

OUR MISSION, VISION, & COMMITMENT



MISSION

Improving public safety by positively changing lives.



VISION

Working together for safer communities.



OUR COMMITMENT

To operate a safe and humane corrections system and partner with others to transform lives for a better Washington.

OUR VALUES



CULTIVATE AN ENVIRONMENT OF INTEGRITY & TRUST

Corrections values partnership and trust. We foster openness and support courageous conversations. We are committed to doing what we say we are going to do by being accountable and taking personal ownership in our actions.



RESPECTFUL & INCLUSIVE INTERACTIONS

Corrections appreciates and values individuals by promoting an inclusive and diverse environment, which encourages safety. We respect, value, and listen to the thoughts, feelings, and perspectives of our stakeholders and consider the impact on those we serve as well as each other.



PEOPLE'S SAFETY

Corrections believes in creating an environment that values physical, mental, and emotional security and well-being. We honor those who advance safety for all.



POSITIVITY IN WORDS & ACTIONS

At Corrections, we assume positive intentions and believe there is a shared desire for the best outcome. We consistently demonstrate positive behavior and always put forth our best effort.



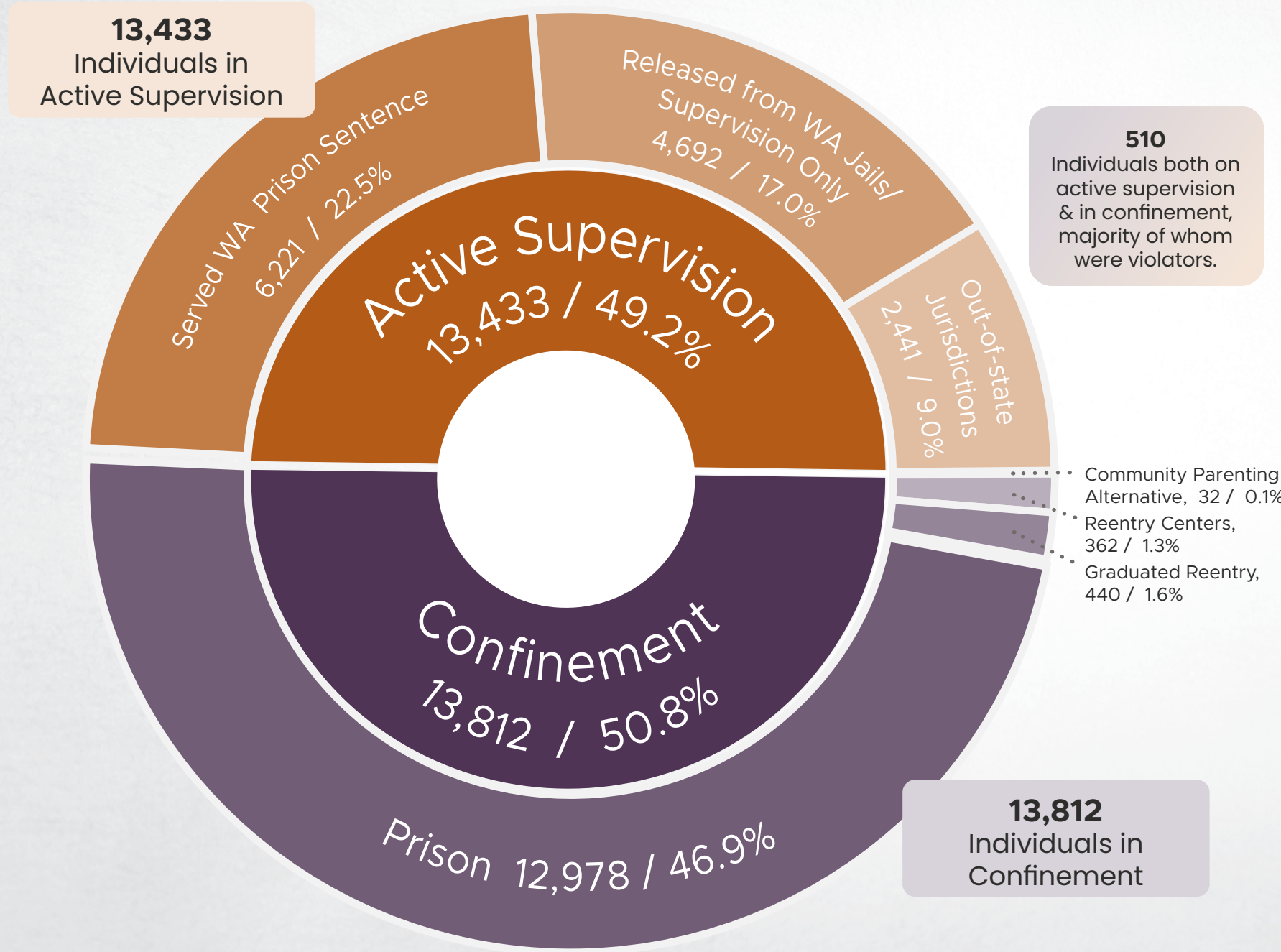
SUPPORTING PEOPLE'S SUCCESS

Corrections is committed to our community - understanding individuals, instilling hope, embracing change, and providing opportunities.

WHO WE SUPPORT

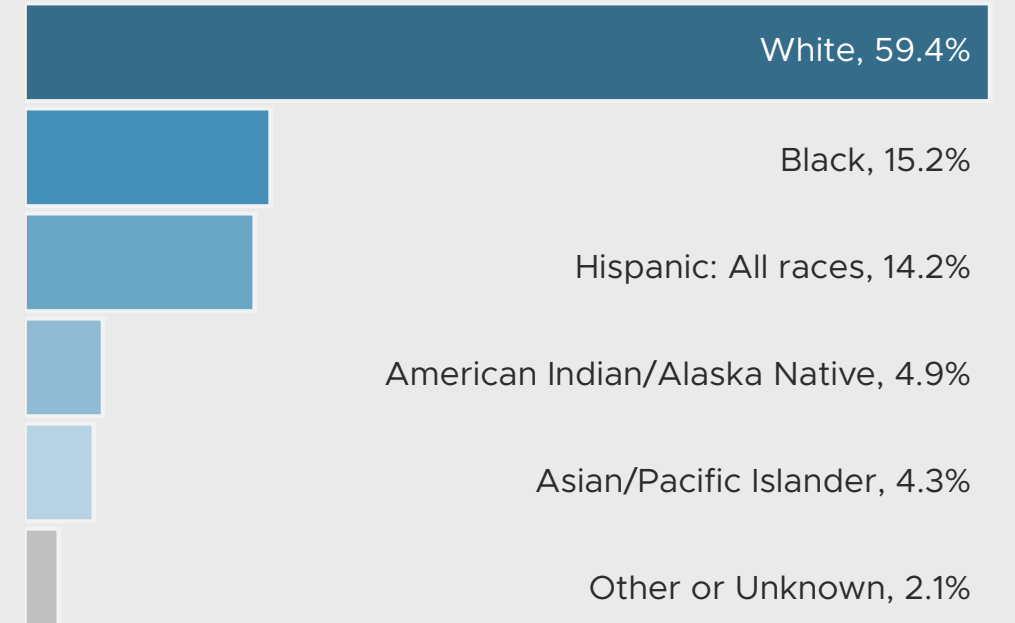
DOC works to make communities safer by positively transforming lives. Each year, more than 25,000 individuals are in some level of custody or under the jurisdiction of the department. The goal is to help them become better citizens, neighbors, engaged family members, and potential pillars of the community upon release.

