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Measuring Perceptions of Safety among Staff and Women Clients in a Prison Substance Abuse Program

Jaclyn Parker Keen

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MEASURING PERCEPTIONS OF SAFETY AMONG STAFF AND WOMEN CLIENTS IN A
PRISON SUBSTANCE ABUSE PROGRAM

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Abstract

Women who are involved in the criminal justice system have unique pathways to criminality. Prevailing themes of dysfunctional and traumatic relationships, addiction, mental illness, poverty, and having limited human and social capital dominate the women's pathways perspective. A large body of existing research focuses on how these unique risk factors require unique treatment options for women while they are incarcerated in jail or prison settings. Entering prison can be an overwhelming experience and prison is an environment that has a high potential for conflict and violence. In order to be safe in prison it requires that women both feel protected from harm, threats, and danger, as well as have their needs met. A majority of practices and procedures in prison create safe spaces through protection, and less emphasis on having needs met. While many basic needs are provided for in prison, and some even say that prison is a safer environment than their life on the streets, women still have unmet needs that could compromise safety in the facility. This study expands upon previous work by assessing safety for women overall, as well as assessing how safety needs may differ by age, race, and length of time a woman has been in prison. While the findings of this dissertation support many findings from prior research regarding what needs women have and how women meet their needs while incarcerated, there are few unique discoveries. More research in this field is needed and suggestions on how to expand from this study are noted. Overall, safety inside prisons is an essential component to help people reform and recover from their pasts and prepare for a productive life. Meeting needs, even basic ones, is where facilities can start to increase safety for staff and clients alike.

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To every person who is incarcerated- you are important, and you absolutely matter. We are all so much more than the things we have done.

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Chapter 1: Introduction

Prisons are deeply gendered organizations filled with harms and threats to safety embedded in the architectural design, the environment, and even in the culture of the facility itself (Britton, 2003; Owen, Wells, Pollock, 2017; Owen, 2017). Safety concerns in prison typically surround protection from security/control threats, such as physical, sexual, or verbal attack, although some do include systematic social exclusion (Goldingay, 2012). Owen (2017) discusses how many procedures inside of correctional facilities are designed to prevent escapes and maintain ‘order’ and ‘control’ through security and discipline. She questions in her Penal Reform International blog post, “Does security create safety?” (Owen, 2017). Decades of research on how women seek safety inside correctional institutions across the United States leads Owen, Wells, and Pollock (2017) to believe that safety is so much more than protection from harm, threats, and danger, but that it must also include having one’s needs met while incarcerated.

Women are entering into the prison system at higher rates than ever before and are bringing with them unique histories, experiences, risk factors, strengths, and needs to be addressed and highlighted in treatment (Boppre & Salisbury, 2016; Brennan et. al, 2012; Bloom, Owen, & Covington, 2003; Daly, 1992; DeHart, 2018; Glaze & Maruschak, 2009; Kruttschnitt, 2016; The Sentencing Project, 2020). Compared to male correctional populations, women have a more commanding need to address prior victimization and trauma as it is so often associated with mental health concerns and substance addiction problems (Belknap & Holsinger, 2006; Bloom et al., 2003; DeHart et al., 2013; DeHart et al., 2014; Holtfreter & Morash, 2003; Owen, 1998; Salisbury & Van Voorhis, 2009; Sun, 2009). The co-occurrence of mental health and substance use disorders for women who are justice-involved poses a unique barrier to treatment

for women in carceral environments (NIDA, 2020). While substance abuse and mental health care is a common component of treatment in prisons across the United States, the level of care may not be as favorable for women clients¹ in correctional settings. Programs are often created for women using the core philosophy of “what works” for men and then are applied to women correctional populations, rather than starting with women’s unique experiences in mind.

Today, a vast amount of research across multiple disciplines supports the unique risks and needs justice-involved women have while experiencing substance dependence (DeHart, 2018; Kruttschnitt, 2016; NIDA, 2020; Nooner et al., 2012; Salisbury & Van Voorhis, 2009; Sun, 2009). One of the guiding principles of the *Drug Abuse Treatment for Criminal Justice Populations* guide by the National Institute on Drug Abuse is to tailor treatment services to fit the needs of the individual, including needs across age, *gender*, ethnicity and culture, and level of supervision (NIDA, 2020). Although these recommendations exist, little available research directly measures overall safety (how women’s needs are met and how they are protected from harm, threats, and danger) in a substance abuse treatment program while incarcerated.

This dissertation will directly address a gap in the literature to explore overall safety across multiple factors (i.e., age, race, length of time in prison) for women participating in a substance abuse treatment program while incarcerated in a prison setting located in the southwestern United States. Expanding on the work of Owen, Wells, and Pollock (2017), this dissertation’s findings will directly contribute to a more robust understanding of how women seek safety while incarcerated in a unique therapeutic community treatment setting which addresses substance addiction. In turn, the findings can help guide more effective assessment and

¹ Throughout this dissertation, women who are justice-involved will be referred to as women clients or correctional clients instead of by the terms inmate or prisoner in an effort to use more person-centered language.

treatment for women who participate in specialized treatment units (such as a therapeutic community) while in prison. The findings will ultimately help improve gender-responsive and culturally/racially- responsive substance abuse treatment methods that meet the diverse safety needs of incarcerated women. This dissertation is guided by eight main research questions to explore the topic of safety within a therapeutic community substance abuse treatment environment from the perspectives of women clients and staff.

The first three research questions aim to understand the severity of common threats to women's safety while they are participating in a substance abuse programming unit. Common threats to safety being assessed are economic conflict, violence (physical, sexual), and harassment (verbal, sexual) from staff and women correctional clients, as well as misconduct from staff. Each of the first three research questions will be explored overall and by race/ethnic origin, age, and length of time in prison.

Research Question 1: *To what extent do incarcerated women of different ages, racial/ethnic origins, and lengths of time incarcerated perceive threats to safety and increased conflict from other incarcerated women?*

Research Question 2: *To what extent do incarcerated women of different ages, racial/ethnic origins, and lengths of time incarcerated perceive threats to safety and increased conflict from correctional staff?*

Research Question 3: *To what extent is violence perceived to be an issue by incarcerated women in the facility across different ages, racial/ethnic origins, and lengths of time incarcerated?*

Research question four aims to understand the reporting climate of the facility. This question, like the above three, will be explored overall and by race/ethnic origin, age, and length of time in prison.

Research Question 4: *To what extent do incarcerated women of different ages, racial/ethnic origins, and lengths of time incarcerated perceive that the climate of the program is conducive to addressing reports of threats to safety and increased conflict?*

Research questions five and six assess what staff and women clients believe can be done to increase safety for both the women clients and staff who live and work in the substance abuse programming unit.

Research Question 5: *In what ways do incarcerated women of different ages, racial/ethnic backgrounds, and lengths of time incarcerated believe the correctional environment can be improved to increase the safety of women clients and staff?*

Research Question 6: *In what ways do staff believe the correctional environment can be improved to increase the safety of women clients and staff?*

The final two research questions will explore the less researched component of safety (women's needs) to better understand how women meet their needs while they are in prison to better inform policies and practices within the prison environment.

Research Question 7: *What are the most prominent needs that women have while incarcerated that affect their overall safety?*

Research Question 8: *How do women meet their safety needs while incarcerated?*

To answer the above research questions, this dissertation utilizes an original dataset of surveys from women correctional clients living in a substance abuse treatment programming unit (n= 50) and interviews from correctional staff working in the same programming unit (n=6). The

women correctional clients in this sample were participating in a substance abuse program in a separate unit, therapeutic community setting, within the prison at the time of data collection. All data were collected between October 2020 and May 2021 by the author of this dissertation and the research team. Data include demographic information, items from the Women's Correctional Safety Scales (WCSS) survey developed by Owen et al. (2017), short answer response questions from women clients, and interviews from correctional staff members.

The remainder of this dissertation will be organized in the following ways. Chapter Two provides an expansive review of prior literature on the topic of justice-involved women. To begin, an introduction to research on themes and trends in incarceration patterns for women will be presented. To follow, a discussion about women's unique pathways into the criminal justice system broadly, and women's unique pathways to substance use, abuse, and addiction. The final component of the literature review discusses the specific needs of justice-involved women while living in a carceral environment and includes a discussion about the environment and culture of prison. Prior to discussing the current study, a detailed discussion of two prior studies that examined safety with women clients are shared. This dissertation is modeled after the work of Owen, Wells, and Pollock (2017) as their books details a leading study in the area of women's safety in correctional settings and is the first of its kind. The third chapter consists of an overview of the study's proposed methodology, including a description of the data collection procedures and sample. A description of the variables examined, and data collection and analytic measures close the methods chapter. Chapter four displays the results of the quantitative and qualitative analyses and the final chapter, chapter five, provides a discussion of the findings, limitations to the current study, policy implications of this study, and recommendations for future research.

Chapter 2: Literature Review

Incarceration Trends

Since the 1970s, America has been incarcerating individuals at such alarming rates that this period in American history is now dubbed, “the era of mass incarceration” (Cullen, 2018; Ghandnoosh, 2019; The Sentencing Project, 2020). With a current incarceration rate of 573 per 100,000 people (Prison Policy Initiative, 2022), the United States incarcerates more of its population than any other nation in the world. Today, there are roughly 1.9 million people in the United States sitting behind jail or prison bars (Prison Policy Initiative, 2022). Most people who are imprisoned in the United States are men, as women only account for roughly 10% of the imprisoned population (King et al., 2018; Prison Policy Initiative, 2022; United States Sentencing Commission [USSC], 2021).

Rates of incarceration began increasing dramatically in the early 1970s when politicians from all parties started pushing agendas that would result in increasingly more punitive criminal justice and sentencing policies (Cullen, 2018). There were many factors that contributed to mass incarceration in the United States, including concerns with public safety and victim’s rights which caused public sentiment towards people who commit crime to subside. The emphasis shifted toward stricter penal policies to reduce drug use and violent crime, hold people accountable for their actions, and deter future criminal activity (Cullen, 2018; Glaze & Maruschak, 2009; John, 2014; Kramer & Ulmer, 1996; 2002; The Sentencing Project, 2020). The “War on Drugs” began under President Nixon and coincided with other efforts to be “tough on crime” in the United States. The drastic rise of the prison population began during President Reagan’s administration, where over his eight-years in office, the total prison population essentially doubled, from 329,000 to 627,000 (Cullen, 2018; Jones, 1995). The “War on Drugs”

and “Get Tough on Crime” mantras resulted in harsher sentencing policies such as mandatory minimums, truth-in-sentencing, three strikes laws, and an increase in life sentences imposed. In 1986, the Anti-Drug Abuse Act was signed into law, allocating new funds to prisons, creating harsher sentencing laws, and enacting mandatory minimum sentences (John, 2014). In this era of more expansive law enforcement efforts, harsher drug-sentencing laws, lack of community sanctions, post-conviction barriers, and a lack of correctional programming, the prison population increased over 500% (Cullen, 2018; Glaze & Maruschak, 2009; John, 2014; The Sentencing Project, 2020).

Although the “Get Tough on Crime” policies undoubtedly affected all prison populations, these policies disproportionately affected minority populations, particularly People of Color and women (Bloom, Owen, & Covington, 2003; Chesney-Lind, 2002; Glaze & Maruschak, 2009; The Sentencing Project, 2020). The narrative of the War on Drugs and “Get Tough on Crime” era has been criticized for being founded on many myths, misconceptions, lies, and stereotypes about women of Color. Alexander (2010) compellingly demonstrates how the legacy of slavery and generations of racial/social injustice have had devastating effects on the modern-day system. In the award-winning book, *The New Jim Crow: Mass Incarceration in the Age of Colorblindness* (2010), Alexander discusses how the War on Drugs and mass incarceration both operate as tools of racialized social control and oppression. Specifically, much like how Jim Crow laws disenfranchised, oppressed, and targeted Black Americans, the harsher drug sentencing policies on crack cocaine (versus powder cocaine), mandatory minimums, and increased life sentences all disproportionately incarcerated Black Americans at higher rates for much longer sentences (Alexander, 2010; Cullen, 2018).

Rates of Incarceration for Women

Gender disparities exist at all stages of the criminal justice system. Men make up an overwhelming majority (approximately 83%) of people who are under the supervision of the American criminal justice system (Carson, 2020; Prison Policy Initiative, 2020). The Prison Policy Initiative (2022) shares that today, over 5.7 million people are serving sentences in the United States. Most sentences are served in the community while on probation (approximately 2,900,000) or on parole (roughly 820,000). Still, nearly 1.9 million people are incarcerated in jails and prisons (approximately 650,000 and 1,250,000, respectively). Although women only make up between 17 and 18 percent of those justice-involved, there are still approximately 1.2 million women under community or institutional correctional control (Carson, 2020; Prison Policy Initiative, 2022; United States Sentencing Commission [USSC], 2021). Between 2018 and 2019, approximately 108,000 women were serving sentences in prison, around 114,500 women were in jail, roughly 885,000 women were on probation, and approximately 114,140 women were on parole in the United States (Carson, 2020; Kaeble & Alper, 2020; Minton & Zeng, 2021). Since the 1980s, women have become increasingly more likely to enter the criminal justice system. The number of incarcerated women has increased more than 700% in the last 40 years (The Sentencing Project, 2020), with this increase being attributed to a combination of factors, including more expansive law enforcement efforts, harsher drug-sentencing laws, and a lack of community sanctions. However, post-conviction barriers to reentry that uniquely affect women and a lack of correctional programming designed to meet incarcerated women's needs have also played a major role in women's return into the system (Bloom, Owen, & Covington, 2003; Glaze & Maruschak, 2009; Koons-Witt, 2002; The Sentencing Project, 2020).

Overall, most women who are incarcerated in jail or prison are White (53%), Black (29%), or Hispanic (14%) (Prison Policy Initiative, 2019). The Prison Policy Initiative (2019) finds that overall, there are racial/ethnic disparities in the incarceration rates of women in both jails and prisons in the United States. If no disparity in sentencing to jail or prison existed by race, then the percentage of women in jails and prisons should match the percentage in which their race appears in the general U.S. population. This is not the case, however.

According to data from The Prison Policy Initiative (2019), White, Hispanic, and Asian women are underrepresented in jails and prisons according to their representation in the general population. That is, women of these races/ethnicities appear in jails and prisons at lower percentages than they appear in the general population. Specifically, White women make up 53% of women incarcerated yet make up 60% of the U.S. population. Hispanic women make up 14% of women incarcerated yet make up 18% of the U.S. population. Asian women make up 0.4% of women incarcerated yet make up 5% of the U.S. population. On the contrary, Black, American Indian and Alaska Native, and Native Hawaiian and Pacific Islander women are *overrepresented* in jails and prisons according to their representation in the general population. Specifically, Black women make up 29% of women incarcerated yet make up 12.9% of the U.S. population. American Indian and Alaska Native women make up 2.5% of women incarcerated yet make up 0.7% of the U.S. population. Native Hawaiian and Pacific Islander women make up 0.4% of women incarcerated yet make up 0.2% of the U.S. population (Prison Policy Initiative, 2019; United States Census, 2020). The disparities in incarceration are particularly problematic due to the multifaceted re-entry problems that follow incarceration. For example, once released from prison, women, particularly Black women are also disproportionately more likely to be homeless

and unemployed, leading to much higher rates of poverty when they re-enter back into society (Nellis, 2017; Sawyer, 2020; Prison Policy Initiative, 2019).

Profile of Justice-Involved Women

Well documented research shows that many women entering the system are survivors of domestic and sexual violence, suffer from psychological trauma, have histories of substance abuse, are low-income with little education, and are unmarried mothers of children under the age of 18 (Bloom, Owen, & Covington, 2005; Brennan et. al, 2012; Daly, 1992; DeHart, 2018; Giordano, 2010; Kruttschnitt, 2016; Mauer, Potler, & Wolf, 1999; Richie, 1996; Salisbury & Van Voorhis, 2009; Simpson, Yahner, & Dugan, 2008). A more detailed discussion in upcoming sections will highlight women's unique pathways to crime and how their prison experience is affected by these factors, but for now, a brief profile of women serving time in jails and prisons will be discussed.

According to the U.S. Sentencing Commission, the average woman serving time in prison is 37 years old, a U.S. citizen, was convicted of a non-weapon offense, and was sentenced to approximately 30 months in prison (United States Sentencing Commission [USSC], 2021). Most women in jail are awaiting trial and have not yet been convicted of a crime. Of the women who are serving sentences in jail, most are serving sentences for property, drug, and violent offenses. Similarly, in *prison*, most women are serving time for violent, property, and drug offenses (Prison Policy Initiative, 2019). To elaborate, approximately 37% of incarcerated women are incarcerated for violent offenses (e.g., murder, manslaughter, robbery, and assault), approximately 26% for property offenses (e.g., burglary, fraud, and theft), and approximately 25% for drug offenses (e.g., possession, manufacturing, selling, trafficking, etc.) (2019). Most research suggests that women receive more lenient sentences than men (Bickle & Peterson,

1991; Daly & Bordt, 1995; Steffensmeier et al., 1993), a finding that is often attributed to the nature of women's crime and criminal histories, life circumstances, and perceptions of women as more nurturing and less-capable of violence (Chesney-Lind & Pasko, 2013; Gertner, 2020; Nicholls et. al, 2015). Retired judge and Harvard Law professor, Nancy Gertner, discusses how it is not unusual to see women defendants who have been subject to coercion, abuse, and even battering (Gertner, 2020). Further, she describes how women are less likely to be in leadership roles while committing crimes but are more likely to be the girlfriends or the wives of the leaders (2020). However, despite the reality that women tend to receive more leniency in sentencing than men and are overall less violent than men, the overall population of women in prison has increased at an astronomical rate of over the last forty years (Chesney-Lind & Pasko, 2013; Gertner, 2020; Nicholls et. al, 2015; The Sentencing Project, 2020).

In 2009, the prison population in the United States hit its peak of 1.6 million people incarcerated (Cullen, 2018; The Sentencing Project, 2020). Over the last decade, the prison population for men has since slowly begun to decline (i.e., down 6% from its peak), a trend largely influenced by a multitude of factors, including decreases in crime rates (e.g., lower felony convictions), scaled back "War on Drugs" policies, increased interest in evidenced-based approaches, and growing concerns about the fiscal cost of corrections on states' budgets (Schrantz, DeBor, Mauer, 2018; The Sentencing Project, 2020). Although the rate of incarceration has decreased for men regardless of race/ethnicity, it has not been uniformly reduced for women. While the imprisonment rate of African American women has decreased by 60% since 2000, the imprisonment rates of White and Latinx women have actually increased (41% and 5%, respectively), resulting in a rise in the total female incarcerated population (The Sentencing Project, 2020). The current rate at which women are incarcerated varies widely

across states (rates range from 10 in Massachusetts to 138 in Idaho per 100,000 women), but at the national level, 61 out of every 100,000 women were in prison in 2019. Still, although the imprisonment rate has been decreasing over the last 20 years for Black women, it is still 1.7 times the rate of imprisonment for White women (83 vs 48 per 100,000 women) compared to Latinx women having 1.3 times the rate of imprisonment for White women (63 vs 48 per 100,000 women) (The Sentencing Project, 2020). It is very important to note that while racial disparities are decreasing in the prison population, scholars have estimated that the rate of incarceration for African Americans would only match Whites after roughly 100 more years at the current pace of decarceration (Cullen, 2018; The Sentencing Project, 2020).

Mass incarceration has been an issue in the United States for nearly five decades, and despite some recent effort to decrease the prison population through data-driven policy reforms, progress appears to be very slow. According to Ghandnoosh (2019), while most states have successfully downsized their prison populations in recent years, the pace of decarceration is insufficient to undo four decades of unrelenting growth. At the current pace of state and federal decarceration, it will take over 70 years to just cut the U.S. prison population in half (Ghandnoosh, 2019). Due to a large number of growing concerns surround health, finances, space, and lack of evidence to support mass incarceration as a deterrent, criminal justice policy makers are increasingly exploring other options to reduce prison size (Ghandnoosh, 2019). The following section will outline the history of women's prisons to better lay the foundation for how women were imprisoned historically to better understand the operation of women's facilities today.

