional boundaries with people incarcerated here.</td>
<td>20%</td>
<td>71%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>85. I positively influence incarcerated people's lives through my work.</td>
<td>12%</td>
<td>63%</td>
<td>22%</td>
<td></td>
</tr>
<tr>
<td>86. Staff in this prison have empathy for incarcerated people and their problems.</td>
<td>8%</td>
<td>49%</td>
<td>40%</td>
<td></td>
</tr>
<tr>
<td>87. Staff in this prison have the resources to help incarcerated people with their problems.</td>
<td>27%</td>
<td>43%</td>
<td>29%</td>
<td></td>
</tr>
<tr>
<td>88. Staff behavior influences the behavior of those incarcerated in the unit.</td>
<td>8%</td>
<td>52%</td>
<td>39%</td>
<td></td>
</tr>
<tr>
<td>89. I try to urge incarcerated people to take part in activities.</td>
<td>8%</td>
<td>68%</td>
<td>20%</td>
<td></td>
</tr>
</tbody>
</table>
STAFF - 2022

STAFF-INCARCERATED INTERACTIONS, Continued

**Staff in this prison treat incarcerated people the same regardless of the incarcerated persons’...**

<table>
<thead>
<tr>
<th>Question</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>90. Age.</td>
<td>14%</td>
<td>67%</td>
<td>19%</td>
<td></td>
</tr>
<tr>
<td>91. Religion.</td>
<td>7%</td>
<td>72%</td>
<td>21%</td>
<td></td>
</tr>
<tr>
<td>92. Disability or ability.</td>
<td>10%</td>
<td>69%</td>
<td>20%</td>
<td></td>
</tr>
<tr>
<td>93 Charge type or classification.</td>
<td>7%</td>
<td>22%</td>
<td>57%</td>
<td>14%</td>
</tr>
<tr>
<td>94. Gender identify or sexual orientation.</td>
<td>21%</td>
<td>56%</td>
<td>17%</td>
<td></td>
</tr>
<tr>
<td>95. Race or ethnicity.</td>
<td>10%</td>
<td>69%</td>
<td>20%</td>
<td></td>
</tr>
</tbody>
</table>

VT PRISON CLIMATE SURVEY - 2022
CORRECTIONAL PRACTICES AND SANCTIONS

96. This prison has adequate alternatives to segregation.
- Strongly Disagree: 14%
- Disagree: 35%
- Agree: 44%

97. Staff in this prison are more likely to use segregation over other disciplinary options.
- Strongly Disagree: 12%
- Disagree: 66%
- Agree: 14%
- Strongly Agree: 8%

98. Incarcerated peoples' discipline procedures are applied fairly and consistently.
- Strongly Disagree: 11%
- Disagree: 28%
- Agree: 56%

99. Incarcerated peoples' discipline procedures are effective at holding them accountable.
- Strongly Disagree: 25%
- Disagree: 46%
- Agree: 25%

100. There are options for staff to reward incarcerated people for good behavior.
- Strongly Disagree: 35%
- Disagree: 41%
- Agree: 22%

101. This prison provides enough opportunities so incarcerated people can stay busy all day.
- Strongly Disagree: 52%
- Disagree: 29%
- Agree: 19%

102. People incarcerated in this prison can participate in activities that promote their health and well-being.
- Strongly Disagree: 31%
- Disagree: 29%
- Agree: 39%

103. When incarcerated people do not have enough to do they are more likely to engage in negative behavior.
- Strongly Disagree: 37%
- Disagree: 56%

104. This prison does a good job preparing people for release.
- Strongly Disagree: 39%
- Disagree: 39%
- Agree: 21%

105. The programs in this prison give incarcerated people the skills they need to be successful in the community.
- Strongly Disagree: 49%
- Disagree: 35%
- Agree: 16%

106. Caseloads are manageable to adequately support incarcerated people as they get ready for release.
- Strongly Disagree: 26%
- Disagree: 40%
- Agree: 30%
107. This prison’s leadership has demonstrated care for the wellbeing of staff.