POPULATION



RACE

[View our Fact Card Data Dashboard >>](#)



GENDER



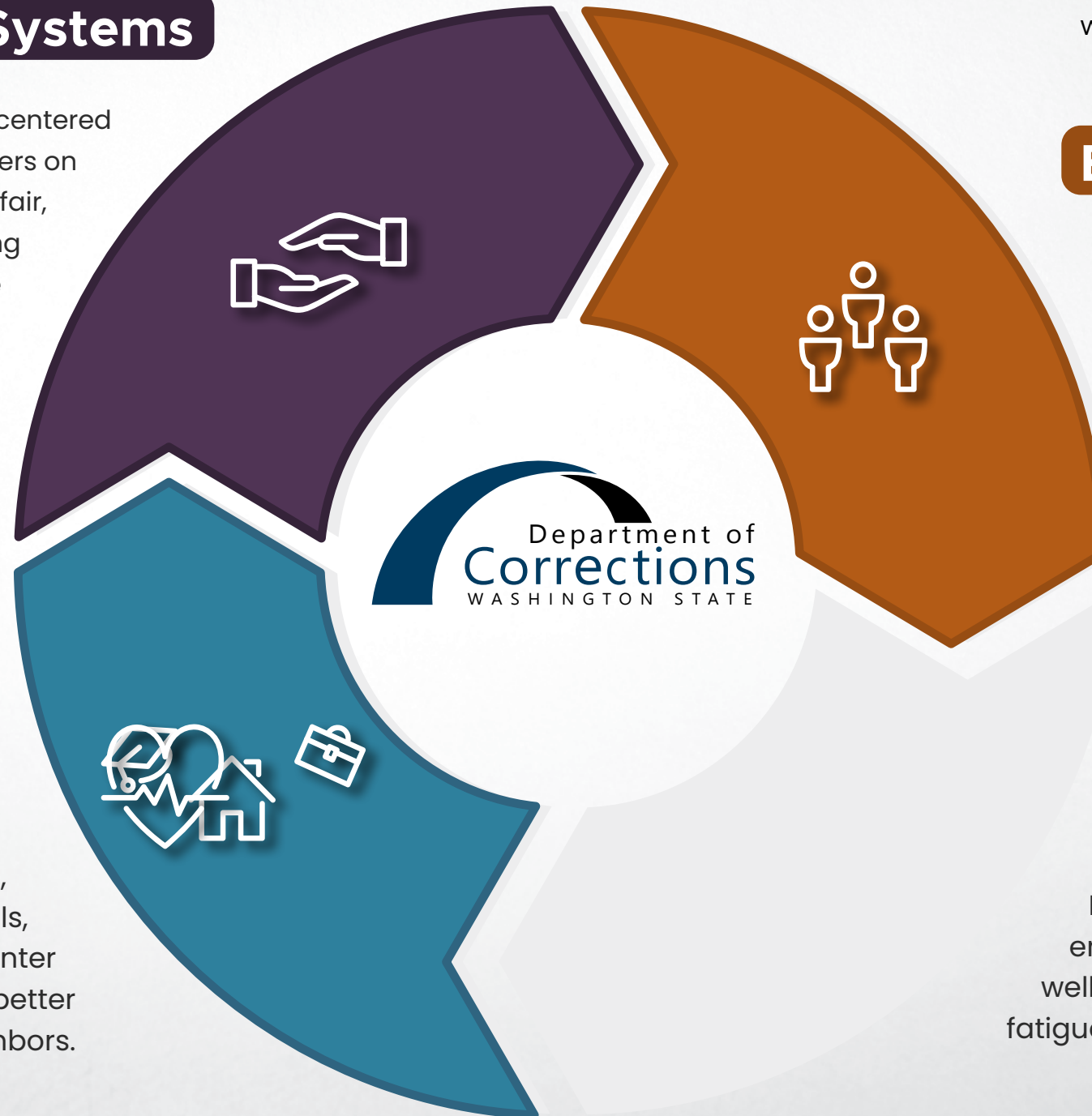
Confinement includes Partial Confinement. Violators, defined by RCW 72.09.10, are included in the active supervision caseload to avoid double-counting.

STRATEGIC PRIORITIES & GOALS

Our strategic priorities guide our department's direction and decision-making toward our vision of working together for safer communities. These key themes ensure our focus remains clear and effective while our strategic goals outline what we aim to achieve and address the question, "What do we need to do to accomplish our mission?"