History of Women's Prisons

In the United States, 29 federal prisons and 74 state prisons house women correctional clients and a large majority of these facilities are stand-alone facilities for women (Federal Bureau of Prisons, 2020). Today, the populations of these prisons range from a few hundred women to a few thousand women, with the largest state facility being Central California Women's Facility (CCWF) which houses approximately 2,640 women offenders (California Department of Corrections, 2020).

The placement of women in separate facilities was not always the case, however. The development of prisons for women is often discussed in three waves. First, women were housed alongside men in general population where they were subjected to physical and sexual attacks and many forms of degradation (1800-1870). This created additional challenges, such as mental health deterioration, further exposure to trauma, and a lack of efficient recovery programs designed specifically for women. To address these issues, from 1870-1900, reformers placed women in isolation from their male counterparts, usually in solitary confinement. As a result of these living arrangements, women were unable to access many resources, such as hygiene products, healthcare, and programming. Although attempts were made to reduce exposing women to additional trauma and abuse in the prison by housing them in isolation, it was apparent that solitary confinement was an unhealthy environment for incarcerated women. At the same time, women were not receiving any support with existing issues, such as drug addiction or trauma recovery. Finally, in the third wave of reform (1900-1935), women were housed in completely separate, fortress-like, prisons where the goal was to indoctrinate women into traditional female roles, such as becoming a lady of the house, being focused on her children, her husband, and taking care of the household (Rafter, 1985). However, in the long-term, none of

these solutions were proven to be practical, as they were not contributing to women's recovery and were increasing the reincarceration rates. Despite the efforts to reform women's experiences previously mentioned, high levels of abuse and corporal punishment remained commonplace in these facilities which resulted in another a major prison reform movement for women headed by Elizabeth Fry in the early-mid 1800s.

The first female correctional facility opened in 1839 on the grounds of Sing Sing (a male facility in New York). Known as the Mount Pleasant Female Prison, this facility had a female warden, but much of the oversight and control remained with the male administrators of Sing Sing, and little was known about female offending and female needs when incarcerated. By 1940, 23 states had facilities designed exclusively for system-involved women, however, there was large variation between the facilities in terms of their designs, their purpose, and who they served (Mallicoat, 2012).

Throughout the 20th century, two dominant prison models emerged: the reformatory model and the custodial model. The reformatory model aimed to rehabilitate women. Women sent to one of the nearly 20 reformatories established in this time period were not sentenced to fixed terms, but rather until they were deemed "reformed". It was primarily White, middle-class women who were sent to reformatories for "unladylike crimes," such as lewdness, fornication, serial premarital pregnancies, and adultery (Rafter, 1983). The goal was to improve the moral character of women who violated the social norms of femininity. The custodial institutions were very similar to that of male institutions which served as warehouses that offered very little programming to the women. Most women who were sentenced to custodial prisons were women who were determined to have little rehabilitative potential and women of Color (Rafter, 1985). Women of Color were treated far more harshly than White women as a way of social control and

a misconception that women of Color were more associated with crime than White women in 19th century (Rafter, 1985).

One of the most successful reformatories was the Massachusetts Correctional Institution (MCI) in Farmington. Its success came from a variety of components, including an all-female staff, an inmate nursery, an on-site hospital for healthcare needs, education services, and activities for women to improve their self-esteem (Mallicoat, 2012). Unfortunately, the “Tough on Crime” era of the 1970s and 1980s transformed many reformatory-like facilities into more custodial-like institutions plagued with overcrowding and limited resources. Even in today’s jail and prison systems, the United States is still dealing with inequitable treatment among male and female populations. In 1983, Rafter stated much greater expenditures on female populations will need to be issued in order to be able to provide more equitable treatment to women who are incarcerated. She prophesied that given the dire economic situation, overcrowding in prisons, and nearly 200 years of differential care, that equal treatment of justice-involved women would not be achieved in the foreseeable future (Rafter, 1983). Nearly 40 years later, equitable treatment for incarcerated women still has not been achieved. Many female prisons operate under the same model as male prisons but given what is known about women’s unique pathways to prison and women’s unique experiences while in prison, it is important to explore whether equitable treatment for women is possible under the same operational model. The next section will begin with a discussion about women’s pathways to prison followed by a discussion about women’s unique experiences in prison.

Women's Pathways to Prison

The study of female offending and the system responses to justice-involved females is only a few decades old. It was not until the late 1980s and early 1990s that research began examining women's unique pathways to crime. The emergence of a women-centered pathways perspective formed from a lack of acknowledgement and representation in widely accepted, general theories of crime, such as biological, social, and psychological factors, and lifespan development theories (see Glueck & Glueck, 1950; Gottfredson & Hirschi, 1990; Moffitt, 1993; Sampson & Laub, 1993; Thornberry & Krohn, 2005). Common risk factors to criminality that formed from dominant criminological theories include antisocial personality, antisocial attitudes and beliefs, antisocial peers, substance abuse, low education and low/unstable employment, poor structured leisure time, and poor family relationships (Bonta & Andrews, 2016). These seven risk factors are part of the Central Eight criminogenic risks/needs to target in correctional treatment (Bonta & Andrews, 2016) and are widely regarded as the most important risk factors to target in effective, "evidence-based" correctional treatment.

While these risk factors are undoubtedly essential to address in treatment strategies, a major criticism of general pathways research by scholars who study gender is that the samples of previous work were predominantly comprised of boys/men-only and if girls/women were included, they were treated as if they were male by not disaggregating them out of the analyses (Gobeil et al., 2016; Kruttschnitt, 2016). With little to no girls/women in these studies, it is difficult to generalize the findings to female offenders. After more thorough research with women and girls in the system, it is well supported that despite some similarities, the central risk factors for women and girls look vastly different from what we see with men and boys (Bloom et al., 2003; Brennan et al., 2012; DeHart, 2018; Kruttschnitt, 2016; Richie, 1996; Salisbury & Van

Voorhis, 2009). Overall, gendered pathways research seeks to understand the social circumstances and disadvantages that put women at an increased risk to engage in criminal behavior (Bloom et al., 2003). A synthesis of current gendered pathways research is discussed below to better understand what factors put women at the greatest risk of becoming justice-involved in order to better focus treatment strategies to meet the needs of women under correctional control.

Gendered Pathways Research

Kruttschnitt (2016) and DeHart (2018) have synthesized much of the existing research focused on gendered pathways to offending. To begin, Kruttschnitt (2016) compiled the work of 26 unique gendered pathways studies that included samples of all women/girl samples, as well as a combination of women/girls and men/boys samples. Her analysis of a large body of previous research supports the notion that women and girls have distinctly unique life experiences than men and boys which can lead them into the system, and thus women and girls have unique pathways to crime/delinquency. Overall, Kruttschnitt (2016) finds that the key risk factors for girls' and women's pathways to offending are child abuse, family disruption, school trouble, substance abuse, running away, gangs, and mental health problems; and the most prevalent being child abuse, substance abuse, and mental health problems (Brennan et al., 2012; DeHart, 2008; DeHart et al., 2014; Jordan et al., 2012; Salisbury & Van Voorhis, 2009). Although unique to each woman, understanding how biological, psychological, and sociological factors together can influence a woman's pathway into the criminal justice system is essential. Prevailing themes of dysfunctional and traumatic relationships, addiction, mental illness, poverty, having limited human and social capital dominate the women's pathways perspective. Kruttschnitt's (2016) review is well supported in fields outside of criminology and criminal justice (Belknap, 2007;

Boppre & Boyer, 2019; Brady & Ashley, 2005; Chesney-Lind & Pasko, 2013; Greenfield et al., 2010; Hannah-Moffat, 2010; Helfgott et al., 2020; Lindberg, 2016; Salisbury & Van Voorhis, 2009; Sun, 2006, 2009).

Most recently, DeHart (2018) summarizes the existing literature and concluded that there are somewhere between 3 and 8 unique pathways to crime for women, all highlighting themes of trauma, adversity, and substance abuse. For example, Daly (1992) analyzed data from 40 women's pathways to felony court and created five unique typologies: 1) "harmed and harming women, 2) "street women," 3) "battered women," 4) "drug-connected women", and 5) "others." The "harmed and harming women" – identified as the most frequently occurring typology among incarcerated women – experienced childhoods plagued with severe abuse and their histories of victimization created a pathway to addiction, inability to cope, and behavioral acting out. The "street women" had run away from home or were forced out due to abuse, leading them to engage in prostitution, theft, and drug dealing as a means of making ends meet. The "battered women," were abused women who Daly (1992) believed would not have ended up in court had they not been involved with abusive men who greatly influenced their decisions to engage in risk behaviors. The "drug-connected women" were involved with drugs through their relationships with partners or family members. The least frequently occurring typology, "others," were women who Daly found to commit crimes in response to immediate economic circumstances and greed (1992). Other scholars have tested and expanded upon Daly's (1992) work to include more prominent themes and factors and also greater samples of women of Color to better test how race influences a woman's pathway to crime (Brennan, Breitenbach, & Dieterich, 2008; Brennan et al., 2012; Richie, 1996; Salisbury & Van Voorhis, 2009; Simpson, Yahner, & Dugan, 2008).

Richie (1996) examined the role of racial and gendered marginalization in women's pathways to crime. For Black women, six unique pathways led them to crime: being held "hostage" in severely abusive relationships, projection and association of past violence, sexual exploitation, poverty, "fighting back" towards their abusers through assault or battery, and addiction (Richie, 1996). Women who directed violence towards men generally instead of their batterer as retaliation for past abuse were included in the "projection and association" pathway. Women who were sexually exploited, impoverished, addicted to drugs, or fighting back against their batterers characterized the remaining pathways to criminal activity. For Black women in particular, Richie proposed that criminal activities are a response to (a) violence or threats of violence, (b) internalized gender roles and racial identity, (c) women's role to protect Black men from institutional racism, and (d) turning themselves in to avoid future abuse.

Since Daly's (1992) and Richie's (1996) work, Simpson, Yahner, and Dugan (2008) identified additional factors that correspond to the women in Daly's typologies: high number of lifetime arrests, incarceration, felony convictions, and criminal networks for the "street women;" unemployment, drug use, drug dealing, drug-involvement of partners, and defensive violence against partners for the "drug-connected women;" non-defensive violence and co-offending with partners on property crimes unrelated to substance abuse for the "battered women;" older women from two-parent homes with later ages of both criminal onset and sexual activity for the "other" women.

While common themes of violence, addiction, abuse, and adversity had emerged in the first few decades of dedicated research, Salisbury and Van Voorhis (2009) expanded on previous social and human capital research (see Giordano et al., 2002; Holtfreter et al., 2004; Reisig et al., 2002) to better understand the role of social and human capital in women's justice-involvement.

Factors such as self-efficacy, educational achievement, family support, and employment can serve as points of resiliency and create opportunities for women to desist from crime. However, many women who are justice-involved have complex histories of little-to-no educational success, family support, or financial independence (Salisbury & Van Voorhis, 2009). Additionally, high rates of dysfunctional and unhealthy relationships often creating low self-efficacy and low self-esteem are all too common themes seen amongst women in the system (Dillion et al., 2013; Sun, 2009).

Most recently, DeHart (2018) synthesized the extant pathways research and created five typologies (using the mnemonic *SCARS*) to better compile all existing work. The five typologies included: Substance dependence with IPV, Child maltreatment, Aggressive career, Retaliatory/defensive violence (family-only offenders), and Social capital.

The “substance dependent offenders with IPV” typically committed a variety of crimes including shoplifting, prostitution, and forgery to get drug money and their drug use was linked to violent relationships where they used violence on their partners. Women in the “child maltreat” group were grouped with the family-only offenders and are discussed below. Most of the women in the “aggressive career” group were heavily engaged in drug use or drinking and a majority had been through some type of substance abuse treatment. They are characterized by having a multi-crime background and use of generalized violence. Their crimes included robbery, assault, burglary, larceny, fraud prostitution, shoplifting, and other violent offenses. The “family only offenders” were divided into two groups, those who aggressed in retaliation or defense of themselves or loved ones and those who committed child abuse or neglect. The “family only offenders were also heavy users of drugs and alcohol, and their crimes included murder, manslaughter, or homicide by child abuse. Lastly, all of the women in the “social capital

offenders” category were serving time in relation to drug offenses, such as distribution, manufacturing, and trafficking (DeHart, 2018).

The research on pathways to crime for women extensively highlights the connection between drug use, abuse, and crime. Drug abuse can be implied in various types of drug-related offenses that are not in and of themselves drug crimes, for example, paraphernalia, possession, trafficking, being intoxicated at the time of an offense, or committing an offense to obtain substances (NIDA, 2020). When women commit crimes that related to their substance use and addiction it is essential that the root of their addictions are addressed. Usually, the repercussions of the crime (serving time in prison) are not enough to deter her from returning to the criminal justice system once released (Brennan et. al, 2012; Daly, 1992; DeHart, 2018; Giordano, 2010; Kruttschnitt, 2016; Richie, 1996; Simpson, Yahner, & Dugan, 2008). Further, women’s mental health concerns and their histories of significant trauma, abuse, and victimization are largely intertwined with their substance use patterns (DeHart, 2018; Kruttschnitt, 2016; Moffitt et al., 2001). Since the link between substance abuse and criminality is so significant for women, it is pertinent that research establishes a clear understanding of the pathology of women’s substance dependence in order to create effective treatment programs for women while incarcerated. Unaddressed co-occurring disorders are strongly related to women’s criminal justice system involvement, and if not properly treated, can create a revolving door back to prison (Brennan et al., 2012; Blume, 1990; Houser & Welsh, 2014; DeHart et al., 2013; Owen & Bloom, 1995; Sun, 2009). There are many factors that lead to women developing substance use, abuse, and addiction problems, but psychological, biological and psychosocial factors are the leading contributors that will be discussed in detail in the following section.

Pathways to Substance Use

Psychological Risk Factors

For both men and women, psychological factors (e.g., interpersonal problems, conflicts, life transitions) impact the likelihood of substance abuse (Sun, 2009). However, researchers have identified certain contributors that are especially pertinent to women. Specifically, interpersonal problems/conflicts, shame and stigma, life transition crises (e.g. death of loved one, divorce, loss of employment), childhood trauma/abuse, co-occurring mental illnesses, and an obsession and dissatisfaction with body image and appearance have been associated with substance abuse (Bloom, Owen, & Covington, 2003; Covington, 2008; Covington & Bloom, 2003; Pollack, 2005; Moffitt et al., 2001; Salisbury & Van Voorhis, 2009; Sun, 2009). Additionally, these factors likely overlap. For example, women may misuse or abuse alcohol or drugs to cope with negative emotions, psychological issues, or psychiatric symptoms, or because they are trying to control their weight or appearance. Self-medication is a common theme recurring across all of these factors. Often women abuse alcohol and drugs to minimize negative emotions, pain, the side effects/symptoms of their mental illnesses, and to help cope with negative experiences and trauma (Nooner et al., 2012; Salisbury & Van Voorhis, 2009; Sun, 2009). Compared to their male counterparts, women suffering from substance abuse disorders tend to have higher rates of family dysfunction and family alcohol or drug (AOD) history (Bloom, Owen, & Covington, 2003; Garcia & Lane, 2013; Sun, 2009). Toray and colleagues (1991) and Sun (2009) further discuss the context of family dysfunction which may mean that the woman comes from a single-parent family, with one or both parents missing, or was raised by someone who exhibits deviant/criminal behavior. Family history of AOD can also include frequent friends in the house who abuse alcohol or drugs, in addition to AOD-abusing parents, siblings, or relatives (Sun,

2009). One possible explanation for why substance-abusing women experienced higher rates of family AOD history than substance-abusing men is because women typically have a greater emotional involvement with their family of origin and may be more likely to identify with or be affected by these members and their AOD problems (Sun, 2009; Toray et al., 1991).

Biological Risk Factors

Biologically, women are vastly different than men. For example, women experience a menstrual cycle, have different hormones, health factors, and experience pregnancy. Research demonstrates that there are a variety of biological factors related to women's substance abuse, including race, Fetal Alcohol Syndrome exposure status, and genetic heredity (Sun, 2009). Research is mixed on whether or not women are affected by genetic factors at equal rates to men, but most conclude that while biological factors likely influence men's substance abuse more than women's substance abuse, women are significantly more likely than men to be affected by environments (Jang, Livesley, & Vernon, 1997).

Nevertheless, research by Hernandez-Avila and colleagues (2004) suggests that women's substance addiction can progress faster from initial use to problematic use than men's which can increase a women's likelihood of criminal justice involvement. To elaborate, the researchers found that as a result of increased vulnerability due to mental health and addiction problems, women advanced from occasional use- to regular use- to treatment more rapidly than men (2004). Moreover, when women begin treatment, their substance abuse severity is generally equivalent to that of men, despite women having fewer years of use and typically use smaller quantities than men (Hernandez-Avila et al., 2004).

As women are becoming justice-involved at much higher rates than ever before, there is also an increase in women entering the system pregnant (Daniel, 2019). Research from the

Prison Policy Initiative suggests that approximately 5% of women in local jails, 4% of women in state prisons, and 3% of women in federal prisons are pregnant when admitted to the facility (Daniel, 2019; Sufrin et al., 2019). Pregnant women struggling with alcohol and drug dependence are a unique population for treatment professionals to address in a correctional facility, as these women are an especially vulnerable population carrying a child, whose life is greatly affected by the choices of both of the biological parents (e.g., increased chance of miscarriage, premature birth, lower birth weight, Fetal Alcohol Syndrome, and higher chance of a caesarian section) (Kaskutas, 2009; Sun, 2009). According to Substance Abuse and Mental Health Service (SAMHSA), 63.8% of pregnant women who entered into substance abuse treatment program have abused drugs, 7.0% abused alcohol, and 27.8% abused a combination of both alcohol and drugs (SAMHSA, 2013).

Psychosocial/Relational Risk Factors

Women are typically more relational beings than men and often form their identities through connections they make with others (Baker-Miller, 1987). Women suffering from substance abuse disorders likely form connections with substance-abusing men and are introduced to, and maintain, drug use by their male sexual partner (Riehmman, Hser, & Zeller, 2000). Women's sense of self-worth and overall wellbeing can be influenced by the connection with their intimate partner, and when the partner abuses substances, it is not uncommon for women to imitate the substance abuse patterns of their partner (Sun, 2007). Some common themes in the lives of addicted women are relationship issues such as fear of losing children and/or a partner or the need for women to have their partner's permission to obtain treatment (Covington, 2008). For women, partners and children play a key role in treatment motivation and are also more thoroughly highlighted in the gender-responsive treatment literature than the

gender-neutral research, underscoring the importance of healthy relationships for women correctional clients (Baker-Miller, 1987; Covington, 2008; Riechman, Hser, & Zeller, 2000).

Trauma that women experience often plays a key role in their criminal behavior and is often linked to substance abuse, mental health challenges, and unhealthy relationships. According to the seminal Adverse Childhood Experiences (ACE) study conducted by Felitti and colleagues (1998), people who reported 4 or more ACEs were 7.4 times more likely to be diagnosed with an alcohol use disorder and 10.3 times more likely to engage in injection drug use (1998). Research consistently shows that women are twice as likely as men to experience posttraumatic stress disorder (PTSD) after experiencing a traumatic event, and the development of PTSD can greatly affect their ability to overcome adversity later in life (Nooner et al., 2012). This finding makes females more vulnerable to trauma and more likely to resort to crime as a result.

Research estimates that upwards of 70% of women in the criminal justice system struggle with mental health concerns (Villa, 2017). As discussed, mental health needs are often related to trauma and childhood victimization (Salisbury & Van Voorhis, 2009). When mental health problems remain unaddressed from childhood into adulthood, women become more vulnerable to enhanced mental health concerns, potential drug abuse, and/or entering into a similarly abusive relationship as an adult (Salisbury & Van Voorhis, 2009).

Women-Specific Risk/Needs Factors

To summarize the literature, the most common risk factors in the lives of system-involved women include: trauma and abuse, substance abuse, unhealthy intimate relationships, low self-esteem, a lack of self-efficacy, mental illness, neglect, financial instability/dependence, and prior victimization (Belknap & Holsinger, 2006; Bloom, Owen, and Covington, 2003; Bonta

et al., 1995; Brennan et al., 2012; Breiding et al., 2014; Chesney-Lind, 1989; Covington, 1998; Daly, 1992; DeHart, 2018; DeHart et al., 2014; Salisbury & Van Voorhis, 2009; Owen, 1998; Richie, 1996).