- Strongly Disagree: 23%
- Disagree: 27%
- Agree: 46%

108. This prison’s leadership has been clearly communicating changes to normal operations, like new procedures for mealtimes and phone time.

- Strongly Disagree: 12%
- Disagree: 19%
- Agree: 65%

109. This prison’s leadership has been clearly communicating information about COVID rates in the facility.

- Strongly Disagree: 11%
- Disagree: 13%
- Agree: 68%

110. The COVID-19 restrictions on incarcerated people have been too strict.

- Strongly Disagree: 16%
- Disagree: 55%
- Agree: 19%

111. The purpose of the MAT program was clearly communicated when the program was started.

- Strongly Disagree: 40%
- Disagree: 37%
- Agree: 18%

112. The MAT program is implemented in a manner that supports the prison’s operations and safety.

- Strongly Disagree: 49%
- Disagree: 34%
- Agree: 16%

113. The MAT program has had a positive effect on the prison.

- Strongly Disagree: 51%
- Disagree: 28%
- Agree: 18%
72% of incarcerated persons completed the survey.

The Incarcerated Persons Vermont Prison Climate Survey was administered to people incarcerated in Vermont’s Southern State Correctional Facility in June 2022. Surveys were paper-based, confidential, and anonymous. Of 293 eligible incarcerated people, 212 completed the survey (72% response rate). The demographic data presented here are self-reported.

- **Age**: 38 years (median)
- **Race**: 75% white
- **Ethnicity**: 73% white
- **Gender identity**: 87% male
  - Transgender: 5%
- **Status**:
  - 30% Detained, awaiting trial
  - 46% Serving sentence
  - 24% Incarcerated for a violation of conditions
- **# Years incarcerated at SSCF**
  - 81% 0-5 years, 19% 6+ years
### Prison Conditions & Environment

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. I get enough to eat here.</td>
<td>13%</td>
<td>43%</td>
<td>39%</td>
<td></td>
</tr>
<tr>
<td>2. The quality of food here supports a healthy lifestyle.</td>
<td>29%</td>
<td>40%</td>
<td>28%</td>
<td></td>
</tr>
<tr>
<td>3. The facility gives me what I need (e.g. soap, regular showers, sanitary products) for good personal hygiene.</td>
<td>40%</td>
<td>35%</td>
<td>23%</td>
<td></td>
</tr>
<tr>
<td>4. I am usually able to get a good night’s sleep here.</td>
<td>26%</td>
<td>40%</td>
<td>31%</td>
<td></td>
</tr>
<tr>
<td>5. It's easy for incarcerated people with physical disabilities to get around in this prison.</td>
<td>17%</td>
<td>30%</td>
<td>50%</td>
<td></td>
</tr>
<tr>
<td>6. I get enough natural light in this prison.</td>
<td>24%</td>
<td>36%</td>
<td>38%</td>
<td></td>
</tr>
<tr>
<td>7. I get enough fresh air in this prison.</td>
<td>30%</td>
<td>36%</td>
<td>31%</td>
<td></td>
</tr>
<tr>
<td>8. This prison is clean.</td>
<td>24%</td>
<td>36%</td>
<td>38%</td>
<td></td>
</tr>
<tr>
<td>9. The quality of my living space is good here.</td>
<td>25%</td>
<td>41%</td>
<td>32%</td>
<td></td>
</tr>
</tbody>
</table>
10. There are enough outside vendors to choose from.

- Strongly Disagree: 65%
- Disagree: 27%
- Agree: 8%

11. There are enough options for things to buy.

- Strongly Disagree: 55%
- Disagree: 33%
- Agree: 11%

12. The quality of the available items is good.

- Strongly Disagree: 42%
- Disagree: 35%
- Agree: 22%

13. The costs are reasonable.

- Strongly Disagree: 70%
- Disagree: 19%
- Agree: 11%
It is important that prisons...