Safe & Humane Systems

Cultivate a human-centered approach to our work that delivers on trauma-informed practices, safe, fair, and humane living and working conditions and supports a culture that reduces risk and increases positive opportunities for both justice-involved individuals and staff.



EDIR Culture

Eliminate disparities by implementing our pro-equity, anti-racism framework and reinforcing a culture where every person is welcomed and feels they belong.

Successful Transitions

Provide personalized support to justice-involved individuals, including the knowledge, skills, and abilities to successfully reenter their communities and thrive as better neighbors.

Healthy, Engaged Workforce

Foster environment of wellness and reduce fatigue.



WASHINGTON WAY: HUMANITY IN CORRECTIONS

THE WASHINGTON WAY PRINCIPLES

DYNAMIC SECURITY

Build professional and appropriate rapport between staff and incarcerated individuals. Empower staff to prevent issues through increased environmental awareness. Break down the "us vs. them" mentality to create a safer environment and more meaningful and fulfilling jobs for staff.

NORMALIZATION

Make life inside prison resemble life outside, creating a healthier, more supportive environment where each incarcerated person serves their sentence at the lowest possible security level to better prepare individuals for reintegration into society.



PROGRESSION

Allow individuals to gradually increase their responsibilities and privileges for showing good behavior and commitment to rehabilitation, motivating them to take responsibility for their actions and work toward their own reintegration into society.



To accomplish DOC's mission of improving public safety by positively changing lives, we've partnered with [Amend at the University of California](#) San Francisco to bring a health-focused approach to transforming correctional culture inside Washington's prisons and reentry centers

The program emphasizes increasing staff wellness while working to better support and prepare incarcerated individuals and residents for their return to society. Amend's primary program partner is the [Norwegian Correctional Service](#), who practice the principle belief that "people go to court to be punished, they go to prison to become better neighbors."

Amend also partners with [California](#), North Dakota, and [Oregon](#), which has enabled DOC to create a multi-state network of correctional professionals working together to improve the culture of our facilities.

Through this partnership and experience, staff have recognized that while we are quite different from Norway, we can take these principles and models and make them our own. We have embarked on this journey, **The Washington Way: Humanity in Corrections.**

Research has shown us that United States prisons have negative physical and mental health impacts on incarcerated individuals, residents, and staff. We're

committed to changing that statistic while providing a positive and healthy organizational culture inside the institutions and with an effective approach that guides incarcerated individuals toward rehabilitation and successful reintegration into society. We are working to empower correctional staff to work more actively and directly with incarcerated

individuals to make meaningful changes in their lives.

By encouraging new approaches to working with colleagues and incarcerated individuals and providing the tools they need to achieve long-term public safety, we will improve rapport between staff and incarcerated individuals and work toward changing criminal behavior.

The Washington Way draws on international best practices to improve the culture. The department is committed to improving working and living conditions for all who live in, work in, and visit state prisons and improving the working environment for all employees.



While Norway and Washington are very different, the core of their model is the same as ours: When we treat one another with respect, our environment will change for the better.

WHAT WE'RE TRYING TO ACHIEVE:

- **Wellness of Staff and the Population We Serve:** Increase the health and well-being outcomes of people who live and work in state prisons by improving the working environment through staff training, enhancing the facilities, and focusing on reducing trauma and toxic stress.
- **Public Safety:** Return people as better neighbors and family members who are set up to thrive, reducing recidivism and increasing public safety.
- **Trauma-Informed Organization:** Reduce incidents of use of force, staff assaults, overdoses, self-harm, homicides, suicides, grievances, self-isolation, and mental health crisis bed admissions.

Learn more about our partnership with Amend >>

SUCCESSFUL TRANSITIONS



GOAL

Provide personalized support to justice-involved individuals, including the knowledge, skills, and abilities to successfully reenter their communities and thrive as better neighbors.