Women face a “triple jeopardy” (Bloom, 1996) where unique challenges based on race, class, and gender must be overcome in order to avoid involvement in the criminal justice system. Many women in the system are from poverty-stricken backgrounds where life-long trauma and abuse was present, mental illness grew, coping via self-medication of drugs and alcohol was commonplace, and many had little to no family support and unhealthy partners. Today, many women return to situations where unstable housing, poor finances, and dependent children must be the priority to address the remaining underlying reasons for their pathway into the justice system (Brennan et al., 2012; DeHart, 2018; Kruttschnitt, 2016).

Women’s imprisonment has been largely attributed to “unsolved social problems,” such as drug addiction, prostitution, and retaliation against abusive partners (Fine, 1992). Using drugs and alcohol, engaging in prostitution, and violence as a form of retaliation are often survival strategies utilized by women to cope with their overwhelming large amounts of victimization. Research has found that victimization is a central factor that affects women and girls at much higher rates than men and boys (Kruttschnitt, 2016; Steiner, Garcia, & Mathews, 1997). Generally, between 50 and 60% of all women and girls have experienced violence in their lifetimes, whether physical, sexual violence, psychological, or a combination of various forms of violence (World Health Organization, 2013). This number increases significantly among women who are justice-involved. For example, as high as 90% of women in federal and state prisons report physical abuse in their pasts and between 60 and 80% report past sexual abuse (DeHart, 2008; James & Glaze, 2006; Jones, Sharp, & Worthen, 2017; Messina & Grella, 2006; Reichert,

Adams, & Bostwick, 2010). Self-medicating with substances can become an unhealthy coping mechanism from large amounts of unaddressed trauma, victimization, and violence (DeHart et al., 2014; Reichert, Adams, & Bostwick, 2010). Research suggests that most justice-involved women (approximately 75%) suffer with mental illnesses (such as depression, anxiety, PTSD, and self-injurious behavior) and substance use/abuse issues (approximately 85%). Overall, 3 out of 4 women entering the prison system are diagnosed with a co-occurring disorder (i.e. simultaneous mental illness and substance use) (Belknap & Holsinger, 2006; Bloom et al., 2003; DeHart et al., 2014; Holtfreter & Morash, 2003; NIDA, 2020).

As highlighted throughout both of the pathways chapters (pathways to crime and pathways to substance abuse), there are many risk factors that influence a woman's pathway to abuse substances and end up in the criminal justice system. A woman's needs while incarcerated are directly related to the risk factors that led her to prison. Criminogenic needs that a woman has while in prison can be determined through detailed risk/needs assessment interviews².

As women navigate the prison environment, they often find themselves in a continual search to cope with and address their needs and these traumas/concerns within the prison walls. Prisons were not designed to accommodate the large amounts of untreated trauma, abuse, neglect, and mental health concerns that women bring with them into the criminal justice. Rather, they were historically created to keep the perpetrator of a crime detained until their actual punishment could be carried out, but today, prison is the punishment (Rafter, 1983). With the mission to protect society while simultaneously providing work and self-improvement opportunities to assist system-involved persons in their rehabilitation, correctional staff must be cognizant of how the environment of prison can in fact do the opposite by threatening the overall

² Examples of risk/needs assessments include: Women's Risk/Needs Assessment (WRNA), Ohio Risk Assessment System (ORAS), Level of Service/Case Management Inventory (LS/CMI).

safety of the staff and the populations of people they serve. A detailed discussion of the prison environment and common threats to safety will be discussed in the following section in order to build up to a more detailed discussion about how women meet their needs in prison.

Prison

Prison Environment

Prisons house individuals convicted of serious felony crimes with punishments in excess of one year (Prison Fellowship, 2021). State prisons are typically reserved for people who have committed any felony crimes that meet state guidelines (e.g., committed a homicide, robbery, drug trafficking, etc. in the state of sentencing), while federal prisons are typically reserved for people who have committed any felony crimes that meet federal guidelines (e.g., drug trafficking, terrorism, identity theft, tax fraud etc.) (Brooks, 2019; Bureau of Justice Statistics, 2019; Federal Bureau of Prisons, 2019; Zeng & Minton, 2019). Prisons can be state run or run through private companies and security level differs across facilities. For women's prisons, it is common to see multiple custody/security levels in the same facilities (i.e., a minimum-security unit, medium-security unit, high-security unit, and maximum/administrative-security unit all within the same facility).

As there are many more males incarcerated in prison than females (1.3 million compared to 83,000 respectively) (Prison Policy Initiative, 2022), male facilities may be separated by security level where an entire facility will be dedicated to maximum security/solitary confinement cells (each state is unique depending on prison population and security needs) (Federal Bureau of Prisons, 2019). Lower custody units will offer more space for movement, more recreation time, and more opportunities to live in dedicated programming environments (e.g., re-entry unit, substance abuse treatment units, etc.). Typically, the higher the security of the unit,

the less movement, less cellmates, and less time outside of the cell someone will have. The highest security units are commonly referred to as maximum security, solitary confinement, or administrative segregation cells where people housed will spend nearly all day inside their cell alone. The custody level a person is assigned to is determined through a wide variety of factors (e.g., intake classification, risk level, type of crime, safety reasons, misconduct/violence, availability, programming needs, etc.) and often changes throughout a person's sentence (Brooks, 2019; Bureau of Justice Statistics, 2019; Federal Bureau of Prisons, 2019; Prison Fellowship, 2021). What the environment of the prison is like and how a woman adapts could vary greatly depending on a range of factors (e.g., custody level, size, location, familiarity with incarceration, etc.). A brief discussion about how women navigate the prison experience is discussed below.

Prison Culture/Prison Code

Entering the environment of prison can be an overwhelming experience. In an early attempt to understand the prison experience across gender, Ward and Kassenbaum (1964) identified important differences between men and women. Specifically, they shared that men often come to prison as husbands and fathers, but most importantly as the breadwinner for their families. While men are more concerned with their inability to provide for their families, the effects of their criminal record on future employment, and loss of seniority in the household, women were much more concerned with separation from their families and disruptions of familial roles, as they are often the primary housekeepers and caregivers of children (Klein & Kress, 1976; Ward & Kassenbaum, 1964). As the reality of not being home to provide for- or take care of their family sets in, so can the intense feelings of loneliness and fear. Prison can be a trauma-triggering or trauma-inducing environment. Excessive loudness, raised voices, clanging

metal doors, loud announcements, barked orders, as well as certain operational practices, like strip searches, cell extractions, segregation, male supervision, and having to talk to someone who is unfamiliar are all characteristics that make prison a traumatic experience (Benedict, 2014).

To navigate the prison environment, many follow a “code”, but that code can look very different across institutions and correctional populations. Early research on the prison code heavily focused on male populations (Irwin & Cressey, 1962; Sykes, 1958; Wilson & Snodgrass, 1969). Sykes and Messinger (1960) define the prison code as a set of norms or expected behaviors for correctional clients. Within the male code, typical elements are: 1) do not interfere with other inmates/tell on other inmates, 2) mind your own business, 3) do not whine or complain, 4) do not exploit other inmates/always keep your word, and 5) do not trust prison guards or staff (Sykes, 1958; Sykes & Messinger, 1960). Building off previous work, the male prison code can also emphasize toughness, respect, and racial/ethnic cohesion and condones sexual aggression and exploitation of weaker or more vulnerable people (Crew, 2005; Silberman, 1995). While Kruttschnitt (1981) found little evidence of an inmate code for women, Owen (1998) found the female code to be similar to the male code, but much more relational and emotionally intimate. Women are much more likely to form “play” or pseudo family groups as a way to satisfy both social and economic needs while in prison (Giallombardo, 1966; Owen, 1998; Williams & Fish, 1974). Women living in a carceral environment place a much greater emphasis on minding one’s own business, not telling/trusting the “police” (corrections officers), taking care of each other, and only fighting one-on-one (no “rat-packing”) (Owen, 1998). Additionally, Owen (1998) found that the culture of a women’s prison has different focal concerns on privacy and maintaining those relationships they may have lost on the outside (particularly with children). From these differences mentioned, a more concrete set of rules (or

code) that female correctional clients are more likely to abide by would be: 1) do not gossip or repeat confidences, 2) mind your own business, 3) do not snitch, 4) do not invade another's space/do not touch or take anything without permission, and 5) keep yourself and your space clean (Owen, 1998).

Gaining respect and a reputation are highly valued traits in both male and female prisons and are critical aspects to negotiating the prison world. Without these traits, it becomes very difficult to get by, and may result in having limited and delayed access to resources creating vulnerability and threatens one's overall safety (Owen, 1998; Sykes & Messinger, 1960). How each woman adapts to the carceral environment can be determined by a variety of factors, such as how much time she has spent in prison, if she has previously been to prison, how much time she has left to serve, her identity before entering and while in prison, how well her needs are met while in prison, and how well is she protected from harm, threats, and danger while in prison (Heffernan, 1972; Owen, 1998; Owen, Wells, and Pollock, 2017).

When entering the prison system in the United States, women are confronted with few opportunities of individual choice and autonomy as their mobility, behavior, and routines are typically predetermined and controlled by the policies, practices, and personnel reinforcing the custodial demands of maintaining control and order (Goffman, 1961; Owen, 2017). One area of choice is how women choose to serve their time in prison, (e.g., the extent to which they choose to participate in any treatment programs, vocational/training opportunities, education, work opportunities). A common treatment opportunity for people incarcerated in prison (and the focus for this dissertation) is to participate in substance use, abuse, and addiction programs. Recall from previous chapters, substance use, abuse, and addiction uniquely affect women and heavily influence their pathways into the criminal justice system (Belknap & Holsinger, 2006; Brennan

et al., 2012; Bloom, Owen, and Covington, 2003; Chesney-Lind, 1989; Covington, 1998; Daly, 1992; DeHart, 2018; DeHart et al., 2014; Kruttschnitt, 2016; Salisbury & Van Voorhis, 2009; Owen, 1998; Richie, 1996). Because of the high rates of substance abuse patterns for men and women alike who are justice-involved, substance abuse treatment programs are extremely prevalent in prisons across the United States. Depending on the facility, programs may be classes that people attend outside of their dormitories or they may be residential units, commonly called therapeutic communities (TC). The sample in this dissertation comes from women participating in a substance abuse treatment program in a therapeutic community setting, and so a detailed discussion of the TC environment will be discussed below.

The Therapeutic Community Model to Target Substance Abuse

One model adopted by many correctional facilities in the United States to treat substance abuse is the therapeutic community (TC). TCs are a common method for treating substance addiction in both male and female prison facilities and have been in existence since the 1960s. TCs are a drug-free setting that use a model of care which revolves around the self-help tradition of strong individual commitment to treatment and changing fundamental negative beliefs and unhealthy lifestyles (Wexler, 1995). The treatment stages often reflect increased levels of personal and social responsibility and peer influence is used to help individuals learn how to assimilate social norms and develop more effective social skills (Smith, Gates, & Foxcroft, 2006). TCs differ from other traditional treatment approaches because they use the community (staff and other participants, including prisoners themselves) as an agent of change.

The core tenets of TCs in prisons is maintaining an environment where participants seek support from other individuals facing similar concerns. Common themes among in-prison TCs include a positive concept of incarcerated individuals who are living in the same treatment

community, treatment activities designed to promote and foster social relationships, promote role models, and support from treatment staff and counselors (Pan, Scarpitti, Inciardi, & Lockwood, 1993). TCs often rely heavily on cognitive-behavioral therapy techniques, peer influence, and group processes to promote abstinence, pro-social behavior, and personal accountability and responsibility (Pearson & Lipton, 1999). The U.S. Office of National Drug Control Policy commissioned the following standards for prison-based TCs to follow:

- (1) Substance abuse and criminality are symptoms of a disorder of the whole person.
- (2) The disorder of the person consists of social and psychological characteristics that must be changed.
- (3) “Right living” refers to the morals and values which sustain recovery, and is the goal of treatment.
- (4) Recovery is a developmental learning process.

The push to support TCs in prison came from a large amount of evidence in/around the 1980s to suggest that the model works well with substance-abusing clients in the general population (De Leon, 1979; Gerstein & Harwood, 1990; Hubbard et al., 1988; Simpson, 1980). These studies suggested that community TCs were effective in reducing crime and substance abuse while increasing prosocial behavior (i.e. employment). After adjusting the community-based TC model to complement the prison environment (by isolating the program within the prison to a separate housing unit, hiring independent contractors to operate the program, and requiring that programs are 9 to 12 months long) it was assumed to be the best and most effective model. It was also expected that inmates would find the program unit, which is typically isolated from general population, more desirable and drop-out rates would be significantly lower than non-residential TCs (Wexler, Falkin, & Lipton, 1990). The research, however, is very mixed to

support these assumptions regarding the success of therapeutic communities in prisons for men and for women clients. Eliason's (2006) synthesis of available research for both men and women found that overall, while the research is positive for the use of TCs with men in prison, there are methodological limitations that might impact the findings (e.g. some studies had no treatment control groups, some did not use randomized controlled trials, etc.) (2006). Further, Eliason (2006) suggested that the empirical successes of TC programs for men cannot be compared to women because of the philosophical differences, emphases, and topics covered in men and women's TC programs (2006).

For women, the available research on evaluating TCs in prison is scant. Nevertheless, the research that does exist is mixed and appears to be overwhelmingly negative in the long term with little to any evidence to support significant reductions in recidivism rates or substance use once released from prison (Eliason, 2006; Jarman, 1993; Messina & Prendergast, 2001; Messina et al., 2010; Prendergast et al., 1996; Rhodes et al., 2001; Wexler et al., 1990). Apart from recidivism rates or substance use, Farrell (2000) found support for women involved in a TC group to be more successful at gaining social support systems in the community than the control group, however, they were not more likely than the work release women to take care of their children, hold down a job, or have a significant relationship outside of the TC support group.

Messina and colleagues criticize the existing research around TCs for women, and argued that many of the studies suggesting that TCs are effective for women are hindered by small samples, lack of control groups, and limited outcome measures (Messina, Grella, Cartier, & Torres, 2010). In fact, their research has shown that a theoretically-based, trauma-informed gender-responsive treatment (GRT) program was more effective with incarcerated women than the standard prison TC program, with GRT participants demonstrating more success on parole

and greater reductions in drug use over time (2010). Additional qualitative research found that GRT participants were more invested and satisfied with their treatment, felt more support by other group members, and felt more comfort and safety in opening up about their substance abuse compared to participants in TC programs (Calhoun, Messina, & Carter, 2009; Greenfield, Trucco, McHugh, Lincoln, & Gallop, 2007).

Despite a lack of empirical support overall for the use of therapeutic communities with women clients, scholars do acknowledge that there are favorable principles of TCs that should remain in programs for women correctional clients. For example, Wright and colleagues (2012) assert that drug and alcohol programs that promote drug-free lifestyles, teach women techniques from abstaining from drug use both within prison and after release, and programs that help women learn what their “triggers” are highly effective. Similarly, programs that use a cognitive-behavioral modality, have an aftercare component, and have a sense of community are praised in research with women clients in prison based on available “what works” literature for women clients in reducing recidivism (Gobeil et al., 2016; Messina, Grella, Cartier, & Torres, 2010; Wright et al., 2012)

However, while scholars recognize that there are empirically supported principles for working with women clients embedded in TC settings, there are missing components which specifically focus on women’s experiences. For instance, women are often “in search of safety” from new or preexisting trauma while incarcerated and so ensuring that a program promotes safety, trust, and empowers the women involved in the treatment program can have a very positive effect on the women within the program, both while they are in treatment and after release (Owen, Wells, & Pollock, 2017). However, before one can create a program that promotes safety, trust, and empowers the women involved, it is essential to understand what the

most prominent threats to safety are for the women in the program. Below, a detailed discussion about the key threats in a prison environment for women correctional clients are discussed, followed by a brief discussion about how women address these threats to navigate the carceral living environment.

Safety

Women who are living in a prison environment are exposed to many threats and dangers that can compromise their safety while incarcerated (e.g., verbal abuse from other clients or staff members, physical and sexual violence, disease, lack of medical care, interpersonal conflicts and (Maruschak, 2006; 2008; Owen et al., 2017). Although the same threats and dangers are often present in all-male prisons, Owen and colleagues (2017) argue that due to gendered experiences and inequalities that exist in the outside world, women experience prison differently than men and appear to be more vulnerable to substance abuse, mental health deterioration and/or serious physical deterioration while in prison (Eliason, 2006; Gadama et al., 2020; Messina et al., 2010; Owen et al., 2017; Wright et al., 2012). Moreover, Owen et al. (2017) argue that for many incarcerated women, safety is not limited to the absence of harm and violence, but includes protection from threats, danger or harm to their physical and mental health, and having their basic needs met (Owen et al, 2017). Failure to appropriately protect women from common harms, threats, and danger and failure to meet women's needs while in prison can contribute to greater harms within the prison system (e.g., reduced effectiveness in treatment) (Eliason, 2006; Messina et al., 2010; Owen et al., 2017; Wright et al., 2012). Below, key safety concerns (as defined by threats of violence/harm and basic needs) in the prison environment will be discussed for women followed by a discussion on how women "seek safety" (Owen et al., 2017) while in

prison in an effort to better understand all aspects of safety to explore in treatment programs moving forward.

Threats to Safety

Crowding

As the prison populations across the United States rose at astronomical rates during the War on Drugs era of the 1970s and 1980s, facilities could not manage the strain (Haney, 2006; Moore & Elkavich, 2008) and overcrowding became a significant concern. Severe crowding in prisons deeply strains the facility and leads to many material shortages and not enough staff to meet the demands of safe operation. Delays in processing mail and visitors, long lines in the dining halls and at canteen, long waitlists for program participation, and limited access to essential services (i.e., adequate medical, dental, mental health care) result from too many people in confinement (Haney, 2006; Maruschak, 2006; 2008). Additionally, crowding causes a lack of personal space which often leads to increased disputes and concerns about safety of oneself and their property (Owen et al., 2017).

Cleanliness

Many disputes between women inmates begin over cleanliness issues and personal hygiene. In over ten years of traveling to jails and prisons to study women inmates, Owen, Wells, and Pollock (2017) found that cleanliness and tidiness were top priorities. The women stressed the importance of keeping their room or cell neat as well as maintaining their own personal hygiene. Further, if cleanliness and hygiene standards are not upheld, it is considered very disrespectful and leads to increased violence within the facility (2017).

Physical Health

Overall, good physical health while in prison can be both difficult to maintain and difficult to treat. Some of the main components of prison life that threaten a women's physical health are poor diet/poor nutritional value of food served, sedentary lifestyle, poor hygienic and sanitary conditions, smoking/drinking too much coffee, lack of regular exposure to the sun, and lack of physical activity (Avais & Wassan, 2017; Gadama et al., 2020; Santos et al., 2017).

Although many of these concerns relating to physical health in a prison environment can equally affect male populations, incarcerated women were especially vulnerable due to pregnancy, menstrual cycle and breastfeeding (Gadama et al., 2020; Grella, 1999; Huang & Reid, 2006; Perreira & Cortes, 2006)

Furthermore, pre-existing physical health and conditions exacerbated by the prison environment are prevalent. Hellenbach and colleagues (2017) found obesity, diabetes, and hearing and vision impairments to be the most common physical disabilities among women in prison. Additionally, Avaid and Wassan (2017) found that 12.8% of all female correctional clients suffered from high blood pressure, 3.8% suffered from tuberculosis, and 3.8% suffered from Hepatitis-C. Not only are women suffering from serious physical health conditions while in prison, they also report being unsatisfied with the level of medical care received (Avais & Wassan, 2017) or access to prison-based or external health services (Gadama et al., 2020).