14. Punish people for the crimes they have committed.
- Very important: 16%
- Important: 54%
- Not very important: 19%
- Not at all important: 11%

15. Ensure public safety.
- Very important: 35%
- Important: 54%
- Not very important: 7%

- Very important: 37%
- Important: 49%
- Not very important: 11%

17. Help people make changes for a better life.
- Very important: 67%
- Important: 27%

How well does this prison do these things?

18. Punish people for the crimes they have committed.
- Very well: 24%
- Well: 38%
- Not very well: 25%
- Not at all well: 13%

- Very well: 13%
- Well: 49%
- Not very well: 26%
- Not at all well: 12%

20. Prevent people from committing future crimes.
- Very well: 7%
- Well: 22%
- Not very well: 32%
- Not at all well: 39%

21. Help people make changes for a better life.
- Very well: 11%
- Well: 32%
- Not very well: 52%
22. Which of these things should be the most important purpose of prison? (choose one)

- To help people make changes for a better life: 74%
- To ensure public safety: 11%
- To punish people for the crimes they have committed: 10%
- To prevent people from committing future crimes:
## PERCEPTIONS OF PERSONAL SAFETY

<table>
<thead>
<tr>
<th>Perception</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>23. Overall I feel this is a safe prison.</td>
<td>12%</td>
<td>20%</td>
<td>54%</td>
<td>14%</td>
</tr>
<tr>
<td>24. The staff at this prison make me feel safe.</td>
<td>23%</td>
<td>36%</td>
<td>36%</td>
<td>12%</td>
</tr>
<tr>
<td>25. Sexual assault of incarcerated people by staff is a problem here.</td>
<td>44%</td>
<td>39%</td>
<td>12%</td>
<td>15%</td>
</tr>
<tr>
<td>26. Sexual assault between incarcerated people is a problem here.</td>
<td>36%</td>
<td>43%</td>
<td></td>
<td>15%</td>
</tr>
<tr>
<td>27. Racial tension between incarcerated people is a problem in this prison.</td>
<td>22%</td>
<td>38%</td>
<td>29%</td>
<td>11%</td>
</tr>
<tr>
<td>28. Victims of bullying get the help they need here.</td>
<td>35%</td>
<td>38%</td>
<td>22%</td>
<td></td>
</tr>
<tr>
<td>29. Some incarcerated people are afraid of other incarcerated people.</td>
<td>9%</td>
<td>57%</td>
<td>28%</td>
<td></td>
</tr>
<tr>
<td>30. I have to constantly be alert and on guard.</td>
<td>13%</td>
<td>26%</td>
<td>40%</td>
<td>21%</td>
</tr>
<tr>
<td>31. Incarcerated people feel like they have to be “tough” to get respect in this prison.</td>
<td>8%</td>
<td>15%</td>
<td>50%</td>
<td>27%</td>
</tr>
<tr>
<td>32. Theft is common in this prison.</td>
<td>14%</td>
<td>30%</td>
<td>40%</td>
<td>16%</td>
</tr>
<tr>
<td>33. Weapons are an issue in this prison.</td>
<td>35%</td>
<td>45%</td>
<td>16%</td>
<td></td>
</tr>
</tbody>
</table>
### PRISON CULTURE

#### Survey Responses

<table>
<thead>
<tr>
<th>Question</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>34. I am encouraged to work towards goals in this prison.</td>
<td>42%</td>
<td>32%</td>
<td>22%</td>
<td></td>
</tr>
<tr>
<td>35. Even if I never got out of prison, my life here has meaning.</td>
<td>40%</td>
<td>29%</td>
<td>21%</td>
<td>10%</td>
</tr>
<tr>
<td>36. Sale and trade of contraband is a problem here.</td>
<td>27%</td>
<td>49%</td>
<td>14%</td>
<td>10%</td>
</tr>
<tr>
<td>37. I get emotional support from other incarcerated people.</td>
<td>22%</td>
<td>29%</td>
<td>43%</td>
<td></td>
</tr>
<tr>
<td>38. I do not trust many people in this prison.</td>
<td>12%</td>
<td>36%</td>
<td>47%</td>
<td></td>
</tr>
<tr>
<td>39. Mixing different inmates (with certain charges or classification levels) causes problems.</td>
<td>16%</td>
<td>38%</td>
<td>43%</td>
<td></td>
</tr>
<tr>
<td>40. Being in prison teaches people how to get better at committing crimes.</td>
<td>11%</td>
<td>21%</td>
<td>42%</td>
<td>26%</td>
</tr>
<tr>
<td>41. Incarcerated people are treated the same in this prison regardless of their: Charge type or classification.</td>
<td>37%</td>
<td>35%</td>
<td>20%</td>
<td>8%</td>
</tr>
</tbody>
</table>
42. Incarcerated people are treated the same in this prison regardless of their: Age.