STRATEGIES

- Align efforts across state agencies and community partners for successful community integration.
- Engage individuals to take an active role in developing their individualized reentry plans.
- Work with our partner agencies to increase services that address social determinants of health.

REENTRY STARTS AT RECEPTION

For the department’s work of creating good neighbors, we advocate for an investment in people through an integrated reentry model that focuses on individual needs. This comprehensive approach leverages connections to state, local, and community-based resources and mentors to stabilize individuals and ease their transition back into the community. We understand that successful reentry begins at reception. Building on the successes of the Second Chance Act – Continuum of Care (SCA-COC), we have developed an Integrated Reentry model that includes a facility phase, transition phase, and community phase, ensuring a holistic approach to reentry.

THE FACILITY PHASE

Begins at reception with continuous case planning, orientation, evidence-based programs and treatment, education, and employment readiness. We use the Washington State risk assessment tool to assess the individual’s criminogenic risks and programmatic needs.

Moreover, the Individual Reentry Plan is designed to empower the individual, allowing them to take an active role in their reentry. It helps them prepare for their return by identifying and setting SMART goals that align with their personally crafted plans.

THE TRANSITION PHASE

Begins at the time the individual is approaching transfer to partial confinement or release to the community. The transition phase includes updating the Individual Reentry Plan, completing the Essential Needs Checklist to prepare for their first 72 hours, health and wellness transition, short-term housing assistance, community navigator connection, continuity of care transition planning, identification, and connections to resources.

THE COMMUNITY PHASE

Begins at the time the individual is stable in the community and includes pro-social supports, long-term housing, health and wellness, financial stability, long-term employment, and educational pathways.



REENTRY AT DOC

Services include education, programming, treatment, and work readiness. Reentry services exist in all 11 prisons and 12 reentry Centers. A staff of 108 navigators help coordinate connections to:

- Education
- Essential needs
- Housing
- Healthcare
- Parenting
- Workforce development (jobs)
- Community resources and connections

FACILITY

TRANSITION

COMMUNITY

WASHINGTON JOINS REENTRY 2030

Reentry 2030 is uniting leaders across the country — at the state and local levels and across justice, workforce, health, and housing sectors — around a bold goal:

Successful reintegration for every person by 2030.

A national initiative, Reentry 2030 aims to dramatically improve reentry success for people exiting prison and those under supervision.

The deck is stacked against the roughly 5,000 people leaving our state prisons yearly. Finding affordable housing, especially in Western Washington, can be daunting. Getting a job is extremely challenging since a felony conviction is an immediate disqualifier for many employers. There are barriers to accessing many other basic

needs in society that most of us take for granted.

The optimism someone feels at the prospect of a better life after release and the determination to make the most of their second chance can quickly morph into frustration, hopelessness, and ultimately, desperation. Unfortunately, the statistics tell us that roughly one in three people will be arrested and convicted of a new crime within three years of release.

With tremendous potential to revolutionize the future of reentry, DOC has signed onto Reentry 2030, a national initiative that holds new promise for justice-impacted individuals.

Backed by the support of the Bureau of Justice Assistance and the Council of State Governments, Reentry 2030 emphasizes the importance of providing holistic support to individuals during their transition, encompassing job placement and skills training, mental health services, substance abuse treatment, and access to stable housing. Reentry 2030 sets the stage for meaningful and lasting change by recognizing and addressing the social

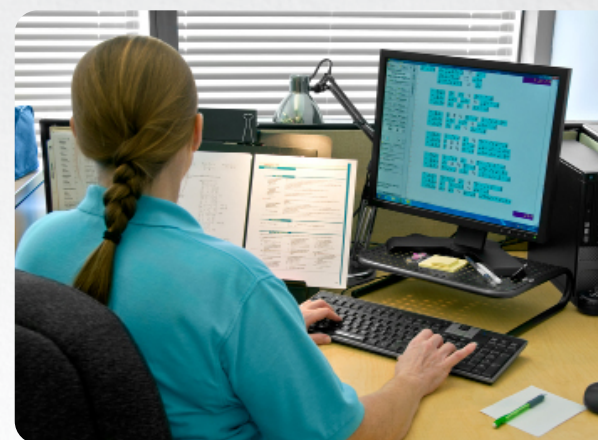
determinants of health.