Mental Health

As discussed earlier in this dissertation, mental health is a leading pathway to substance use, abuse, and addiction, as well as a leading pathway to crime (Brennan et al., 2012; DeHart, 2008; DeHart et al., 2014; Jordan et al., 2012; Kruttschnitt, 2016; Moffitt et al., 2001; Salisbury

& Van Voorhis, 2009; Sun, 2009). A wide variety of mental health concerns affect women in prison, including, but not limited to, anxiety, episodic mood disorders, depressive disorders, PTSD, suicidal ideation, and drug dependencies (Avais and Wassan, 2017; Howard et al., 2017; Tyler et al., 2019). Research demonstrates that the majority of women who are incarcerated have a pre-existing diagnosis of a mental health disorder or had previous contact with mental health services in the past before entering the prison environment (Howard et al., 2017; Tyler et al., 2019). For example, Howard and colleagues found that 97.8% of female correctional clients experienced some form of psychological trauma prior to entering prison, and over 60% met criteria for a PTSD diagnosis. Additionally, Tyler and colleagues (2019) found that nearly half of the women living in prison are living with two or more mental health disorders. Research also suggests there are distinct gender differences in the prevalence of mental health disorders, levels of comorbidity, existence of pre-existing diagnosis, or prior contact with mental health services. Women clients report much higher rates than men clients in correctional settings largely due to previously experienced traumatic events in the past (in both childhood and adulthood), where histories of unhealthy relationships, violence, abuse, and neglect have created pre-existing conditions that women bring with them to prison (Brennan et al., 2012; DeHart, 2008; DeHart et al., 2014; Jordan et al., 2012; Karatzias et al., 2018; Kruttschnitt, 2016; Wright et al., 2012). Avais and Wassan (2017) interviewed 133 female correctional clients and discovered that 37.7% tried to commit suicide, 18.8% suffered from depression, 32.3% suffered physical abuse, and 6.8% suffered sexual violence in their childhood, which all greatly contributed to the deterioration of their mental health while in prison. Many women find themselves justice-involved in the first place due to unhealthy coping mechanisms (e.g., substance use) in an effort to deal with the pain and suffering they have experienced.

Substance Use

Research consistently finds high rates of substance abuse among female correctional clients. Certainly, the substance use and abuse is a concern for many women prior to being incarcerated. However, research also suggests that there is some access to substances while in prison. Sanchez et al. (2018) examined the prevalence of in-prison drug use among incarcerated women and found that more than half of all participants used drugs – mostly alcohol and cannabis – in prison within the last six months. As a majority of the female correctional clients engage in illegal drug consumption while incarcerated, this could create further safety threats to not only themselves, but also other clients and staff (2018).

Researchers have also considered the link between substance abuse and mental health vulnerabilities while in prison. Kuo and Zhao (2019) examined whether female correctional clients with both mental health and substance dependence disorders were more likely to engage in misbehavior in prison, as opposed to females without these conditions. Their analysis of 643 women in correctional settings indicated that substance dependence disorders significantly predicted misconduct in prisons, however no significant effect was discovered between misconduct and clients who only had one mental disorder and did not consume drugs (2019).

Not only can using substances while in prison be a threat to violence and mental health, but also a threat to physical health. Small and colleagues (2009) discuss the risk of sharing syringes in prison due to the obvious scarcity of needles needed to inject while in prison. The biggest physical health concern with this practice is the transmission of communicable diseases (e.g., HIV/AIDS, hepatitis B and C) (Small et al., 2009).

Violence and Conflict

While violence, conflict, and abuse are typically discussed when speaking about prisons, rates of violence are generally much higher in male facilities than in facilities for women. Interestingly, Warren and colleagues (2018) found that women self-reported significantly higher rates of prison violence than males did, which suggests that not only that they were at a higher risk of perceived violence in prison, but they also acknowledged that they did not feel safe as a result. Owen et al. (2008) discuss the gendered nature of violence, as it often appears as the overlap of individual, relational, institution, and societal factors collide. They learned that violence between women in correctional settings exists on a continuum, ranging from verbal intimidation to homicide, with most occurrences on the lower end (over debts or “disrespect”). Owen and colleagues found that violence was not an everyday aspect of life, but more so existed as a potential occurrence, as on-going tensions and conflicts build, lack of economic opportunity rises, and few therapeutic opportunities to address prior trauma exist (2008). The main categories of violence and conflict found for women clients in carceral environments are verbal conflict, economic conflict and exploitation, physical violence, and sexual violence (Owen et al., 2008; Owen et al 2017).

Women correctional clients report sexual violence and abuse both by other women clients as well as staff members (Beck, 2015). Women correctional clients reported inappropriate touching and inappropriate comments and suggestions to be the most common occurrences of sexual misconduct by staff members. Other complaints of staff sexual misconduct included “flashing,” voyeurism, touching, seduction, and sex with or without physical violence (Owen et al., 2008; Owen et al 2017).

Safety Needs

Much of the previous literature in this dissertation has discussed the unique risk factors and experiences of women who are justice-involved. Women experience life in very different ways than men. *Why* women engage in criminal activity, *how* women engage in criminal activity, and what helps women desist from criminal activity are vastly different responses than what would be expected for men. According to the pathways perspective to why women commit crime, themes of dysfunctional and traumatic relationships, addiction, mental illness, poverty, having limited human and social capital, are at the core (Bloom et al., 2003; Brennan et al., 2012; DeHart, 2018; Kruttschnitt, 2016; Leverentz, 2006; Richie, 1996; Salisbury & Van Voorhis, 2009). Research has repeatedly demonstrated that women have higher rates of experienced violence and trauma and higher rates of mental health concerns than men (DeHart, 2008; James & Glaze, 2006; Jones, Sharp, & Worthen, 2018; Messina & Grella, 2006; Reichert, Adams, & Bostwick, 2010). These risk factors directly relate to the *needs* of women while incarcerated (Wright et al., 2012). Wright, Van Voorhis, Salisbury, and Bauman (2012) compiled recommendations for how women's most prominent needs should be addressed while in prison. To begin, prisons should focus on treatment and rehabilitation. Women cannot simply "do time" in prison and expect to succeed on the outside (Covington & Bloom, 2007). They need opportunities to focus on making positive changes in their lives in an environment that feels safe, secure, free from traumatization, and where they can express themselves and receive feedback in a non-confrontational way (Covington & Bloom, 2007; Wright et al., 2012). Building off the first recommendation, prisons should provide programming to address women's criminogenic needs. Overall, these programs should be cognitive behavioral/relational models that highlight women's strengths (Matthew & Hubbard, 2008; Van Voorhis et al., 2008). Women also need access to

drug and alcohol programs, mental health programs, relationship programs, victimization programs, re-entry programs, and other programs to help women build their skills (e.g., parenting skills, education, financial skills, anger management, and other life/job skills, etc.) (Covington, 2008; Covington & Bloom, 2007; Hall et al., 2004; McDaniels-Wilson & Belknap, 2008; Wright et al., 2012). Lastly, prisons should properly hire and train staff to work with women correctional clients. This includes recognizing the unique differences in risks/needs across male and female clients, as well as recognizing traits needed to better assist women clients (e.g., treatment-focused, patient, skillful listener and communicator, positive role-model, understanding/background in mental health, etc.) (Morash et al., 1998; Wright et al., 2012).

In addition to the need of providing women correctional clients with access to rehabilitation and treatment of their criminogenic needs, women also have need for adequate physical healthcare while in prison. To elaborate, some of the main physical health concerns for women in prison are care/resources for their personal/feminine hygiene, medical care for disease/illnesses/pregnancy, dental care, dietary concerns/nutrition, exercise, etc. (Avais & Wassan, 2017; Gadama et al., 2020; Haney, 2006; Santos et al., 2017). Not providing adequate healthcare for women clients can greatly affect their overall quality of life and ability to participate in programming and rehabilitation opportunities (Gadama et al., 2020; Jones et al., 2019).

While there is a growing body of research that acknowledges unique safety threats and safety needs for women living in a prison environment, few studies have directly measured perceptions of safety from the perspectives of the women correctional clients themselves. The next section will provide a detailed discussion about available research that has measured

women's perceptions of safety while in prison which will set the stage for how this dissertation seeks to expand upon what is known about safety for women while in prison.

Safety Studies

Very few studies have specifically measured women's perceptions of safety while they are incarcerated in prison. One mixed methods study of incarcerated women's perceptions of safety by Bradley and Davino (2002) compared the means scores of perceived safety in childhood, in adulthood outside of prison, and while in prison for all women in the sample. Overall, the researchers found prison had a higher overall mean of perceived safety than childhood or adulthood outside of prison. The qualitative data from this study revealed four themes in response to the open-ended question about safety,

Some women report that prison "is the safest place I've ever been." Does this statement make sense to you and would you say that it has been true of your life experiences?

(1) Theme one (9.2% of responses) was coded *not safe* and participants in this category strongly disagreed with this statement citing the dangers and chaos in the prison and/or having more safety in their relationships outside of prison. (2) Theme two (24.6% of responses) was coded *not safe but able to understand why it may be safer for others* and participants in this category cited that other women have more danger and/or abuse in their lives than them, or that they have not been in the violent/dangerous situations that other's have. (3) Theme three (27.7% of responses) was coded *prison is no more or less safe than home* and participants in this category recognized that violence/threats are possible in either environment. (4) Theme four (38.5% of responses) was coded *prison is safer than other places* and participants in this category tended to focus on the dangers of violence, drugs and alcohol, and living on the streets versus the opportunities in prison to reflect on decisions and make plans to live better lives (2002). As this study is

insightful to learn why some women do (or do not) feel safer while in prison versus when in their childhood lives or adulthood lives outside of prison, it does not provide an in-depth understanding of what aspects of prison life make them feel more or less safe.

Perhaps the largest known study investigating perceptions of safety for women in jails and prisons came after the passage of the Prison Rape Elimination Act (PREA) in 2003. The National Institute of Justice (NIJ) and the National Institute of Corrections (NIC) funded multiple research projects that spanned over 10 years to explore not only perspectives of sexual safety and violence inside of women's correctional facilities, but also how to improve safety overall for women correctional clients and staff directly impacted. The mixed-method studies, headed by Drs. Barbara Owen, James Wells, and Joycelyn Pollock and their colleagues, were the first of their kind to take a deep look into understanding safety inside of women's correctional centers, directly from the perspectives of staff and women. Owen and colleagues completed a mixed-methods study with incarcerated women in jails and prisons, amounting to data from 40 focus groups (27 groups of women correctional clients in jail and prison, and 13 groups of staff) and 3,499 surveys from incarcerated women (Women's Correctional Safety Scales). Their 2008 publication *Gendered Violence and Safety: A Contextual Approach to Improving Security in Women's Facilities* highlighted the most prevalent safety concerns in women's carceral environments and how women adapt to address their safety concerns while incarcerated. Their book, *In Search of Safety: Confronting Inequality in Women's Imprisonment* (2017) was an extension of this work.

In Owen and colleagues' (2017) book, safety is defined as 1) the state of being protected from harm, danger, and other threats and 2) the product of having one's needs met. This definition of safety is the first time that the element of needs is measured as a component of

safety. To the author's knowledge, all previous research discusses safety in terms of threats, harms, and dangers within the facility (Bradley & Davino, 2002; Goldingay, 2012; Owen et al., 2017). The first component of safety refers to one's physical health (e.g., malnutrition, disease, physical harm/violence), sexual health (e.g., sexual abuse, sexual violence), or material health (e.g., conditions of living, overcrowding) (Owen et al., 2017). The second component of safety (the product of having one's needs met) relates to how well the prison is able to address the risks/needs that woman individually and uniquely have when they enter into the prison and while they are incarcerated (as discussed above). These needs, as discussed above, could be adequate programming, education, and treatment to address their individual mental health concerns, their substance addictions, their histories of trauma, abuse, victimization, and unhealthy relationships, and more. Moving forward Owen, Wells, and Pollock's (2017) definition of "safety will be used throughout this dissertation project to define safety.

Owen, Wells, Pollock, and their colleagues traveled across the country to better understand the safety threats and needs most prominent to women correctional clients by administering questionnaires, focus groups, and interviews with both women clients and staff working in correctional settings (jails and prisons). Overall, some of the main concerns to safety discovered through their research were economic conflict, sexual violence, and physical violence among women correctional clients. Additionally, verbal and sexual harassment, sexual misconduct, and physical violent from staff members was very concerning among female clients. Lastly, Likelihood of violence in the unit/facility, facility procedures for protecting women, harassment towards women reporting from other women or staff, and staff reporting climate all impacted feelings of safety as well (Wells, Owen, & Parsons, 2013; Owen Wells, & Pollock, 2017; Owen et al., 2008).

Some of the main concerns for needs identified by Owen and colleagues (2017) that women have while in prison revolved around overcrowding (lack of resources, lack of personal space, poor hygiene, conflict over space- “getting in people’s business”). Many women expressed concerns about lack of adequate medical and mental health care. Women indicated fear around catching communicable diseases, dying in prison, and not knowing what other diseases people have—and this study was conducted was prior to the COVID-19 pandemic. Lack of adequate health care seemed to be grounded in infrastructural and systematic inadequacies, such as long waiting lists, lack of gendered health care specialists, and too few medical practitioners (2017). Similarly, concerns about mental health care largely revolved around too few staff with mental health knowledge and expertise, and also staff consistently reporting women as being “manipulative” when they claim to have psychological distress (2017).

In their exploration to understand how women “seek safety” while in prison, Owen, Wells, and Pollock (2017) found that women often construct new gendered norms to navigate through prison based on their experiences, wants/needs, and the culture/environment of the prison (Antonio & Price, 2021; Owen et al., 2017). When women seek safety in prison, this often involves avoiding getting caught up in "the mix," which is the involvement in more conflict, involvement in drugs, troubled relationships, gossiping, fights with others, among other behaviors (Owen et al., 2017). Owen (1998) discusses how the daily life for women in prison is largely shaped by the development of personal relationships while inside, both with staff and other women. Women often build pseudo families (which can be sexual or platonic) which consist of a group of women establishing family roles (e.g. mom, dad, sister, cousin, grandma, etc.) as a form of connection, protection, and assistance (e.g. needing a resource, advice). These families often provide women with a sense of belonging and help women to cope with the

stressors of prison life and being away from loved ones on the outside (DeBell, 2001; Greer, 2000; Hughes et al., 2021; Severance, 2005). In addition to forming pseudo families for support and protection, entering the environment of prison requires women to learn new skills, strategies, and behaviors in order for them to do their time in the safest and quickest way possible. Factors such as where a woman is housed in the prison (security level of unit), her ability to gain respect and a reputation, how comfortable she is in that unit, how much access to education, programming, mental health care she has can all greatly impact her safety overall.

Prison Capital

Given what is known about the many threats to physical and mental danger for women when they are incarcerated, it is important to better understand how women obtain safety while they are in prison. In order to navigate the challenging and traumatizing experience of prison, researchers have discovered that women will create forms of capital to protect themselves from harms, threats, and danger and to help them meet their needs while incarcerated. How women attempt to feel safe and protect themselves from the many threats in prison takes on many forms such as using substances, bullying other inmates, forming inmate families, and withdrawing from certain activities (Owen, 1998; Owen, Wells, & Pollock, 2017). Some women take a more internal or personal approach, and may cope with food, drugs, self-harm, defiance, and other negative behaviors. Others may take on a more interpersonal approach and may cope with forming families, cliques, and/or intimate relationships with other women for protection.

Owen et al. (2017) coined the term “prison capital,” describing it as any type of resource, or access to such resource, that could help women to maintain her safety while they remain in the prison. In short, having capital enables women to withstand material, social, psychological, and physical threats to their wellbeing. The five types of capital that are most utilized by women as

strategies to ensure safety are human, economic, emotional, social, and cultural. 1) *Human Capital* is one's *ability* to find safety, which includes having access to resources to do their time safely and productively. Human capital is measured by education and employment skills, experiences with violence and trauma, and physical and mental health. 2) *Economic Capital* is one's *access* to educational and vocational resources, opportunities for legitimate work inside, and access to resources, commissary³, and material items. 3) *Emotional Capital* is one's ability to withstand threats to emotional equilibrium. 4) *Social Capital* is defined as the capacity of a person to utilize personal ties and social networking to advance a personal interest or goal, social capital heavily influences all other forms of prison capital. 5) *Cultural Capital* is the fluency in the prison community, environment, rules and expectations, obtaining respect (Owen et al., 2017).

Current Study

Limited studies exist that directly measure overall safety (how women's needs are met and how they are protected from harm, threats, and danger) in a substance abuse treatment program from the perspectives of staff members and women correctional clients in prison settings (Owen, Wells, & Pollock, 2017; Owen, 1998). This is concerning given the large body of empirical support for recognizing women's unique experiences and how incorporating their experiences and needs in programing can greatly impact program success (see Gobeil et al., 2016; Messina, 2011).

This dissertation will directly address a gap in the literature to explore overall perceptions of safety for women participating in a substance abuse treatment program while incarcerated in a prison setting. Expanding on the work of Owen, Wells, and Pollock (2017), this dissertation will

³ Commissary (or canteen) is a prison grocery store with approved items for purchase available.

directly contribute to a more robust understanding of what safety concerns and needs are most prevalent and how women seek safety while incarcerated in a unique therapeutic community treatment setting which treats substance addiction. In turn, the findings can help guide more effective assessment and treatment for women who participate in specialized treatment units (such as a therapeutic community) while in prison.

Additionally, through a detailed review of why people become justice involved, it became very clear that not only are the reasons gendered (vary across men and women), but they are also highly influenced by race and culture (Brennan, Breitenbach, & Dieterich, 2008; Brennan et al., 2012; Richie, 1996; Salisbury & Van Voorhis, 2009; Simpson, Yahner, & Dugan, 2008). Race and culture were discussed as influences with how women seek safety in prison throughout the work of Owen and colleagues (2017) but were never directly analyzed in terms of perceptions of safety. Based on what is known about “what works” best with women correctional clients, the component of racial identity and creating a not only gender-responsive, but racially- and culturally-responsive program is a key to program success for women (DeHart, 2018; Kruttschnitt, 2016). Given this gap in the literature, the current study seeks to replicate the Owens et al. (2017) study with particular focus on exploring safety across racial/ethnic groups.

Lastly, throughout the work of previous literature, being comfortable in prison, amount of experience in prison, and age of women in prison could also affect the ways in which women “do time” while in prison (Bradley & Davino, 2002; Owen, Wells, & Pollock, 2017). Given this is a very unexplored area, the current dissertation will also seek to fill a gap in the literature to explore how age and length of time in prison affect perceptions of safety across the women in the sample. The findings will ultimately help improve gender-responsive and culturally/racially-

responsive substance abuse treatment methods that meet the diverse safety needs of women of varying ages and experiences in prison.

Chapter 3: Methods

The purpose of this study is to explore perceptions of safety from the perspectives of women correctional clients and staff members in a substance abuse programming unit at a women's prison in a large western state. This is an exploratory study which has the potential to inform correctional administrators, policymakers, and other stakeholders on what safety threats are most concerning and what needs women have while they are incarcerated. The fundamental goal of this study is to determine, through a detailed mixed-method analysis and a triangulation of data collection methods, what threats to safety exist in the prison, what needs women have while in prison, how the prison currently meets the needs and safety concerns of women, and recommendations from women and staff on what could be done to improve overall safety in the prison environment. Through implementation of recommendations provided by those directly affected, it is possible to create an overall safer environment for staff and women clients alike that allows the women to effectively and productively participate in programs that they need in order to reintegrate into society with the tools they need to succeed on the outside.

The purpose of the current study is to address a gap in the literature of assessing the extent of common harms, threats, dangers, and needs in prison for women of varying ages, races, and lengths of time in prison. This study is guided by 8 broad research questions⁴, the first 5 exploring overall perceptions of safety as well safety across age groups, racial groups, and time in prison groups. All eight research questions guide this study's exploration into the topic of safety within a therapeutic community substance abuse treatment environment from the perspectives of women clients and staff.

⁴ Research questions, as opposed to hypotheses, were used as there is sparse prior literature focused on the extent of harms, threats, and danger across different groups of women in prison.

Research Question 1: To what extent do incarcerated women of different ages, racial/ethnic origins, and lengths of time incarcerated perceive threats to safety and increased conflict from other incarcerated women?

Research Question 2: To what extent do incarcerated women of different ages, racial/ethnic origins, and lengths of time incarcerated perceive threats to safety and increased conflict from correctional staff?