- Strongly Disagree: 19%
- Disagree: 32%
- Agree: 40%
- Strongly Agree: 9%

43. Incarcerated people are treated the same in this prison regardless of their: Gender identity or sexual orientation.

- Strongly Disagree: 29%
- Disagree: 31%
- Agree: 31%
- Strongly Agree: 9%

44. Incarcerated people are treated the same in this prison regardless of their: Race or ethnicity.

- Strongly Disagree: 27%
- Disagree: 29%
- Agree: 36%
- Strongly Agree: 8%

45. Incarcerated people are treated the same in this prison regardless of their: Religion.

- Strongly Disagree: 23%
- Disagree: 22%
- Agree: 45%
- Strongly Agree: 10%

46. Incarcerated people are treated the same in this prison regardless of their: Disability or ability.

- Strongly Disagree: 27%
- Disagree: 27%
- Agree: 37%
- Strongly Agree: 9%
CORRECTIONAL STAFF AND PRACTICES

47. I feel safe raising concerns with staff in this prison.

- Strongly Disagree: 22%
- Disagree: 33%
- Agree: 42%

48. Staff in this prison treat me with respect.

- Strongly Disagree: 27%
- Disagree: 34%
- Agree: 33%

49. People who work in this prison have appropriate professional boundaries with people incarcerated here.

- Strongly Disagree: 26%
- Disagree: 28%
- Agree: 40%

50. Relationships between staff and incarcerated people in this prison are good.

- Strongly Disagree: 20%
- Disagree: 38%
- Agree: 38%

51. Staff behavior influences the behavior of those incarcerated in the unit.

- Strongly Disagree: 13%
- Disagree: 46%
- Agree: 36%

52. Staff don't seem interested in my problems.

- Strongly Disagree: 22%
- Disagree: 44%
- Agree: 30%

53. Staff don't have the resources to help me with my problems.

- Strongly Disagree: 15%
- Disagree: 41%
- Agree: 38%

54. Staff here tend to reward incarcerated people for good behavior.

- Strongly Disagree: 46%
- Disagree: 32%
- Agree: 18%

55. In this prison, staff enforce the rules consistently.

- Strongly Disagree: 27%
- Disagree: 26%
- Agree: 34%
- Strongly Agree: 13%
### DISCIPLINE AND GRIEVANCE PROCEDURES

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>56. The process for reporting staff misconduct works well.</td>
<td>52%</td>
<td>34%</td>
<td>13%</td>
<td></td>
</tr>
<tr>
<td>57. The grievance process in this prison is a useful tool to address the concerns of incarcerated people.</td>
<td>55%</td>
<td>29%</td>
<td>14%</td>
<td></td>
</tr>
<tr>
<td>58. Sanctions are applied fairly here.</td>
<td>45%</td>
<td>30%</td>
<td>22%</td>
<td></td>
</tr>
<tr>
<td>59. This prison has adequate alternatives to segregation.</td>
<td>36%</td>
<td>35%</td>
<td>26%</td>
<td></td>
</tr>
<tr>
<td>60. Staff in this prison are more likely to use segregation over other disciplinary options.</td>
<td>15%</td>
<td>36%</td>
<td>34%</td>
<td>15%</td>
</tr>
<tr>
<td>61. I can keep my dignity even when being punished.</td>
<td>20%</td>
<td>31%</td>
<td>39%</td>
<td>10%</td>
</tr>
<tr>
<td>62. Incarcerated people in this prison have a voice in their own discipline process.</td>
<td>53%</td>
<td>28%</td>
<td>16%</td>
<td>16%</td>
</tr>
<tr>
<td>63. The discipline and grievance processes would benefit from external oversight.</td>
<td>11%</td>
<td>10%</td>
<td>37%</td>
<td>43%</td>
</tr>
</tbody>
</table>
PLANNING FOR RELEASE