By 2030, our goal is to not release any individuals into homelessness, ensure that 40% of people leaving prisons are employed within six months of release, and sign up 100% of eligible individuals for Medicaid.

Critics may label this "soft on crime," but

Reentry 2030 acts on what the data shows us will improve public safety. Of individuals currently in our state prisons, 96% will eventually leave and return to our neighborhoods.

We believe in equipping people with the skills they need to be productive members of society, and Reentry 2030 will be another vital tool for creating good neighbors.



A FUTURE OF REENTRY THAT IS:

HUMAN CENTERED

State leaders incorporate the perspectives of people who have gone through the reentry process to design reentry systems with their needs and the barriers they face in mind. This is necessary to understand

and overcome longstanding inefficiencies and fragmentation in reentry services and policies.

COORDINATED

Leaders across service systems and at the federal, state, and local levels are

each fully engaged in their role as part of a collective, comprehensive set of supports promoting reintegration.

TRANSPARENT

States set public goals and metrics and report out regularly and consistently on progress.

EQUITABLE

Data-informed decisions drive investments to the people and communities with the most need.

REENTRY 2030 ASPIRES TO:

SCALE UP ACCESS to stable housing, education, employment skills training, behavioral health treatment, health care, and other supports for people with criminal records.

ADVANCE RACIAL EQUITY by using data to understand and address disparities in access to services, quality of services, and outcomes.

CLEAR AWAY UNNECESSARY BARRIERS to opportunities and economic mobility.

Learn more about Reentry 2030 >>

REENTRY PROGRAMS GROW SKILLS

DOC provides many agency and volunteer operated programs to incarcerated individuals and supervisees to constructively occupy their time with us and provide opportunities for positive personal growth. While our programming changes frequently, the following is a non-exhaustive list of what we offer:



FAMILY & RELATIONSHIP PROGRAMS

- BOY SCOUTS BEHIND BARS
- EMOTION COACHING
- [GIRL SCOUTS BEYOND BARS](#)
- [INSIDE OUT DADS](#)
- LONG DISTANCE DADS
- [PARENT/TEACHER CONFERENCING](#)
- [PARENTING INSIDE OUT](#)®
- PARTNERS IN PARENTING
- PREPARING FOR RELEASE
- READ TO ME DADDY/MOMMY
- RELATIONSHIP ENRICHMENT
- [RESIDENTIAL PARENTING PROGRAM](#)
- [STRENGTH IN FAMILIES](#)

LEARNING & WORKING PROGRAMS

- BIKE REFURBISHING
- [BRAILLE SERVICES](#)
- ENGLISH AS A SECOND LANGUAGE (ESL)
- [FREEDOM EDUCATION PROJECT PUGET SOUND](#)
- [PELL GRANT](#)
- [SUSTAINABILITY & ENVIRONMENTAL PERFORMANCE](#)
- [SUSTAINABILITY IN PRISONS PROJECT \(SPP\)](#)
- WASHINGTON COLLEGES IN PRISON PROGRAM
- [WORK CREWS](#)

RELIGIOUS, SPIRITUAL & CULTURAL PROGRAMS

- [AFRICAN AMERICAN HISTORY](#)
- AFRICAN AMERICAN LITERATURE
- [ASIAN PACIFIC ISLANDERS \(API\) GROUPS](#)