Research Question 3: To what extent is violence perceived to be an issue by incarcerated women in the facility across different ages, racial/ethnic origins, and lengths of time incarcerated?

Research Question 4: To what extent do incarcerated women of different ages, racial/ethnic origins, and lengths of time incarcerated perceive that the climate of the program is conducive to addressing reports of threats to safety and increased conflict?

Research Question 5: In what ways do incarcerated women of different ages, racial/ethnic backgrounds, and lengths of time incarcerated believe the correctional environment can be improved to increase the safety of women clients and staff?

Research Question 6: In what ways do staff believe the correctional environment can be improved to increase the safety of women clients and staff?

Research Question 7: What are the most prominent needs that women have while incarcerated that affect their overall safety?

Research Question 8: How do women meet their safety needs while incarcerated?

Methodology

Setting

The study took place in an all-custody level, women-only correctional facility in a large city in a southwestern state in the United States. The prison is a moderate size and has a maximum capacity of 950 women. The average age of women incarcerated in this prison is 37 years old. Most women are incarcerated in this state for property (36.45%), violence (33.64%), and drug offenses (17.73%). The ethnic/racial makeup for the women in this prison is 57% White, 25.5% African American or Black, 12% Hispanic or Latina, 3.5% Asian/Pacific Islander, 1.60% American Indian or Alaskan Native, and .40% are another race/ethnicity (DOC Official Records).

As of 2022, the facility had over 170 staff members (combination of administration, caseworkers, professionals, protective services, administrative support persons, medical, and service-maintenance workers). The prison offers a wide range of programs for the women clients, including, but not limited to programs targeting anger, aggression, parenting, employment skills, change, trauma/abuse, building healthy relationships, and more. In addition to these programs, the prison also offers a substance abuse program in a therapeutic community setting; this program served as the focus of this dissertation. The program takes place in a building situated apart from the rest of the correctional facility. It is a stand-alone building separated into two units that are identical to each other and both utilized for programming. The inside of the substance abuse unit is minimum security and open-dormitory style with beds and bunkbeds throughout the center. There are tables and chairs throughout the unit for women to utilize during free time or to participate in participant-led classes. The counselors' offices are situated along the back wall and the corrections officers have a locked control room to monitor

activity while not walking throughout the unit. The unit is a TC programming unit, which is a structured environment that helps participants learn strategies to avoid substance abuse, re-structure their thinking, and regulate their emotions while also developing social skills necessary to maintain healthy relationships by holding each other accountable for their actions and share the work that it takes to keep the community healthy.

For this study, the target population is all incarcerated women in the therapeutic community substance abuse treatment program and staff members working in the therapeutic community. The substance abuse program can be completed in approximately 10-12 months, however, a modified version of the program exists to include women with less time remaining to complete the program in 5-9 months. In both versions of the substance abuse program, women participants are expected to be fully invested and participate in the substance abuse program. Women are expected to participate in cognitive-behavioral therapy (CBT) and skill-building groups which are counselor-led classes to apply the techniques they are learning to target risky situations that lead to substance use. Additionally, the women are expected to participate in participant-led journal groups, town hall meetings, team building activities, and more. The phases of the program are broken down by CBT curriculum covered and CBT skills mastered. In order to successfully complete and graduate from the substance abuse program, women must have demonstrated a mastery of skills learned through (1) roleplays graduating in difficulty level, (2) thought reports and behavioral change, and (3) steps to feedback. Additionally, women must demonstrate they are clean from drugs through a clean urinalysis and complete an approved success plan.

Entry into the program is voluntary and once interested persons enter the unit, they are assessed to determine their level of risk to re-offend and the substance use disorders present.

Substance use is assessed during the intake process into the substance abuse programming unit by a substance abuse counselor or mental health professional. Diagnoses are made based on the results of the Diagnostic and Statistical Manual of Mental Disorders (DSM-5) Substance Use Disorder Assessment and the Texas Christian University (TCU) Drug Screen 5. Upon completion of the two assessments, women clients are determined to have either Mild Substance Use Disorder (2-3 symptoms), Moderate Substance Use Disorder (4-5 symptoms), or Severe Substance Use Disorder (or more symptoms) for any substances they displayed more than 2 symptoms for according to the screen by the counselor or mental health professional (American Psychiatric Association, 2013; Institute of Behavioral Research, 2020). For this program, low-risk women are excluded, as only moderate- to high-risk women are eligible to participate in the intensive treatment program. Further, only women with a diagnosed substance use disorder are admitted.

All women clients were at least 18 years of age and had been accepted into one of the substance abuse treatment programs mentioned above at the prison. The maximum capacity of women in the programming unit is 120, however, not all 120 women were currently or actively participating in the substance abuse treatment program (e.g., some women may have already completed, are waiting to begin, or are being housed in the unit for reasons other than programming). At the time of the study (October 2020), approximately 80 women living in the unit were participating in either substance abuse treatment program. Due to this small population, all eligible women for the substance abuse treatment programs in the unit were invited to participate in the questionnaire portion of the study.

Data Collection Procedures and Sample

In October of 2020, the Institutional Review Board (IRB) at the University of Nevada, Las Vegas approved this study⁵. Upon approval, consent forms were provided to all correctional staff and all-female clients who were members of the substance abuse treatment programs at the correctional facility by the author of this dissertation and a liaison at the prison.

Between October 2020 and April 2021, a total of 50 women who were enrolled in either of the substance abuse treatment programs in the therapeutic community within the prison participated in the study, which was approximately 63% of eligible women. The women clients were first introduced to the research project in late October 2020 at a morning meeting (called Town Hall) that takes place every day (Monday-Friday). Due to COVID-19 restrictions on visitors in the facility, a liaison at the prison read a description of the project to the women on behalf of the researcher. Women in the program were called back into a counselor's office in groups of 6 (all that were allowed in the room at one time due to COVID-19 restrictions) where the lead researcher was on a phone conference. Via phone conferencing, the lead researcher read the consent form, described the study and its requirements, reiterated that the study is completely voluntary, and answered all questions asked about the study by the women clients. All women were handed consent forms to sign and return to the counselor (prison liaison) if they were willing to participate in the study. Once consent forms were turned into the counselor, they were handed an envelope and a copy of the WCSS survey to complete. Women were asked to complete the survey within 24 hours on their beds alone, place the survey into the envelope, seal the envelope, and submit the survey to the lockbox outside of the counselor's office when complete. The lockbox was delivered to the facility and retrieved from the facility by only the

⁵ IRB permissions and consent forms for the project can be found in Appendix A.

lead researcher who had the keys to the lockbox in her possession at all times. No one except the lead researcher could open the lockbox. The consent process took place on two separate occasions, first in late October 2020 and then again when a significant number of new participants joined the unit in late January of 2021. The lockbox was removed from the facility in April 2021 (due to scheduling conflicts and maternity leave of the lead researcher, the lockbox was not able to be retrieved in February-March 2021).

In addition to women correctional clients, both custody (e.g., correctional officers) and non-custody (e.g., counselors, caseworkers, and mental health) staff working at the facility in the programming unit from which incarcerated women were sampled were invited to participate in Zoom interviews to better understand their perceptions of safety and needs of women clients. Staff members were sent an email from the prison liaison on behalf of the lead researcher with information about the research study in late October of 2020. Staff members who were interested, willing, and available to meet via Zoom for approximately 30 minutes with the lead researcher were asked to respond to the email to the prison liaison. Six staff members were available and willing to participate in interviews⁶. All six staff members who participated in this study were non-custody staff members (case managers or counselors). Staff members were granted early leave to participate in the Zoom video conferencing interviews. The prison liaison handed the staff members the consent forms to sign and the lead researcher reviewed the consent forms and answered all questions that staff members had before beginning the interview via Zoom. All staff member interviews were completed via Zoom video conference in October and November of 2020. The researcher transcribed the Zoom recording to ensure staff responses to the questions were recorded as accurately as possible. The interviews took approximately 30

⁶ The number of staff members emailed to participate is unclear as the email was sent by the prison liaison, not the researcher.

minutes each to complete. More information about the interview questions asked of staff is provided below.

Instrumentation

The instrument selected for data collection in this study is the Women's Correctional Safety Scale (WCSS) toolkit developed by Drs. Barbara Owens, James Wells, and Joycelyn Pollock (2017). The WCSS survey scales have been administered to 15 sites across the United States, gathering data on approximately 4,000 incarcerated women. Analyses from the Owen et al. (2017) study showed that WCSS scales are valid and reliable (NIC, 2021). The questionnaire, interview questions, and short-answer questions used in this study were all adapted from Owen et al.'s (2017) study and are discussed in depth below. The short-answer questions at the end of the WCSS came from Owen et al.'s (2017) focus group questions. Due to COVID-19 restrictions inside the facility, it was not feasible to complete focus groups. Instead, the eight focus group questions were condensed into six short-answer questions at the end of the WCSS. The questionnaire adapted from Owen et al.'s (2017) study is provided in Appendix B. It is comprised of three segments: demographic information, WCSS, and open-ended questions. The final data collected was from staff interviews via Zoom video conferencing due to COVID-19 restrictions on visitors in the facility. The interview questions asked of staff are included below and as an appendix (appendix D) and were questions adapted from Owen et al. (2017) focus group questions with staff members.

Demographic Information

The 50 women clients were asked five demographic questions about their age, race/ethnic origin, educational background, marital status, and length of time they have been in prison this time (for the current offense). Table 1 depicts the frequencies of each category (age, race/ethnic

origin, educational background, marital status, and length of time in prison). Approximately 68% of the sample was between the ages of 25 and 44, with most being in the 35-44 age category. There were no women 65 years old or older in the sample. Approximately 44% of the women in the sample were White, 14% were Black or African American, 12% were Hispanic or Latina, 10% were Asian/ Pacific Islander, 8% were Native American or American Indian, and 12% were Other/Mixed. Compared to the prison overall, the substance abuse programming sample has a lower percentage of White (57% versus 44%) and Black or African American women (25.5% versus 14%) and a higher percentage of Asian/Pacific Islander (3.5% versus 10%) and Native American or American Indian women (1.6% versus 8%).

A large majority (72%) had at least completed a GED or received a high school diploma and of that 72%, 30% had attended some college or completed a college degree. Over half of the women in the sample (54%) were single and never married and only 14% of the women were married or in a domestic partnership. Finally, the minimum length of time in prison was 1 month and the maximum length of time in prison was 144 months. The specific breakdowns of frequencies of the demographic information are presented in Table 1.

Table 1: Demographics

Variable	Response	N	%
Age	18-24 years	4	8.0
	25-34 years	16	32.0
	35-44 years	18	36.0
	45-54 years	8	16.0
	55-64 years	4	8.0
	65 years or older	0	0.0
Racial/Ethnic Origin	White	22	44.0
	Hispanic or Latina	6	12.0
	Black or African American	7	14.0
	Native American or American Indian	4	8.0
	Asian/Pacific Islander	5	10.0
	Other/Mixed	6	12.0
Education	Less than high school	14	28.0
	High school diploma or GED	13	26.0
	Vocational or trade school certificate	8	16.0
	Some college undergraduate work, but no degree completed	10	20.0
	College degree completed	5	10.0
Marital Status	Single, never married	27	54.0
	Married or domestic partnership	7	14.0
	Widowed	1	2.0
	Divorced	9	18.0
	Separated	3	6.0
	Not Sure	2	4.0
How long have you been in prison this time (months)?		46	21.33 (mean)

Women’s Correctional Safety Scales (WCSS)

The Women’s Correctional Safety Scales (WCSS) is a 67-item tool, comprised of twelve subscales shown in Appendix B. The WCSS is a self-reported survey instrument designed to assess women correctional clients’ safety concerns. The questions of the WCSS are also provided in Appendix B. The WCSS is a reliable and valid instrument created by researchers funded through a large National Institute of Justice grant (see Wells, Owen, & Parsons, 2013 for extensive review)⁷. The survey items ask the participants to circle the best answer according to their beliefs about conflict, harassment, violence, and safety procedures in the facility they are in. The subscales are: (1) *Inmate Economic Conflict* (questions 1-6); (2) *Inmate Sexual Violence* (questions 7-20); (3) *Inmate Physical Violence* (questions 21-31); (4) *Staff Verbal and Sexual Harassment* (questions 32-36); (5) *Staff Sexual Misconduct* (questions 37-45); (6) *Staff Physical Violence* (questions 46-49); (7) *Likelihood of Violence* (questions 50-55); (8) *Physical and Sexual Violence in Units* (questions 56 and 57); (9) *Facility Procedures for Protecting Women* (questions 58a-58d); (10) *Staff Harassment of Inmates Who Report* (questions 59a-59d); (11) *Inmate Harassment of Inmates Who Report* (60a-60d); and (12) *Staff Reporting Climate* (questions 61-67).

The first subscale, titled “*Inmate Economic Conflict*” focuses on women client’s beliefs regarding economic conflict among the incarcerated women. It is measured on a 5-point Likert scale, ranging from 0 (not a problem) to 4 (very big problem). Examples of statements are “women here have gotten into verbal arguments over debts,” “women here have gotten into

⁷ During the validation phase of the instrument, the testing included a pretest, subject matter expert validation, and pilot and post-pilot review. Readability and grade level assessments were performed using the Flesch Reading Ease and the Flesch-Kincaid Grade Level Assessment. The version of the survey used was written at the eight- to ninth-grade level (8.5) and has a Flesch Reading Ease Score of 58 (Wells et al., 2013).

physical fights with other women inmates over debts,” and “women here have used pressure or threats to steal from others.”

The second subscale, titled “*Inmate Sexual Violence*” focuses on women client’s beliefs regarding sexual violence among incarcerated women (i.e., *not* sexual violence involving correctional staff). It is measured on a 5-point Likert scale, ranging from 0 (not a problem) to 4 (very big problem). Examples of statements are “women here have used physical force to touch, feel, grab other women in a sexually threatening or uncomfortable way,” “women here have asked other women to perform UNWANTED sexual activity,” and “women here involved in intimate relationships have used physical violence to force their partners or girlfriends to perform UNWANTED sexual activity.”

The third subscale, titled “*Inmate Physical Violence*” focuses on women client’s perceptions about physical violence among incarcerated women (i.e., *not* physical violence involving correctional staff). Like the previous scales, it is measured on a 5-point Likert scale, ranging from 0 (not a problem) to 4 (very big problem). Examples of statements are “women here have verbally threatened other women inmates with physical violence,” “women here have hit, slapped, kicked, or bitten other women inmates,” and “women here have to defend themselves from physical assaults by other women inmates.”

The fourth subscale, titled “*Staff Verbal and Sexual Harassment*” focuses on women client’s perceptions of verbal and sexual harassment from staff members. It is measured on a 5-point Likert scale, ranging from 0 (not a problem) to 4 (very big problem). Examples of statements are “staff here have made disrespectful comments about women inmates when talking with other staff,” “staff here have yelled or screamed at women inmates,” and “staff here have made sexual gestures or noises in from of women inmates.”

The fifth subscale, titled “*Staff Sexual Misconduct*” focuses on women client’s perceptions of sexual misconduct committed by staff members. It is measured on a 5-point Likert scale, ranging from 0 (not a problem) to 4 (very big problem). Examples of statements are “staff here have stared at women inmates’ bodies,” “staff here have engaged in sexual activity with women inmates,” and “staff here have pressured or threatened women inmates with physical violence to keep quiet about staff-inmate sexual relationships.”

The sixth subscale, titled “*Staff Physical Violence*” focuses on women client’s beliefs about physical violence from staff members. It is measured on a 5-point Likert scale, ranging from 0 (not a problem) to 4 (very big problem). Examples of statements are “staff here have threatened women inmates with physical violence,” “staff here have used too much force while searching women inmates,” and “staff here have hit, slapped, kicked, or bitten women inmates.”

The seventh subscale, titled “*Likelihood of Violence*” focuses on women client’s beliefs regarding how likely a specific violent act is to occur. It is measured on a 5-point Likert scale, ranging from 1 (strongly disagree) to 5 (strongly agree). Examples of statements are “women here are likely to be sexually harassed by one or more women inmates,” “women here are likely to be physically assaulted by one or more women inmates,” and “women here are likely to be sexually assaulted by one or more staff.”

The eighth subscale, titled “*Physical and Sexual Violence in Units*” focuses on women client’s rating of the nature of physical and sexual violence in the women’s unit. The questions (two questions) in this section are ranges (on a scale of 1= not violent to 10= very violent), “how physically violent is this unit?” and “how sexually violent is this unit?”

The ninth subscale, titled “*Facility Procedures for Protecting Women*” focuses on women client’s beliefs regarding current facility procedures. It is measured on a 5-point Likert scale,

ranging from 1 (strongly disagree) to 5 (strongly agree). Examples of statements include “the facility’s procedures are successful in protecting women inmates here from inmate physical violence,” “the facility’s procedures are successful in protecting women inmates here from inmate sexual violence,” and “the facility’s procedures are successful in protecting women inmates here from staff physical violence.”

The tenth subscale, titled “*Staff Harassment of Inmates Who Report*” focuses on women client’s beliefs regarding treatment from staff towards women who report violence and misconduct. It is designed on a 5-point Likert scale, ranging from 1(strongly disagree) to 5 (strongly agree). Examples of statements include “staff harass women inmates who make reports about inmate physical violence,” “staff harass women inmates who make reports about inmate sexual violence,” and “staff harass women inmates who make reports about staff sexual misconduct.”

The eleventh subscale, titled “*Inmate Harassment of Inmates Who Report*” focuses on women client’s beliefs regarding treatment from other women inmates towards women who report violence and misconduct. It is measured on a 5-point Likert scale, ranging from 1 (Strongly Disagree) to 5 (Strongly Agree). Examples of statements include “other women inmates harass women inmates who make reports about inmate physical violence,” “other women inmates harass women inmates who make reports about staff sexual misconduct,” and “other women inmates harass women inmates who make reports about staff physical violence.”

The twelfth subscale, titled “*Staff Reporting Climate*” focuses on women client’s beliefs regarding staff member’s ability to make reports about complaints of safety, violence, and misconduct. It is measured on a 5-point Likert scale, ranging from 1 (Strongly Disagree) to 5 (Strongly Agree). Examples of statements are “the staff here have done a good job of handling

women's complaints about sexual safety," "if a woman inmate believes she will be sexually attacked, the custody housing staff will protect here," and "the administrative staff here are concerned about the sexual safety of women inmates."

Open-Ended Questions

The third segment of the questionnaire is a short-answer section, which is comprised of six open-ended questions (Appendix C). These questions were adapted from the eight focus group questions used in the Owen et al. (2017) study and tacked on to the end of the survey because it was not feasible to do focus groups in this study due to COVID-19 restrictions. The participating women responded to these open-ended questions in the survey after completing the demographic and WCSS parts. The six open-ended questions were:

- (1) How do you navigate (get through) being here (in prison)?
- (2) What needs do you have while in here?
- (3) How are these needs met while here?
- (4) How do you protect yourself from harm, danger and threats while in here?
- (5) What else should I know about violence and danger in here?
- (6) What things would you like to see change to improve safety/help you feel safer?

Staff Interviews Questions

The last round of data collection was through Zoom video conferencing interviews with available and willing staff members. The questions asked to staff members in individual video interviews were:

- (1) What needs do the women have while they are here?
- (2) How are these needs met?
- (3) What do you know about violence or danger among women in this facility?

- (4) What problems are associated with preventing and responding to female sexual and physical violence in this facility?
- (5) How do women currently protect themselves from the violence in this facility?
- (6) What are some things that can be done here to protect women from danger and violence?
- (7) What else should we know about violence and danger in here?
- (8) What are 3 things you would like to see change to improve safety in the facility?

Variables

Independent Variables

Prior research has suggested that the demographics or social experiences of women may impact their experience of safety or expectations of their ability to serve time (Brennan, Breitenbach, & Dieterich, 2008; Owen, 2017; Owen et al., 2008; Owen, Wells, & Pollock, 2017). As a result, focus will be placed on how women's perceptions of safety differ across age, race/ethnicity, and length of time in prison.

Age

To measure age, women clients were asked in a demographic survey, "*What is your Age?*" and chose between (1) 18-24 years old; (2) 25-34 years old; (3) 35-44 years old; 45-55 years old; (4) 55-64 years old; and (5) 65 years or older. Because of limited representation in each age group category, age was dichotomized into two groups around the mean age of the women in the prison overall (i.e. 37 years old): 0= 18 to 34 years and 1= 35 years and older.