64. This prison does a good job preparing people for release.
56% Strongly Disagree
33% Disagree
9% Agree
1% Strongly Agree

65. There are enough staff to help me get ready for release.
58% Strongly Disagree
26% Disagree
14% Agree
2% Strongly Agree

66. I am able to start planning for release with enough time to be ready for when I am released.
51% Strongly Disagree
29% Disagree
18% Agree
2% Strongly Agree

67. The programs in this facility give me the skills I need to be successful on the outside.
63% Strongly Disagree
22% Disagree
13% Agree
2% Strongly Agree
### PRISON ACTIVITIES

<table>
<thead>
<tr>
<th>Question</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>68. I have access to activities that promote wellbeing and growth.</td>
<td>42%</td>
<td>41%</td>
<td>15%</td>
<td></td>
</tr>
<tr>
<td>69. There are a lot of times when there is nothing productive (or meaningful) for me to do.</td>
<td>9%</td>
<td>35%</td>
<td>50%</td>
<td></td>
</tr>
<tr>
<td>70. This prison gives me opportunities to feel proud and accomplished.</td>
<td>48%</td>
<td>36%</td>
<td>15%</td>
<td></td>
</tr>
<tr>
<td>71. This prison gives me enough recreation time.</td>
<td>41%</td>
<td>32%</td>
<td>25%</td>
<td></td>
</tr>
<tr>
<td>72. The quality of activities during recreation time helps me to feel good.</td>
<td>31%</td>
<td>38%</td>
<td>27%</td>
<td></td>
</tr>
<tr>
<td>73. I am able to practice my religion in this prison.</td>
<td>24%</td>
<td>26%</td>
<td>44%</td>
<td></td>
</tr>
<tr>
<td>74. The prison provides enough opportunities for incarcerated people to earn money.</td>
<td>55%</td>
<td>28%</td>
<td>14%</td>
<td></td>
</tr>
<tr>
<td>75. The risk reduction programming in this facility is helpful to me (leave blank if does not apply).</td>
<td>51%</td>
<td>29%</td>
<td>11%</td>
<td>9%</td>
</tr>
<tr>
<td>76. The education program in this facility is useful to me (leave blank if does not apply).</td>
<td>44%</td>
<td>35%</td>
<td>15%</td>
<td></td>
</tr>
</tbody>
</table>
77. **What types of programs would you find most helpful to meet your needs? (choose up to 3)**

<table>
<thead>
<tr>
<th>Program Type</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job Training</td>
<td>66%</td>
</tr>
<tr>
<td>Community service (e.g. dog training program, gardening for food shelf)</td>
<td>55%</td>
</tr>
<tr>
<td>Life skills, like budgeting and interview skills</td>
<td>48%</td>
</tr>
<tr>
<td>Meaningful activities to pass time (e.g. book club, music or art programs)</td>
<td>42%</td>
</tr>
<tr>
<td>Improving family relationships, like parenting</td>
<td>34%</td>
</tr>
<tr>
<td>Education</td>
<td>30%</td>
</tr>
<tr>
<td>Anger management or other behavior management</td>
<td>29%</td>
</tr>
</tbody>
</table>
78. I get the medical treatment I need in this prison, when I need it.

79. I get the mental health care/treatment I need in this prison, when I need it.

80. I receive better medical care in this prison than I did on the outside.

81. There are enough staff to meet the current medical and mental health care needs of the prison.

82. There are enough mental health care services here.

83. When I became incarcerated in this prison, I was able to continue taking the medications my doctor had prescribed to me on the outside (leave blank if does not apply).