- [ASTARA](#)
- [BAHA'I](#)
- [BAPTIST](#)
- [BLACK PRISONERS CAUCUS \(BPC\)](#)
- [CEATL TONALLI AZTECAN GROUP](#)
- [CHRISTIAN SCIENCE](#)
- [CHURCH OF SATAN](#)
- [DRUIDRY](#)
- [EASTERN OR GREEK ORTHODOX](#)
- [GNOSTICISM](#)
- [HINDUISM](#)
- [HISPANIC CULTURAL HERITAGE](#)
- [ISLAM](#)
- [JEHOVAH'S WITNESS](#)
- [JUDAISM](#)
- [KAIROS PRISON MINISTRY](#)
- [KRISHNA CONSCIOUSNESS](#)
- [MESSIANIC JUDAISM](#)
- [MORMONISM & LATTER DAY SAINTS](#)
- [NATIVE AMERICAN/TRIBAL](#)
- [NONDENOMINATIONAL CHRISTIANITY](#)
- [ODINISM](#)
- [PAGANISM](#)
- [PRISONERS FOR CHRIST](#)
- [PROTESTANTISM](#)
- [RASTAFARIANISM](#)

- [ROMAN CATHOLICISM](#)
- [SEVENTH DAY ADVENTIST](#)
- [SIKHISM](#)
- [WICCA](#)

THERAPEUTIC & SUPPORT PROGRAMS

- [ALCOHOLICS ANONYMOUS \(AA\)](#)
- ALTERNATIVES TO AGGRESSION (A2A)
- [ALTERNATIVES TO VIOLENCE \(AVP\)](#)
- CAT PROGRAMS
- [CELEBRATE RECOVERY](#)
- [DOG PROGRAMS](#)
- [FREEDOM PROJECT](#)
- MOVING ON
- [NARCOTICS ANONYMOUS \(NA\)](#)
- REDEMPTION PROJECT
- [SEX OFFENSE TREATMENT AND ASSESSMENT](#)
- [SUBSTANCE ABUSE TREATMENT](#)
- [THE IF PROJECT](#)
- [THINKING FOR A CHANGE \(T4C\)](#)
- [TOASTMASTERS INTERNATIONAL](#)
- VETERANS PROGRAMS
- [YOGA BEHIND BARS](#)



“The Reentry Division strives to provide targeted opportunities and pathways supporting the successful community integration of each person, while providing a continuum of services that engage the population, our employees, and community partners.”



DANIELLE ARMBRUSTER, Assistant Secretary of Reentry



Community Work Crew Program

- Building Skills
- Supporting Reentry
- Strengthening Communities



PROGRAM OVERVIEW

What is the CWC Program?

A Department of Corrections supervised work program that provides reduced-cost services to public agencies and nonprofit organizations under DOC Policy 700.400, RCW 72.09.100, and RCW 72.64.050.

Crews assist local partners with projects such as park maintenance, landscaping, trail restoration, vegetation control, roadside litter pickup and public facility improvements.

MCC Community Work Crew operates 5 crews with approximately 45–50 incarcerated workers.

Crews support 18 contracts with cities, public agencies, nonprofits, and community partners.

SNOQUALMIE PARTNERSHIP

Snoqualmie has partnered with MCC /CWC since approximately 2000. Work includes:

- Trail Support – Maintenance 20+ miles of trails
- Stormwater Support – Maintenance of 50+ stormwater facilities/retention ponds
- Environmental Restoration- Planting thousands of native trees, forest restoration projects

Benefits



Participant / Reentry Benefits

- Provides structure, responsibility, teamwork, job readiness, and work habits.
- Builds confidence and positive community connections.
- Helps participants practice being productive community members before release.
- Earn modest compensation
- Allows participants to be recognized for their contributions and viewed as future neighbors and employees.
- Supports DOC's reentry goal of reducing recidivism and helping individuals return as "healthier community members "



Community Impact

- Helps cities and nonprofits complete projects that may otherwise be delayed or unfunded.
- Improves parks, trails, public facilities, roadsides, and natural resources.
- Creates partnerships focused on rehabilitation, public service, and safer communities .
- Reduce stigma of incarceration by creating opportunities for collaboration and positive interactions

Most individuals under our care will return to our communities. Programs like CWC allows them to practice responsibility, develop employment habits, and experience being a contributing member of the community before release.

Together, we are committed to building safer, more equitable communities through continuous improvement, compassion, and collaboration.

Thank You!