Race/Ethnicity

To measure race/ethnic origin, women clients were asked in a demographic survey, "*What is your Ethnic Origin?*" and chose between (1) White; (2) Hispanic or Latina; (3) Black or African American; (4) Native American or American Indian; (5) Asian/Pacific Islander, and

(6) Other/Mixed. Because nearly half of the sample is White (44%), there was not enough variability in the other race/ethnic groups to analyze this study by all racial/ethnic categories. Therefore, race/ethnicity was dichotomized into 0= women of Color and 1= White.

Length of Time in Prison

The final demographic information collected to be analyzed asked the women participants, *How long have you been in prison **this time**?* (Please write the years and/or months in this box): _____. All responses were converted to months for consistency. The length of time in prison was dichotomized into two categories (less than one year and one year or more). The median response was 10 months and a nearly equal representation of data in both categories at this cutoff.

Outcome Variables

Safety Scores

The dependent variables from the quantitative data were the safety scores from the twelve subcomponents of the Women's Correctional Safety Scales Survey (WCSS). Each subscale was analyzed independently to better understand participants' perceptions about possible concerns.

The *inmate economic conflict* (range 0 – 24 points), *inmate sexual violence* (range 0-56 points), *inmate physical violence* (range 0-44 points), *staff verbal and sexual harassment* (range 0 – 20 points), *staff sexual misconduct* (range 0 – 36 points), and *staff physical violence* (range 0 – 16 points) subscales are each measured on a 5-point Likert scale ranging from 0 (not a problem) to 4 (very big problem). Thus, higher scores on these scales indicate larger perceived problems among women or between women and staff.

The *likelihood of violence*, *staff harassment of inmates who report*, and the *inmate harassment of inmates who report* subscales are each measured on a 5-point Likert scale, ranging

from 1 (strongly disagree) to 5 (strongly agree). The higher the scores, the larger perceived problems among women or between staff and women. The *likelihood of violence* scale ranged from 6 to 30, *staff harassment of inmates who report* subscale will range from 4 to 20, and *inmate harassment of inmates who report* subscale ranged from 4 to 20.

In two of the twelve subscales, *facility procedures for protecting women* (range 4 – 20) and *staff reporting climate* (range 7 – 35) the higher the score suggests more *positive* responses from women clients. These subscales are each measured on a 5-point Likert scale, ranging from 1 (strongly disagree) to 5 (strongly agree). Finally, in one of the twelve subscales, *physical and sexual violence in units*, the questions are not measured on a Likert-scale, but rather on a range of 1 to 10 (i.e., on a scale of 1= not violent to 10= very violent).

Data Analysis Procedures

This study collected and analyzed a combination of qualitative and quantitative data. The use of qualitative and quantitative research designs further allows both techniques' outcomes to reinforce each other and establish an in-depth understanding of the data (Guetterman et al., 2020). Qualitative research design compliments quantitative methods by facilitating a deeper exploration and explanation of beliefs held concerning the study subject (Myers & Powers, 2017). Both quantitative and qualitative designs are prioritized, and the data are integrated during the interpretation. The main purpose of the chosen method is to explain quantitative results by exploring certain results in more detail through the qualitative data. In this dissertation, the quantitative data collected from the Women's Correctional Safety Scale (WCSS) will address the research questions regarding the extent to which certain threats, harms, and danger exist, while the qualitative data from short-answer response questions and interviews, will help explain why and how the threats exist and determine themes of what could be done to improve safety overall.

Data collection was completed across two stages. The first phase of the study relies on clients' completion of a modified version of the Women's Correctional Safety Scales (WCSS) (Owen et al., 2017). The second stage relies on qualitative data collected from female clients' responses to short-answer response questions at the end of the WCSS (see Appendix C) and from interviews with correctional staff (see Appendix D).

Analysis of Quantitative Data

The analysis of quantitative data was completed using IBM SPSS Statistics Version 27. For each subscale, contingency tables are provided⁸ to show individual means and frequencies of responses overall and across the different dichotomized groups (e.g., White/women of Color, 18-34 years old/35 years old and older, Less than 1 year incarcerated/incarcerated for 1 year or greater).

Due to a small sample size and non-normally distributed data, independent samples t-tests could not be utilized for statistical analyses. Instead, Mann-Whitney U tests were analyzed to determine if there were differences between group means. The Mann-Whitney U analyses were used to explore any differences between clients' mean safety scores (for all 12 subscales) across race/ethnicity, age, and length of time in prison. Corrections to the significance value using a Bonferroni Correction were created to account for multiple comparisons to reduce the likelihood of committing a Type I Error. To do so, the p value of .05 was divided by the number of comparisons (13) to create a more statistically conservative p-value (Jafari & Ansari-Pour, 2019). Such exploratory analyses are crucial for better understanding of understudied topics such

⁸ Individual frequencies and mean scores for each group (overall, by age, race, and length of time) across all questions on each safety scale are shown independently in tables in the appendix to improve readability in the document.

as the one in this dissertation in order to best meet the needs and respond to the experiences of women who are incarcerated in a substance abuse treatment program.

The findings for research questions 1 through 5 were informed through the results of the Mann-Whitney U tests and descriptive statistics. The individual frequencies and distribution of responses, as well as the means for each question in the subscales were analyzed. The Inmate Economic Conflict, Inmate Sexual Violence, Inmate Physical Violence, Staff Verbal and Sexual Harassment, Staff Sexual Misconduct, and Staff Physical Violence scales were scored by women correctional clients as 0= Not a problem at all, 1= small problem, 2= medium problem, 3= big problem, or 4= very big problem. Higher mean scores on these scales translate to higher concerns over economic conflict, sexual violence, or physical violence. On these scales, means are interpreted as under 0.99 being a minimal concern; 1.00 to 1.99 being a moderate concern; 2.00 to 2.99 being a considerable concern; 3.00 to 4.00 being a high concern.

The Likelihood of Violence, Staff Harassment of Inmates Who Report, and the Inmate Harassment of Inmates Who Report scales were scored by women client as 1= strongly disagree, 2= somewhat disagree, 3= neither agree nor disagree, 4= somewhat agree, or 5= strongly agree. Higher scores in the Staff Harassment of Inmates Who Report and the Inmate Harassment of Inmates Who Report translates to higher concern of harassment for reporting. On these scales, means are interpreted as under 1.99 being a minimal concern; 2.00 to 2.99 being a moderate concern; 3.00 to 3.99 being a considerable concern; 4.00 to 5.00 being a high concern.

The Physical and Sexual Violence in Units scales were scored by women correctional clients' responses on a scale of 1 = not violent to 10 = very violent. A higher score translates to higher concern for physical or sexual violence in the unit. On these scales, means are interpreted

as under 2.99 being a minimal concern; 3.00 to 5.99 being a moderate concern; 6.00 to 7.99 being a considerable concern; anything over 8.00 being a high concern.

Finally, in the Staff Reporting Climate scale and the Facility Procedures for Protecting women scale, higher scores translate to lower concern about staff reporting, and rather would be more supportive of staff reporting procedures. On these scales, means are interpreted as under 1.99 being a minimally supportive; 2.00 to 2.99 being a moderately supportive; 3.00 to 3.99 being a considerably supportive; 4.00 to 5.00 being a highly supportive.

Next, Mann-Whitney U tests were run to see if there were differences in the mean scores between each comparison group (i.e., age-18-34/35+; race- White/women of Color; and length of time in prison- less than 1 year/1 year or more) for all safety scales (e.g., economic conflict, inmate sexual violence, inmate physical violence). This process was done for each independent variable category of age, race, and length of time in prison group for each safety scale outcome variable.

Research question one was analyzed using the subscales (1) Economic Conflict, (2) Inmate Sexual Violence, and (3) Inmate Physical Violence. Research question two analyzed subscales (4) Staff Verbal and Sexual Harassment, (5) Staff Sexual Misconduct, (6) Staff Physical Violence. Research question three analyzed subscales (7) Likelihood of Violence and (8) Physical and Sexual Violence in Units. Research question four analyzed subscales (10) Staff Harassment of Inmates Who Report, (11) Inmate Harassment of Inmates Who Report, and (12) Staff Reporting Climate. Research question five analyzed subscale (9) Facility Procedures for Protecting Women.

Analysis of Qualitative Data

Qualitative data was gathered from women clients using open-ended questions and correctional staff using interviews. The aim of collecting the qualitative data from different sources and collection techniques is to facilitate triangulation. Farquhar et al. (2020) argue that triangulation is an approach in qualitative research that involves cross-checking multiple sources of data and gathering processes to make sure that the data collected is free from bias and valid. Triangulation is considered the best tactic of achieving validity in qualitative studies (Farquhar et al., 2020). Qualitative data from both sources were triangulated to ensure that the collected evidence on safety in the prison environment is free from bias and is valid. Female correctional clients and staff responses were analyzed separately to distinguish the views of these two groups concerning safety in the prison setting. Qualitative data was analyzed using Braun & Clarke's (2006) six-step thematic analysis. The researcher first became familiar with the collected data. Responses from open-ended questions were written on the last page of the WCSS survey, and the interviews were recorded and transcribed. These data were entered into MAXQDA for analysis. MAXQDA is suitable for this study since it enabled the researchers to enter the qualitative data in different forms. Regardless of whether the qualitative data is in photograph, Microsoft Excel, Microsoft word, SurveyMonkey, or PDF, MAXQDA enables researchers to upload everything easily and quickly (Rädiker & Kuckartz, 2020). The next step was to assign codes to the data to describe the content. The third step was to search for themes or trends in assigned codes across the sources of information. Then, themes were identified, defined, and named. The last step of this thematic analysis was to generate the report. Themes generated from women clients' responses were compared to those generated from staff data and used to inform the research questions.

Qualitative data was used to supplement the quantitative findings in research questions 1 through 5. Significant quotes related to the corresponding safety scales from staff members and women clients were identified and listed in the text for the group overall.⁹ However, in research question five, qualitative data from short-answer responses from WCSS short-answer question, *What things would you like to see change to improve safety?*, were analyzed to create a Wishlist for recommendations to improve safety within the facility moving forward by the women clients.

The qualitative data was used solely to inform the results of research questions 6 through 8. Research question 6 was analyzed using themes that emerged from responses to the staff interview question, *What are three things you would like to see change to improve safety in the facility?* Research question 7 utilized responses from short-answer question in WCSS, *What needs do you have while in here?*, and also *What needs do women have while they are here?* From staff members interviews. Responses from both women clients and staff members were compiled and analyzed together and prominent themes used to discuss needs of women clients. Lastly, research question 8 utilized responses to the question *How are these needs met while here?* on the short answer portion of the WCSS survey and staff member responses to the interview question *how are these needs met?* Responses from both women clients and staff members were compiled and analyzed together and prominent themes used to discuss how women meet their needs while incarcerated.

⁹ Quotes from staff member interviews and women client short-answer responses were used to inform the overall sections of the research question. Due to limited detailed/elaborate responses to questions from women clients, there was not enough data to further break down responses across different racial, age, and length of time groups.

Chapter 4: Results

Research Question 1: To what extent do incarcerated women of different ages, racial/ethnic origins, and lengths of time incarcerated perceive threats to safety and increased conflict from other incarcerated women?

Research question one explored how each group of women perceived problems of conflict and violence from other women who are incarcerated according to responses on WCSS sections (1) Inmate Economic Conflict (questions 1-6); (2) Inmate Sexual Violence (questions 7-20); and (3) Inmate Physical Violence (questions 21-31). In this section, the mean scores were reported for the women overall, as well as by age (18-34 and 35 and older), racial/ethnic origin (White and women of Color), and length of time in prison (less than one year and one year or more). The Inmate Economic Conflict, Inmate Sexual Violence, and Inmate Physical Violence scales were scored by women correctional clients as 0= Not a problem at all, 1= small problem, 2= medium problem, 3= big problem, or 4= very big problem. Higher scores translate to higher concerns over economic conflict, sexual violence, or physical violence. On these scales, results are interpreted as under 0.99 being a minimal concern; 1.00 to 1.99 being a moderate concern; 2.00 to 2.99 being a considerable concern; 3.00 to 4.00 being a high concern. Lastly, results from Mann-Whitney U analyses are reported to identify whether differences across means scores for groups were present.

Overall

Overall (N=50), the mean score for the questions on the Inmate Economic Conflict scale was 1.68 which translates to a moderate concern in the facility among women clients (Range = 0-4; see Table 2). The individual frequencies and means for all questions on the Inmate Economic Conflict Scale for women overall are shown in Table 2a of the appendix. The least

concerning question for women overall was question 6 (“Women here have used physical force to steal from others”; Mean = 1.32), and the most concerning question was question 1 (“Women here have gotten into verbal arguments over debts”; Mean = 2.10).

In the short answer response questions at the end of the WCSS survey, evidence of economic conflict, such as bartering, trading, and receiving/borrowing items from others was present from responses to question 3 (“How are these needs (referencing previously identified needs from question 2) met while here?”).

“I am put in a position to barter/trade or receive items from fortunate inmates...”
Kendra¹⁰

“I disassociate myself when I recognize red flags from inmates. For example, charging inmates to pay double for items from canteen, gambling, and betting.”
Ann

There also appeared to be evidence that supports women working for other women in exchange for goods/materials she does not have money to purchase. For example, Divine said:

“People with money are lazy so that helps people without money.”

In addition to economic conflict, women’s safety was considered in light of sexual violence among women clients. The mean score for questions on the Inmate Sexual Violence scale was 0.61 (Range = 0-4; see Table 2) and concerns of sexual violence from other women clients were seen as a minimal concern. The least concerning question on the scale was question 19 (“Women here have been sexually assaulted by a group of women”; Mean = 0.30). The most concerning question was question 8 (“Without using physical force, women here have touched, felt, or grabbed other women in a sexually threatening or uncomfortable way”; Mean = 1.34). The individual frequencies for each question in the sexual violence scale are reported in Table 2b

¹⁰ Names are inserted after quotes for women who choose to create a pseudonym. In order to protect the identities of the women clients participating in this study, women were given a choice to write a false name in lieu of any identifying name. Some women chose not to create a pseudonym and so no name will be inserted after their quotes.

in the appendix. In the short-answer responses from the women clients, concerns of sexual violence and harassment from other women clients were not present, as one client commented,

“Honestly, in my 2 years here I haven’t really witnessed many fights, only verbal arguments. I definitely haven’t seen any sexual harassment.” -Client

Finally, the overall mean score for the Inmate Physical Violence scale was 1.88 (Range = 0-4; see Table 2) and concerns of physical violence from other women clients were also seen as a moderate concern in the facility. The least concerning question was question 23 (“Women here have had to pay ‘protection’ to other women in order to keep themselves safe from physical assault”; Mean = 1.00). The most concerning question was question 27 (“Women here have gotten into physical fights with their intimate partners or girlfriends”; Mean = 2.54). Individual frequencies and means for each question in the physical violence scale are reported in table 2c in the appendix.

In the short answer responses at the end of the WCSS, discussion about violence (in general) ranged widely from some women reporting that “this prison is a joke,” and that “it is basically nonexistent,” to “it is very real,” and “it can erupt instantly without warning and a lot goes on out of sight... it happens more than I think or see.” A majority of the women reported not viewing the prison as violent, either physically or sexually. Some even mentioned that the programming unit in particular was much less violent than other units.

"This prison is on a less violent scale than other prisons I have been to. There really isn't too much violence in here specifically." -Client

“Really this isn’t a real prison, this is more like a day camp... it’s not something that I am scared of.” -Client

“This is the easiest prison in U.S.A. We call it ‘Prisneyland,’ it’s very easy.” -Client

However, there were disclosures of specific incidents of violence and information given about what causes most violence in the unit as a response to question five on the short answer section of the WCSS, *What else should I know about violence and danger in here?* For example,

“The COs¹¹ do not respond to the violence. Last night an inmate choked another inmate until she passed out.” -Client

“If people would just stay out of other people’s business, there would be a lot less violence.” -Client

“A lot of fights are between couples and exes.” -Client

“There are a lot of drugs in here and people get violent over them.” -Client

Overall, in the women’s short answer responses, most reports of the prison being physically violent revolved around the themes of 1) lack of respect/need to “stand up for yourself” precipitating violence 2) getting into other people’s business/not minding your own business, 3) relationship violence (between exes and couples), and 4) drug violence.

In sum, for the 50 women in the sample, concerns for economic conflict were seen as moderate as evidenced by the average score on the Economic Conflict scale. The most concerning aspect of economic conflict in the prison was about women getting into verbal arguments over debts (question 1). Concerns for sexual violence from other women clients in the prison were seen as a minimal concern, as evidenced by the average score on the Inmate Sexual Violence scale. Concerns for physical violence from other women clients were seen as a moderate problem as evidenced by the average score on the Inmate Physical Violence scale. The most concerning aspect of physical violence from other women clients was regarding women getting into physical fights with their intimate partners or girlfriends (question 27).

¹¹ COs refers to Correction Officers.

Table 2. RQ 1: Safety Subscale Mean Scores and Highlight of Responses (Overall)

Scale (Range)	Mean Score	Highest Scoring Question	Lowest Scoring Question
Inmate Economic Conflict (0-4)	1.68	“Women here have gotten into verbal arguments over debts.” (Q1)	“Women here have used physical force to steal from others.” (Q6)
Inmate Sexual Violence (0-4)	0.61	“Without using physical force, women here have touched, felt, or grabbed other women in a sexually threatening or uncomfortable way.” (Q8)	“Women here have been sexually assaulted by a group of women.” (Q19)
Inmate Physical Violence (0-4)	1.88	“Women here have gotten into physical fights with their intimate partners or girlfriends.” (Q27)	“Women here have had to pay ‘protection’ to other women in order to keep themselves safe from physical assault.” (Q23)

Age

Table 3a in the appendix shows individual frequencies and means for each question in the Inmate Economic Conflict scale across women ages 18-34 and women ages 35 and older. The mean score on the Economic Conflict scale for women aged 18 to 34 (N=20) was 1.85 (Range = 0-4; see Table 3). The mean score for women aged 35 and older (N=30) was 1.57 (Range = 0-4; see Table 3). Concerns regarding economic conflict were viewed as a moderate problem in the prison for both age groups. A Mann-Whitney U test was run to determine if there were differences in economic conflict scores for women correctional clients between the 18 to 34 and the 35 and older age groups, but the results indicated no significant differences in the mean safety scores across age category.

When considering the specific items that presented the greatest and least concerns related to economic conflict, many similarities appeared between both groups. The least concerning question for both age groups was question 6 (“Women here have used physical force to steal from others”; Mean = 1.40 for women aged 18 to 34; Mean = 1.27 for women aged 35 and older). However, women aged 35 and older also ranked question 4 (“Women here have used pressure or threats to steal from others”) as the least concerning (tied with question 6; Mean = 1.27). The most concerning question for both age groups was question 1 (“Women here have gotten into verbal arguments over debts”; Mean = 2.30 for women aged 18 to 34; Mean = 1.97 for women aged 35 and older).

The individual frequencies and means for questions in the Inmate Sexual Violence scale are broken down across age groups in Table 3b in the appendix. The mean score on the Inmate Sexual Violence scale for women aged 18 to 34 was 0.75, while the mean score for women aged 35 and older was 0.53 (Range = 0-4; see Table 3). Among both age groups, sexual violence was

seen as very minimal, to a non-existent problem in the prison. A Mann-Whitney U test was run to determine if there were differences in perceived sexual violence from other women for women correctional clients between the 18 to 34 and the 35 and older age groups. The results indicated no significant differences in the mean safety scores across age.

When considering the individual items in the scales, the lowest scoring questions varied slightly across groups. Women in the 35 and older group rated question 19 (“Women here have been sexually assaulted by a group of women”) the least concerning (Mean = 0.20). Women ages 18-34 years old reported, on average, the least concern for women using physical violence to force other women to perform unwanted sexual activity (question 15), being sexually assaulted by a group of women (question 19), and having to defend themselves from sexual assaults by other women inmates (question 20). Both age groups rated question 8 the most concerning (“Without using physical force, women here have touched, felt, or grabbed other women in a sexually threatening or uncomfortable way”; Mean = 1.40 for women aged 18 to 34; Mean = 1.30 for women aged 35 and older).