84. I am able to get adequate treatment for my substance use disorder here (leave blank if does not apply).

85. When people are first incarcerated in the prison, they are screened adequately for medical and mental health needs.

86. While incarcerated, people receive regular screening to update their medical and mental health needs.
87. The MAT program is implemented in a manner that supports the prison’s operations and safety.

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>23%</td>
<td>18%</td>
<td>39%</td>
<td>20%</td>
</tr>
</tbody>
</table>

88. The MAT program has had a positive effect on the prison.

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>22%</td>
<td>14%</td>
<td>34%</td>
<td>30%</td>
</tr>
</tbody>
</table>

89. My health has declined since entering prison.

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>14%</td>
<td>27%</td>
<td>33%</td>
<td>26%</td>
</tr>
</tbody>
</table>

90. Being in prison has been very hard for my mental health.

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>9%</td>
<td>32%</td>
<td>54%</td>
<td></td>
</tr>
</tbody>
</table>
91. Since entering prison, I have developed the following health conditions (check all that apply):

- Post-traumatic stress disorder (PTSD) 73%  
- Anxiety 71%  
- Depression 53%  
- Being overweight or obese 38%  
- High blood pressure 26%  
- Alcohol or substance use disorder 16%  
- Diabetes 26%  
- Heart disease 19%  

### Physical Health

92. In general, how would you rate your physical health?

- Excellent: 11%  
- Very Good: 37%  
- Good: 27%  
- Fair: 19%  

93. To what extent are you able to carry out your everyday physical activities such as walking, climbing stairs, carrying groceries, or moving a chair?

- Completely: 29%  
- Mostly: 18%  
- Moderately: 25%  
- A little: 22%  
- Not at all: 19%
HEALTH AND WELLBEING, CONTINUED

Mental Health

94. In general, how would you rate your mental health, including your mood and your ability to think?

- Excellent: 10%
- Very Good: 23%
- Good: 34%
- Fair: 28%

95. In general, how would you rate your satisfaction with your social activities and relationships?

- Excellent: 9%
- Very Good: 26%
- Good: 29%
- Fair: 33%

In the past 7 days...

96. I felt worthless...

- Never: 18%
- Rarely: 16%
- Sometimes: 30%
- Often: 18%
- Always: 18%

97. I felt helpless...

- Never: 17%
- Rarely: 14%
- Sometimes: 21%
- Often: 26%
- Always: 22%

98. I felt depressed...

- Never: 8%
- Rarely: 7%
- Sometimes: 24%
- Often: 28%
- Always: 33%

99. I felt hopeless...

- Never: 15%
- Rarely: 12%
- Sometimes: 22%
- Often: 24%
- Always: 27%

Suicidal Thoughts

100. At any time in the last 12 months did you seriously think about trying to kill yourself?

37% yes
CONTACT WITH FAMILY AND FRIENDS

101. This prison makes it easy to maintain family relationships.
- Strongly Disagree: 38%
- Disagree: 45%
- Agree: 16%

102. Visits and phone calls are taken away as punishment.
- Strongly Disagree: 12%
- Disagree: 32%
- Agree: 41%
- Strongly Agree: 15%

103. I have strong family or friend(s) on the outside who support me emotionally.
- Strongly Disagree: 9%
- Disagree: 19%
- Agree: 43%
- Strongly Agree: 29%

104. I have strong family or friend(s) on the outside who support me financially.
- Strongly Disagree: 19%
- Disagree: 21%
- Agree: 42%
- Strongly Agree: 18%

105. Visiting opportunities are too limited in this prison.
- Strongly Disagree: 10%
- Disagree: 35%
- Agree: 52%

106. The cost of making or receiving phone calls or video calls is too high.
- Strongly Disagree: 12%
- Disagree: 25%
- Agree: 61%

107. Correctional officers treat visitors with respect.
- Strongly Disagree: 19%
- Disagree: 31%
- Agree: 44%
If you have children under the age of 18 years old:

108. Before entering prison, I was an active part of my children’s lives.
- 9% (9%)
- 11% (11%)
- 29% (29%)
- 51% (51%)

109. This facility makes it possible for me to play a meaningful role in my children’s lives.
- 46% (46%)
- 37% (37%)
- 11% (11%)