Lastly, the Inmate Physical Violence Scale elicited an average score of 1.96 (Range = 0-4; see Table 3) for women aged 18 to 34 and a mean score of 1.92 (Range = 0-4; see Table 3) for women aged 35 and older. Therefore, inmate physical violence was viewed as a moderate, but nearly considerable, problem for both age groups of women. A Mann-Whitney U test was run to determine if there were differences in physical violence scores for women correctional clients between the two age groups, but results indicated no significant differences in the mean safety scores across age.

When the specific items in the scale were considered, similarities appeared. The least concerning question for both age groups was question 23 (“Women here have had to pay

‘protection’ to other women in order to keep themselves safe from physical assault”; Mean = 1.30 for women aged 18 to 34; Mean = 1.80 for women aged 35 and older). The most concerning question for both age groups, was question 27 (“Women here have gotten into physical fights with their intimate partners or girlfriends”; Mean = 2.55 for women aged 18 to 34; Mean = 2.53 for women aged 35 and older). Individual frequencies and means for each question in the Inmate Physical Violence Scale are shown in Table 3c in the appendix.

In sum, concerns of economic conflict in the facility were seen as a moderate problem for both younger and older women. For both age groups, the most concerning economic conflict was women getting into verbal arguments over debts (question 1). Concerns of sexual violence from other women clients were seen as very minimal by both age groups of women. Physical violence from other women were also viewed as moderately concerning for women in both age groups. The most concerning physical violent conflict regardless of age was women clients getting into physical fights with their intimate partners or girlfriends (question 27).

Table 3. RQ 1: Safety Subscale Mean Scores and Highlight of Responses (Age)

Scale (Range)	Mean Score	Highest Scoring Question	Lowest Scoring Question
Inmate Economic Conflict (0-4)			
18 to 34 years old	1.85	“Women here have gotten into verbal arguments over debts.” (Q1)	“Women here have used physical force to steal from others.” (Q6)
35 years and older	1.57	“Women here have gotten into verbal arguments over debts.” (Q1)	“Women here have used pressure or threats to steal from others.” (Q4) “Women here have used physical force to steal from others.” (Q6)
Inmate Sexual Violence (0-4)			
18 to 34 years old	0.75	“Without using physical force, women here have touched, felt, or grabbed other women in a sexually threatening or uncomfortable way.” (Q8)	“Women here have used physical violence to force other women to perform UNWANTED sexual activity.” (Q15) “Women here have been sexually assaulted by a group of women.” (Q19) “Women here have to defend themselves from sexual assaults by other women inmates.” (Q20)
35 years and older	0.53	“Without using physical force, women here have touched, felt, or grabbed other women in a sexually threatening or uncomfortable way.” (Q8)	“Women here have been sexually assaulted by a group of women.” (Q19)
Inmate Physical Violence (0-4)			
18 to 34 years old	1.96	“Women here have gotten into physical fights with their intimate partners or girlfriends.” (Q27)	“Women here have had to pay ‘protection’ to other women in order to keep themselves safe from physical assault.” (Q23)
35 years and older	1.92	“Women here have gotten into physical fights with their intimate partners or girlfriends.” (Q27)	“Women here have had to pay ‘protection’ to other women in order to keep themselves safe from physical assault.” (Q23)

Note: Mann Whitney-U Tests indicated no significant differences between the groups for any of the subscales.

Race

The individual means and frequencies for each question on the Inmate Economic Scale broken down by racial groups are reported in Table 4a of the appendix. The mean scores on the Inmate Economic Scale were 1.63 and 1.76 for women of Color (N=28) and White women, respectively (Range = 0-4; see Table 4). Thus, on average, concerns regarding economic conflict were a moderate concern for women regardless of their identified racial group. A Mann-Whitney U test was run to determine if there were differences in economic conflict scores for women correctional clients between the women of Color and White racial groups. The results indicated no significant differences in the mean safety scores across race.

When the individual scale items were considered, similarities appeared. The least concerning question, on average, for both women of Color and White women was question 6 (“Women here have used physical force to steal from others”; Mean = 1.18 for women of Color; Mean = 1.50 for White women). The most concerning question for both women of Color and White women was question 1 (“Women here have gotten into verbal arguments over debts”; Mean = 2.12 for women of Color; Mean = 2.09 for White women).

The means and individual frequencies for all questions on the Inmate Sexual Violence Scale across women of Color and White women are listed in Table 4b in the appendix. The mean score on the Inmate Sexual Violence scale for women of Color was 0.57 (Range = 0-4), while the mean score for White women was 0.61 (see Table 4). For women of Color and White women, incidents of sexual violence were seen as very minimal concerns. A Mann-Whitney U test was run to determine if there were differences in sexual violence scores for women correctional clients between the women of Color and White racial groups. The results indicated no significant differences across in mean safety scores across race.

When individual scale items were considered more closely, only one discrepancy emerged. Women of Color ranked question 20 (“Women here have to defend themselves from sexual assaults by other women inmates”; Mean = 0.32) the least concerning, while White women ranked question 19 (“Women here have been sexually assaulted by a group of women”; Mean = 0.23) the least concerning. Both women of Color and White women ranked question 8 (“Without using physical force, women here have touched, felt, or grabbed other women in a sexually threatening or uncomfortable way”; Mean = 1.11 for women of Color; Mean = 1.64 for White women) as the most concerning.

Lastly, the mean scores and individual frequencies for all questions across women of Color and White women on the Inmate Physical Violence scale are listed in Table 4c in the appendix. White women, compared to women of Color, rated physical violence concerns higher, on average (2.07 and 1.73, respectively; Range = 0-4; see Table 4). While women of Color overall rated physical violence concerns as a moderate concern, White women rated physical violence as a considerable problem. Mann-Whitney U tests, however, suggested that these differences were not statistically significant.

Women of Color ranked question 30 (“Women here have used a weapon to physically assault another woman inmate”; Mean = 0.96), the least concerning, while the least concerning question for White women was 23 (“Women here have had to pay ‘protection’ to other women in order to keep themselves safe from physical assault”; Mean = 0.86). Women of Color and White women agreed that question 27 as the most concerning (“Women here have gotten into physical fights with their intimate partners or girlfriends”; Mean = 2.36 for women of Color; Mean = 2.77 for White women).

In sum, economic conflict was seen as a minimal problem for women of Color and White women as evidenced by the average scores on the Economic Conflict scale. However, White women did have higher concerns of economic conflict than women of Color (although differences were not statistically significant). For women of Color and White women, the most concerning economic conflict was women getting into verbal arguments over debts (question 1). Concerns of sexual violence were seen as a minimal problem as evidenced by the low average scores on the Inmate Sexual Violence scale across both racial groups. Concerns of physical violence from other women clients were viewed as a minimal problem for women of Color, but as a moderate problem for White women as evidenced by the average scores on the Inmate Physical Violence scale. The most concerning physical violence conflict regardless of race was women clients getting into physical fights with their intimate partners or girlfriends (question 27), which mirrors the results of all other groups thus far.

Table 4. RQ 1: Safety Subscale Mean Scores and Highlight of Responses (Race)

Scale (Range)	Mean Score	Highest Scoring Question	Lowest Scoring Question
Inmate Economic Conflict (0-4)			
Women of Color	1.63	“Women here have gotten into verbal arguments over debts.” (Q1)	“Women here have used physical force to steal from others.” (Q6)
White	1.76	“Women here have gotten into verbal arguments over debts.” (Q1)	“Women here have used pressure or threats to steal from others.” (Q4) “Women here have used physical force to steal from others.” (Q6)
Inmate Sexual Violence (0-4)			
Women of Color	0.57	“Without using physical force, women here have touched, felt, or grabbed other women in a sexually threatening or uncomfortable way.” (Q8)	“Women here have to defend themselves from sexual assaults by other women inmates.” (Q20)
White	0.61	“Without using physical force, w9omen here have touched, felt, or grabbed other women in a sexually threatening or uncomfortable way.” (Q8)	“Women here have been sexually assaulted by a group of women.” (Q19)
Inmate Physical Violence (0-4)			
Women of Color	1.73	“Women here have gotten into physical fights with their intimate partners or girlfriends.” (Q27)	“Women here have used a weapon to physically assault another woman inmate.” (Q30)
White	2.07	“Women here have gotten into physical fights with their intimate partners or girlfriends.” (Q27)	“Women here have had to pay ‘protection’ to other women in order to keep themselves safe from physical assault.” (Q23)

Note: Mann Whitney-U Tests indicated no significant differences between the groups for any of the subscales.

Length of Time in Prison

The individual frequencies and mean scores for women categorized by the length of time they have been in prison on all questions in the Inmate Economic Conflict scale are shown in Table 5a in the appendix. The concerns of economic conflict were higher for women who have been in prison for one year or more (N = 22) compared to women who have been in prison for less than one year (N = 28; M = 1.95 and M = 1.48, respectively; Range = 0-4; see Table 5).

However, a Mann-Whitney U test indicated no significant differences in the mean safety scores across the two groups separated based on time spent in prison.

When considering the individual scale items, similarities were presented between the two groups. Both groups rated the concern of economic conflict to be a moderate problem in the prison. The least concerning question regardless of the length of time spent in prison was question 6 (“Women here have used physical force to steal from others”; Mean = 1.21 for women who have been in prison less than one year; Mean = 1.80 for women who have been in prison more than one year). Additionally, both groups rated question 1 (“Women here have gotten into verbal arguments over debts”) as the most concerning (Mean = 1.88 for women who have been in prison less than one year; Mean = 1.80 for women who have been in prison more than one year).

The individual frequencies and mean scores on the Inmate Sexual Violence scale are reported in Table 5b in the appendix for women who have been in prison for less than one year and for women who have been in prison for one year or more. Inmate Sexual Violence was seen as a minimal problem in the facility and the women had nearly identical mean scores on the scale across length of time spent in prison (M = 0.59 for women who have been in prison less than one year and M = 0.60 for women who have been in prison for one year or more; Range = 0-4; see Table 5). Not surprisingly, Mann-Whitney U tests did not reveal a statically significant difference in the means scores across the two groups of women.

Furthermore, there was agreement that question 19 (“Women here have been sexually assaulted by a group of women”; Mean = 0.33 for women who have been in prison less than one year; Mean = 0.23 for women who have been in prison more than one year), was the least concerning, and question 8 (“Without using physical force, women here have touched, felt, or

grabbed other women in a sexually threatening or uncomfortable way”; Mean = 1.38 for women who have been in prison less than one year; Mean = 1.41 for women who have been in prison more than one year), was the most concerning.

Table 5c in the appendix displays the individual frequencies and means for each question in the Inmate Physical Violence scale across women categorized by length of time in prison. The mean score on the Inmate Physical Violence Scale for women who have been in prison less than one year was 1.72, while the mean score for women who have been in prison for one year or more was 2.09 (Range = 0-4; see Table 5). Thus, women who have been in prison less than one year rated physical violence as a moderate problem while women who have been in prison for one year or more rated physical violence as a considerable problem. However, Mann-Whitney U tests did not find these differences to be statistically significant.

Both groups of women ranked question 23 (“Women here have had to pay ‘protection’ to other women in order to keep themselves safe from physical assault”; Mean = 0.83 for women who have been in prison less than one year; Mean = 1.18 for women who have been in prison more than one year), as the least concerning question, there was a discrepancy across which question ranked the most concerning. Uniquely, women who had been in prison less than one year ranked question 21 (“Women here have verbally threatened other women inmates with physical violence”) the most concerning (Mean = 2.38), while women who had been in prison more than one year ranked question 27 (“Women here have gotten into physical fights with their intimate partners or girlfriends”) the most concerning “(Mean = 2.91).

In sum, concerns of economic conflict in the facility were seen as a moderate problem for both women who have been in prison for less than one year and for women who have been in prison for one year or more as evidenced by the average scores on the Economic Conflict scale.

For both groups of women, the most concerning economic conflict was women getting into verbal arguments over debts (question 1). Concerns of sexual violence from other women clients were seen as very minimal. Physical violence was seen as a moderate problem for women who have been in prison less than one year, but as a considerable problem for women who have been in prison for one year or more as evidenced by the average scores on the Inmate Physical Violence scale.

Table 5. RQ 1: Safety Subscale Mean Scores and Highlight of Responses (Length of Time in Prison)

Scale (Range)	Mean Score	Highest Scoring Question	Lowest Scoring Question
Inmate Economic Conflict (0-4)			
Less than One Year	1.48	“Women here have gotten into verbal arguments over debts.” (Q1)	“Women here have used physical force to steal from others.” (Q6)
One Year or More	1.95	“Women here have gotten into verbal arguments over debts.” (Q1)	“Women here have used physical force to steal from others.” (Q6)
Inmate Sexual Violence (0-4)			
Less than One Year	0.59	“Without using physical force, women here have touched, felt, or grabbed other women in a sexually threatening or uncomfortable way.” (Q8)	“Women here have been sexually assaulted by a group of women.” (Q19)
One Year or More	0.60	“Without using physical force, women here have touched, felt, or grabbed other women in a sexually threatening or uncomfortable way.” (Q8)	“Women here have been sexually assaulted by a group of women.” (Q19)
Inmate Physical Violence (0-4)			
Less than One Year	1.72	“Women here have verbally threatened other women inmates with physical violence.” (Q21)	“Women here have had to pay ‘protection’ to other women in order to keep themselves safe from physical assault.” (Q23)
One Year or More	2.09	“Women here have gotten into physical fights with their intimate partners or girlfriends.” (Q27)	“Women here have had to pay ‘protection’ to other women in order to keep themselves safe from physical assault.” (Q23)

Note: Mann Whitney-U Tests indicated no significant differences between the groups for any of the subscales.

Summary of Results for Research Question 1 (To what extent do incarcerated women perceive threats to safety and increased conflict among other incarcerated women?)

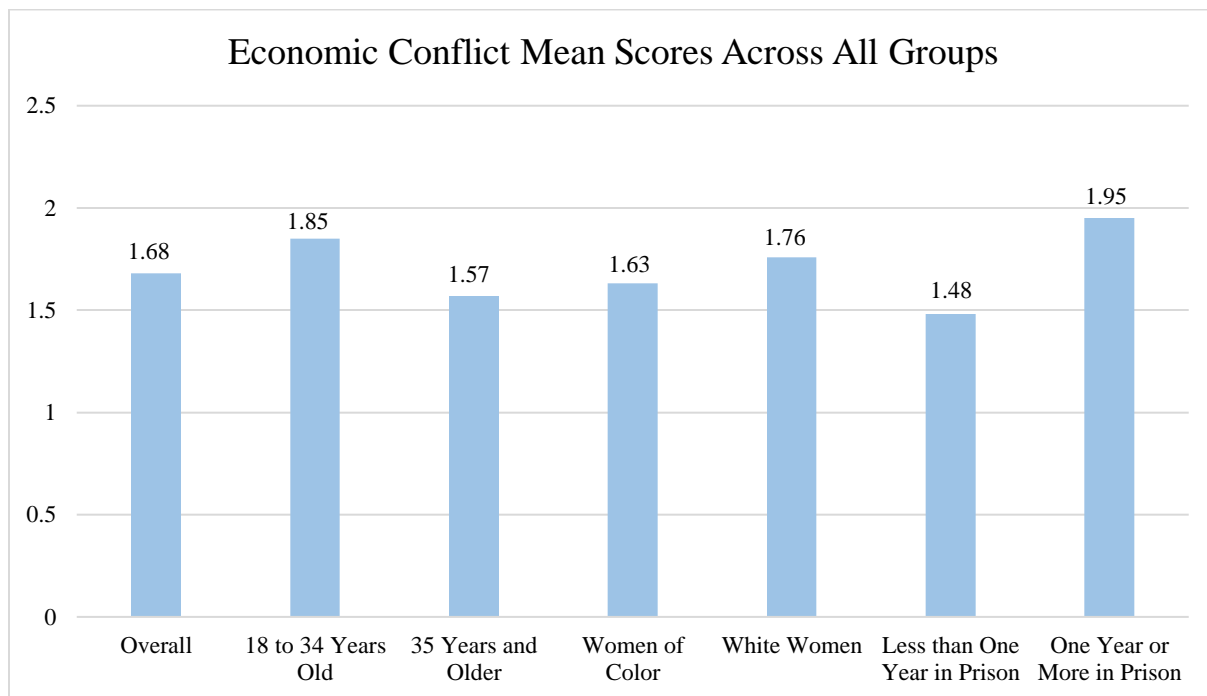
This study's first research question aimed to understand the extent to which women perceive threats to safety and increased conflict among other incarcerated women while they are in prison. Three areas of conflict at the hands of other women correctional clients were explored in this research question: 1) economic conflict, 2) sexual violence, and 3) physical violence.

Overall, women in this study, regardless of racial/ethnic origin, age, or the length of time that they have been in prison, reported relatively low perceived threats to safety and conflict from other incarcerated women. Women considered physical violence from other clients to be more concerning in the unit than economic conflict with other women or sexual violence from other women. When broken down across different age, racial, and time in prison groups, no statistically significant differences emerged which suggests that concerns of economic conflict, physical violence, or sexual violence from other incarcerated clients do not differ across demographic groups in this study.

Across all groups, economic conflict was seen as a moderate concern (see Figure 1). Although scores are similar across all groups, it is worth noting that women who have been in prison longer (one year or more) and younger women (aged 18-34 years old) ranked the unit most concerning for economic conflict, while women who have been in prison less than one year and women who are 35 years or older ranked the unit least concerning for economic disputes across women incarcerated¹².

¹² Displaying the results in comparative terms is for ease of visual representation and is not based on statistical differences as means were not compared across different groups (e.g., statistical analyses were not done to compare racial groups to age groups, racial groups to length of time groups, or age groups to length of time groups).

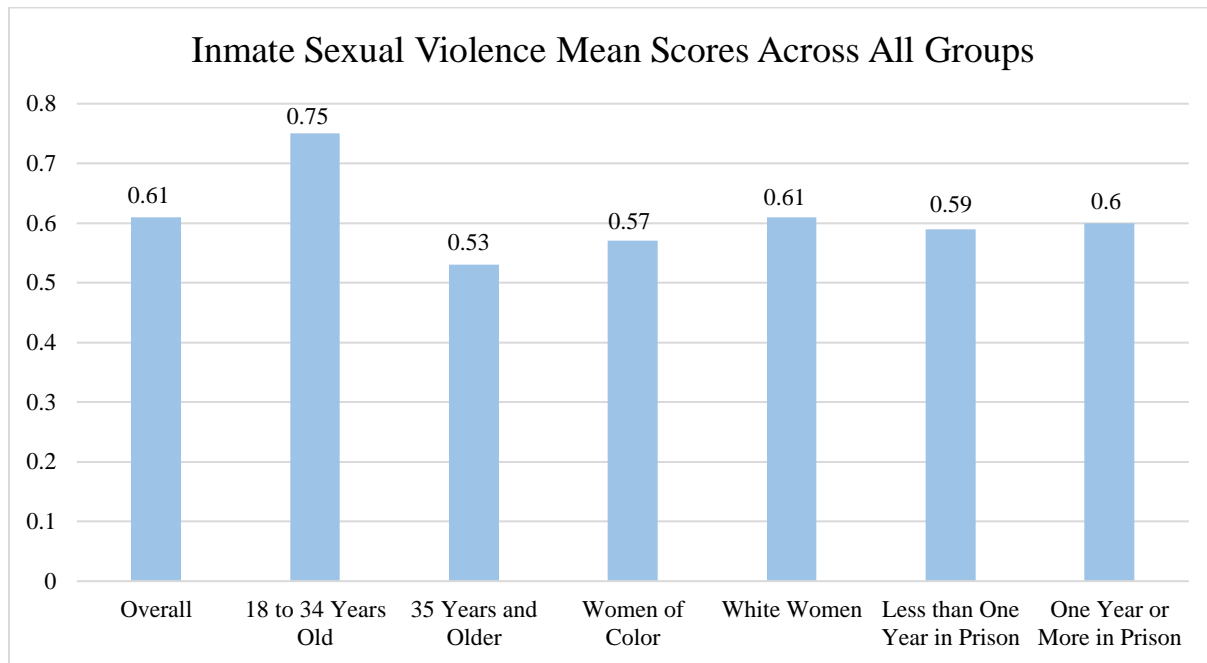
Figure 1: Economic Conflict Mean Scores



The most concerning economic conflict for all women was women getting into verbal arguments over debts. In the short answer responses from women clients and interview responses from staff members, economic conflict was mentioned. Women mentioned in the short answer responses that they may be put in a position where they have to barter or trade items from other women which could put them in a compromising quid pro quo situation where they have to pay back double to avoid violence, as one staff member mentioned.