110. My children are well cared for while I am incarcerated.
- 10% (10%)
- 19% (19%)
- 26% (26%)
- 45% (45%)
## TRAUMA

*Consider your entire life, have you experienced? (happened to you or witnessed it)*

<table>
<thead>
<tr>
<th>Question</th>
<th>% Yes</th>
<th>% No</th>
</tr>
</thead>
<tbody>
<tr>
<td>111. Physical assault?</td>
<td>78%</td>
<td>22%</td>
</tr>
<tr>
<td>If yes, did it happen in prison?</td>
<td>39%</td>
<td>61%</td>
</tr>
<tr>
<td>112. Assault with a weapon?</td>
<td>58%</td>
<td>42%</td>
</tr>
<tr>
<td>If yes, did it happen in prison?</td>
<td>35%</td>
<td>65%</td>
</tr>
<tr>
<td>113. Sudden or unexpected death of someone close to you?</td>
<td>79%</td>
<td>21%</td>
</tr>
<tr>
<td>If yes, did it happen in prison?</td>
<td>32%</td>
<td>68%</td>
</tr>
<tr>
<td>114. Any other very stressful event or experience?</td>
<td>79%</td>
<td>21%</td>
</tr>
<tr>
<td>If yes, did it happen in prison?</td>
<td>37%</td>
<td>63%</td>
</tr>
</tbody>
</table>
In the past month, how much have you been bothered by physical or emotional reactions when something reminded you of a stressful experience from the past?

115. Physical (e.g. heart pounding, trouble breathing, or sweating).

- Not at all: 12%
- A little bit: 21%
- Moderately: 25%
- Quite a bit: 23%
- Extremely: 19%

116. Emotional (e.g. feeling numb or distant from people; trouble with sleep; avoiding thoughts, memories, or activities; feeling irritable, jumpy, or “super alert”).

- Not at all: 7%
- A little bit: 13%
- Moderately: 18%
- Quite a bit: 28%
- Extremely: 34%
ADVERSE CHILDHOOD EXPERIENCES (ACE)

A series of 10 questions about difficult or stressful things that sometimes happen to people in their childhood. Respondents are asked to consider the time before they were 18 years old as they go through the questions.

One point is assigned for each “yes” response, and then points are summed to calculate a total ACE score.

ACE scores greater than 4 are associated with significantly negative outcomes. Those with scores greater than 6 are in the most severe category of risk – including having an estimated shortened lifespan by 20 years.
127. Were you incarcerated in this prison before the start of COVID-19? 55% yes

128. The prison has demonstrated care for the wellbeing of people incarcerated here. 28% Disagree 37% Agree 30% Strongly Agree

129. People incarcerated here have been given masks. 29% Disagree 34% Agree 31% Strongly Agree

130. Most staff here have been wearing masks. 9% Disagree 9% Agree 67% Strongly Agree 15% Strongly Disagree

131. Correctional staff here have been letting us make more free phone calls when visits were restricted. 28% Disagree 31% Agree 37% Strongly Agree

132. Correctional staff here have been clearly communicating when and why our movements, activities, and visits have been restricted. 40% Disagree 30% Agree 25% Strongly Agree

133. Correctional staff have been clearly communicating information about COVID rates in the facility. 37% Disagree 28% Agree 31% Strongly Agree

134. Staff here have been increasing the use of segregation as a form of punishment. 13% Disagree 34% Agree 33% Strongly Agree 20% Strongly Disagree

135. The COVID-19 restrictions on incarcerated people have been too strict. 9% Disagree 20% Agree 32% Strongly Agree 39% Strongly Disagree

136. Incarcerated people have understood the need for the COVID-19 restrictions inside the prison. 17% Disagree 28% Agree 46% Strongly Agree 9% Strongly Disagree

137. The COVID-19 restrictions have had a significant impact on my wellbeing. 9% Disagree 20% Agree 35% Strongly Agree 36% Strongly Disagree