Across the board, concerns of sexual violence by other clients were very low. As shown (in Figure 2), the scores are similar across all groups, but younger women (18 to 34 years old) rated the unit the most sexually violent. Older women (35 years or older) and women of Color ranked the unit least concerning for sexual violence across women incarcerated.

Figure 2: Inmate Sexual Violence Mean Scores

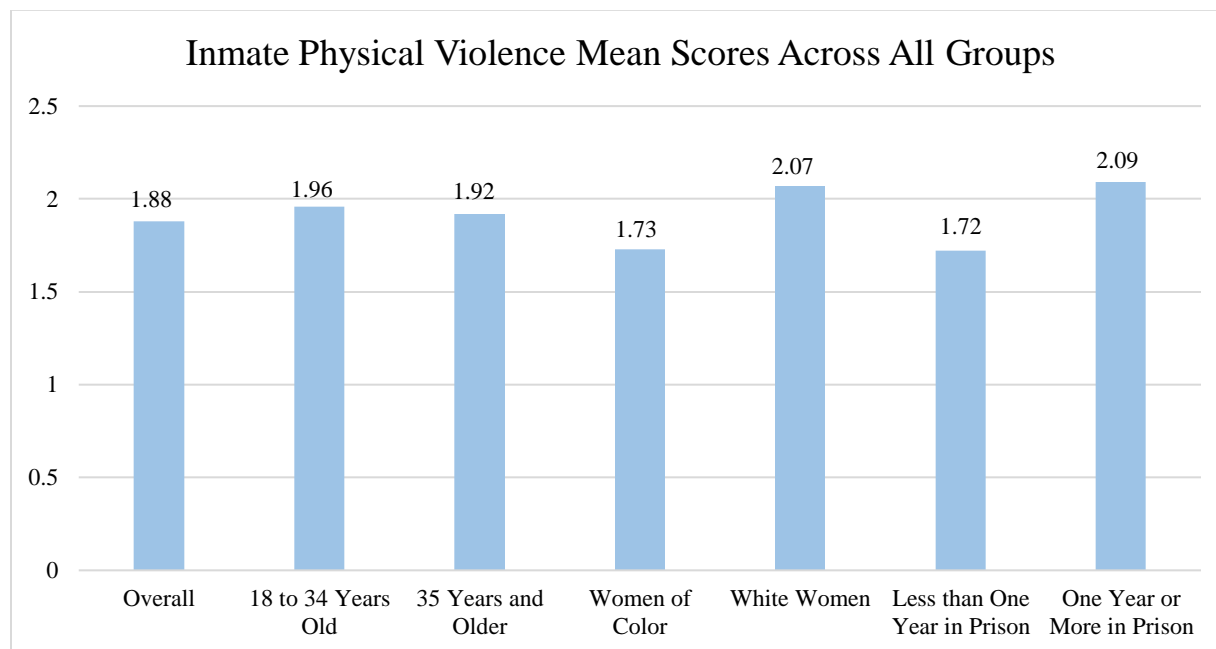


Even though sexual violence was not a primary concern for any group, there was similarity in which aspect of sexual violence did pose the most threat. All groups selected women touching, feeling, or grabbing other women, without using physical force, in an uncomfortable way as the highest concern. No mentions of sexual violence and concerns around touching, feeling, or grabbing were mentioned in the short answer responses or in the interviews with staff, which supports that sexual violence is not a top concern for women or staff members in this prison.

Compared to economic conflict and sexual violence, concerns over physical violence from other female clients was higher (see Figure 3). As shown, the scores are similar across all groups, but notably, women who have been in prison longer (one year or more) and White

women rated physical violence from other clients as a considerable concern, but all other groups considered physical violence to be only a moderate concern.

Figure 3: Inmate Physical Violence Mean Scores



All groups (except women who have been in prison for less than one year) considered getting into physical fights with intimate partners or girlfriends to be the leading cause of violence. Women who have been in prison less than one year considered verbal threats of physical violence to be the root of most physical violence. There was evidence to support both claims of physical violence being caused by relationships and also by threats of violence in the short answer responses from women clients and also by interviews with staff members. For example, clients and staff members mentioned that a lot of fights are between couples, exes, and

intimate relationships in general. A commonly mentioned concern by staff and women was what appeared to be a constant looming threat of physical violence in the unit, which has increased since COVID-19 lockdowns and restrictions.

Research Question 2: To what extent do incarcerated women of different ages, racial/ethnic origins, and lengths of time incarcerated perceive threats to safety and increased conflict from correctional staff?

Research question two explored how each group of women perceived problems of conflict and violence from staff members based on their responses to sections (4) Staff Verbal and Sexual Harassment (questions 32 to 36); (5) Staff Sexual Misconduct (questions 37 to 45); and (6) Staff Physical Violence (questions 46 to 49) of the WCSS. In this section, the mean scores are reported for women overall, as well as by age (18-34 and 35 and older), racial/ethnic origin (White and women of Color), and length of time in prison (less than one year and one year or more). The Staff Verbal and Sexual Harassment, Staff Sexual Misconduct, and Staff Physical Violence scales were scored by women correctional clients as 0= not a problem at all, 1= small problem, 2= medium problem, 3= big problem, or 4= very big problem. Higher scores translate to higher concerns over verbal and sexual harassment, sexual misconduct, or physical violence from staff members. On these scales, results are interpreted as under 0.99 being a minimal concern; 1.00 to 1.99 being a moderate concern; 2.00 to 2.99 being a considerable concern; 3.00 to 4.00 being a high concern. Lastly, results from Mann-Whitney U analyses are reported to assess any differences across mean scores for the different groups in this study.

Overall

Overall (N=50), the mean score for the questions in the Staff Verbal and Sexual Harassment scale was 2.13 (Range = 0-4; see Table 6). The individual frequencies and means for all questions on the Staff Verbal and Sexual Harassment scale for women overall are reported in 6a in the appendix. On average, verbal and sexual harassment from staff members is considered by women clients to be a considerable problem. The least concerning question for women overall

was question 36 (“Staff here have made sexual gestures or noises in front of women inmates”; Mean = 1.04), and the most concerning question was question 35 (“Staff here have yelled or screamed at women inmates”; Mean = 2.70). In the short answer responses, sexual harassment from staff members was not mentioned, however there were mentions of general harassment from staff members, such as,

“The officers can sometimes cause the drama in here,” -Client

“The COs use their power to harm or disrespect inmates.” -Client

The mean score for women overall on the Staff Sexual Misconduct scale was 0.72 (Range = 0-4; see Table 6). On average, concerns of sexual misconduct were considered by women clients to be a minimal problem. The least concerning question for women clients overall was question 44 (“Staff here have forced women inmates through physical violence to perform sexual activity”; Mean = 0.26), while the highest scoring question was question 38 (“Staff here have invaded more than what was necessary for them to do their jobs”; Mean = 1.80).

Finally, the mean score for women on the Staff Physical Violence scale was 1.14 (Range = 0-4; see Table 6). Physical violence from staff members was seen as moderate problem from women in the facility. The least concerning question in the scale for women was question 49 (“Staff here have hit, slapped, kicked, or bitten women inmates”; Mean = 0.88), while the most concerning question in the scale was question 47 (“Staff here have used too much physical force while controlling women inmates”; Mean = 1.52). On the short answer responses, there were no specific mentions of physical violence from staff. Rather, as identified in the aforementioned client quotes, women clients noted conflict/disrespect from staff members.

In sum, concerns of staff verbal and sexual harassment in the facility were seen as a considerable problem and as most concerning of the three scales discussed in this research

question. According to the women clients, the most concerning harassment was being yelled or screamed at by staff members (question 35). Concerns of staff sexual misconduct were seen as a very minimal problem by women clients overall and concerns of physical violence from staff members were considered to be moderate problem. The most concerning aspect of physical violence for women overall is that staff use too much physical force while trying to control women (question 47), but these concerns were not mentioned by women in short-answer responses or by interviews with staff members.

Table 6. RQ 2: Safety Subscale Mean Scores and Highlight of Responses (Overall)

Scale (Range)	Mean Score	Highest Scoring Question	Lowest Scoring Question
Staff Verbal and Sexual Harassment (0-4)	2.13	“Staff here have yelled or screamed at women inmates.” (Q35)	“Staff here have made sexual gestures or noises in front of women inmates.” (Q36)
Staff Sexual Misconduct (0-4)	0.72	“Staff here have invaded more than what was necessary for them to do their jobs.” (Q38)	“Staff here have forced women inmates through physical violence to perform sexual activity.” (Q44)
Staff Physical Violence (0-4)	1.14	“Staff here have used too much physical force while controlling women inmates.” (Q47)	“Staff here have hit, slapped, kicked, or bitten women inmates.” (Q49)

Age

The mean score on the Staff Verbal and Sexual Harassment scale was 2.29 for women aged 18 to 34 (N=20; Range = 0-4; see Table 7) and 2.02 for women aged 35 and older (N=30; see Table 7). Therefore, staff verbal and sexual harassment was seen as a considerable problem by both groups. A Mann-Whitney U test was run to determine if there were differences in staff verbal and sexual harassment scores for women correctional clients between the two age groups. The results indicated no significant differences in the mean safety scores across age groups.

When considering the individual items in the scale, the lowest scoring question (on average), and therefore least concerning, for both groups matched the overall group with question 36 (“Staff here have made sexual gestures or noises in front of women inmates”; Mean = 1.35 for women aged 18 to 34; Mean = 0.83 for women aged 35 and older). The most concerning question varied across age group. Women aged 18 to 34 rated question 34 (“Staff here have cursed when speaking to women inmates”) the most concerning (Mean = 2.85), while women aged 35 and older rated question 35 (“Staff here have yelled or screamed at women inmates”; Mean = 2.73) the most concerning. The individual frequencies for each question in the Staff Verbal and Sexual Harassment scale across age groups are reported in Table 7a in the appendix.

The mean score on the Staff Sexual Misconduct scale for women aged 18 to 34 (N=20) was 0.89 (Range = 0-4; see Table 7), while the mean score for women aged 35 and older (N=30) was 0.65 (Range = 0-4; see Table 7). Both age groups rated concerns of sexual misconduct from staff members to be a minimal concern, but younger women rated the concerns of staff sexual misconduct more severely than older women. Mann-Whitney U tests did not reveal a significant difference in the scores, however. The least concerning question on the scale varied across age groups. Women aged 18 to 34 rated question 43 (“Staff here have pressured or threatened women inmates to engage in sexual activity”; Mean = 0.30) the least concerning, while women aged 35 or older rated question 44 the least concerning (“Staff here have forced women inmates through physical violence to perform sexual activity”; Mean = 0.20). The highest scoring question was consistent across aged groups. Both women aged 18 to 34 and women aged 35 and older rated question 38 the most concerning (“Staff here have invaded more than what was necessary for them to do their jobs”; Mean = 1.74 for women aged 18 to 34; Mean = 1.83 for

women aged 35 or older). The individual frequencies and means for each question in the Staff Sexual Misconduct scale are reported across age groups in Table 7b in the appendix.

The individual frequencies and mean scores for each question in the Staff Physical Violence scale for women aged 18 to 34 and 35 and older are reported in Table 7c in the appendix. The mean score on the Staff Physical Violence scale was 1.17 for women aged 18 to 34 years old and 1.11 for women aged 35 and older (Range = 0-4; see Table 7). Regardless of age, staff physical violence was seen as a moderate concern among the women and no significant differences emerged across the mean scores according to Mann-Whitney U analyses. The lowest rated question on the scale for both groups was 49 (“Staff here have hit, slapped, kicked, or bitten women inmates”; Mean = 0.79 for women aged 18 to 34; Mean = 0.93 for women aged 35 and older). There was also similarity for both groups for the most concerning question, question 47 (“Staff here have used too much physical force while controlling women inmates”; Mean = 1.65 for women aged 18 to 34; Mean = 1.43 for women aged 35 and older).

In sum, staff verbal and sexual harassment was found to be a considerable problem in the prison. Staff sexual misconduct was a minimal concern, regardless if the woman was younger or older. Staff physical violence is considered to be a moderate problem for women clients as evidenced through their mean scores, but the most concerning aspect of physical violence from staff members is that staff use too much physical force when trying to control women clients (question 47). On all three scales in this section (Staff Verbal and Sexual Harassment, Staff Sexual Misconduct, and Staff Physical Violence) younger women (women aged 18 to 34) rated the concerns more problematic than older women (women aged 35 and older), although not statistically significantly different.

Table 7. RQ 2: Safety Subscale Mean Scores and Highlight of Responses (Age)

Scale (Range)	Mean Score	Highest Scoring Question	Lowest Scoring Question
Staff Verbal and Sexual Harassment (0-4)			
18 to 34 years old	2.29	“Staff here have cursed when speaking to women inmates.” (Q34)	“Staff here have made sexual gestures or noises in front of women inmates.” (Q36)
35 years and older	2.02	“Staff here have yelled or screamed at women inmates.” (Q35)	“Staff here have made sexual gestures or noises in front of women inmates.” (Q36)
Staff Sexual Misconduct (0-4)			
18 to 34 years old	0.89	“Staff here have invaded more than what was necessary for them to do their jobs.” (Q38)	“Staff here have pressured or threatened women inmates to engage in sexual activity.” (Q43)
35 years and older	0.65	“Staff here have invaded more than what was necessary for them to do their jobs.” (Q38)	“Staff here have forced women inmates through physical violence to perform sexual activity.” (Q44)
Staff Physical Violence (0-4)			
18 to 34 years old	1.17	“Staff here have used too much physical force while controlling women inmates.” (Q47)	“Staff here have hit, slapped, kicked, or bitten women inmates.” (Q49)
35 years and older	1.11	“Staff here have used too much physical force while controlling women inmates.” (Q47)	“Staff here have hit, slapped, kicked, or bitten women inmates.” (Q49)

Note: Mann Whitney-U Tests indicated no significant differences between the groups for any of the subscales.

Race

The individual frequencies and means for each question in the Staff Verbal and Sexual Harassment scale, broken down by racial group (women of Color and White), are reported in Table 8a in the appendix. Staff verbal and sexual harassment was viewed as a considerable problem in the facility by women of Color and White women. The mean scores on the Staff Verbal and Sexual Harassment Scale were very similar for women of Color (N = 28) and White women (N=22; M = 2.11 and M = 2.15, respectively; Range = 0-4; see Table 8) and a Mann-Whitney U test identified that this difference was not statistically significant. The least concerning question across racial groups on the scale was question 36 (“Staff here have made sexual gestures or noises in front of women inmates”; Mean = 1.07 for women of Color; Mean =

1.00 for White women). The highest and therefore most concerning question differed across women of Color and White women. Women of Color rated question 35 (“Staff here have yelled or screamed at women inmates” (Mean = 2.75), the highest, on average while White women rated question 34 (“Staff here have cursed when speaking to women inmates”; Mean = 2.68) the highest .

The mean score for the Staff Sexual Misconduct scale was 0.73 for women of Color and 0.71 for White women (Range = 0-4; see Table 8). Sexual misconduct by staff members was considered to be a very minimal concern by the women clients regardless of racial group and a Mann-Whitney U test revealed no significant differences in safety scores. The least concerning question on the scale varied across groups, as women of Color rated question 44 (“Staff here have forced women inmates through physical violence to perform sexual activity”) as the least concerning (Mean = 0.21). White women rated question 41 (“Staff here have exposed their genitals and/or breasts (if female staff) to women inmates”; Mean = 0.24) as the least concerning. The most concerning question on the scale for both women of Color and White women was question 38 (“Staff here have invaded more than what was necessary for them to do their jobs”; Mean = 1.81 for women of Color; Mean = 1.77 for White women). The individual frequencies and means for each question on this scale are shown for each group (women of Color and White women) in Table 8b in the appendix.

The individual frequencies and means for each question in the Staff Physical Violence scale are reported in Table 8c in the appendix for women of Color and White women. The mean score for questions on the Staff Physical Violence scale for women of Color was 1.04 and 1.25 for White women (Range = 0-4; see Table 8), which translates to being seen as a moderate problem in the facility. While White women rated physical violence from staff members as more

concerning than women of Color, this difference was not statistically significant according to a Mann-Whitney U test. Both groups of women rated question 49 (“Staff here have hit, slapped, kicked, or bitten women inmates”; Mean = 0.70 for women of Color; Mean = 1.09 for White women) the least concerning. However, White women additionally rated question 46 (“Staff here have threatened women inmates with physical violence”; Mean = 1.09) the least concerning. Both women of Color and White women rated question 47 (“Staff here have used too much physical force while controlling women inmates”; Mean = 1.39 for women of Color; Mean = 1.68 for White women) the most concerning.

In sum, staff verbal and sexual harassment was considered to be a considerable problem in the prison by the women clients as evidenced through the mean scores for women of Color and White women. Staff sexual misconduct was considered to be a minimal concern, but staff physical violence was slightly more concerning and considered a moderate problem in the facility.

Table 8. RQ 2: Safety Subscale Mean Scores and Highlight of Responses (Race)

Scale (Range)	Mean Score	Highest Scoring Question	Lowest Scoring Question
Staff Verbal and Sexual Harassment (0-4)			
Women of Color	2.11	“Staff here have yelled or screamed at women inmates.” (Q35)	“Staff here have made sexual gestures or noises in front of women inmates.” (Q36)
White	2.15	“Staff here have cursed when speaking to women inmates.” (Q34)	“Staff here have made sexual gestures or noises in front of women inmates.” (Q36)
Staff Sexual Misconduct (0-4)			
Women of Color	0.73	“Staff here have invaded more than what was necessary for them to do their jobs.” (Q38)	“Staff here have forced women inmates through physical violence to perform sexual activity.” (Q44)
White	0.71	“Staff here have invaded more than what was necessary for them to do their jobs.” (Q38)	“Staff here have exposed their genitals and/or breasts (if female staff) to women inmates.” (Q41)
Staff Physical Violence (0-4)			
Women of Color	1.04	“Staff here have used too much physical force while controlling women inmates.” (Q47)	“Staff here have hit, slapped, kicked, or bitten women inmates.” (Q49)
White	1.25	“Staff here have used too much physical force while controlling women inmates.” (Q47)	“Staff here have threatened women inmates with physical violence.” (Q46) “Staff here have hit, slapped, kicked, or bitten women inmates.” (Q49)

Note: Mann Whitney-U Tests indicated no significant differences between the groups for any of the subscales.

Length of Time in Prison

The mean score for women who have been in prison for less than one year (N = 24) was 1.83 (Range = 0-4; See table 9), while the mean for women who have been in prison for one year or more (N = 22) was 2.40 on the Staff Verbal and Sexual Harassment scale. While the women who have been in prison less than one year considered staff verbal and sexual harassment to be a relatively minor problem, women who have been in prison for one year or more considered it to be a moderate problem in the facility. Nevertheless, these findings are not statistically significant according to Mann-Whitney U results. The least concerning question for both women who have

been in prison for less than one year and for women who have been in prison for more than one year was question 36 “Staff here have made sexual gestures or noises in front of women inmates” (Mean = 0.75 for women in prison less than one year; Mean = 1.18 for women in prison more than one year). The highest scoring question varied across groups, as the most concerning question for women who have been in prison less than one year was question 35 “Staff here have yelled or screamed at women inmates” (Mean = 2.42), and the most concerning question for women who have been in prison more than one year was question 34 “Staff here have cursed when speaking to women inmates” (Mean = 3.14). The individual frequencies and means for each question in the Staff Verbal and Sexual Harassment scale are shown broken down by length of time in prison in Table 9a in the appendix.

The individual frequencies and means for each question in the Staff Sexual Misconduct scale are shown broken down by length of time in prison in Table 9b in the appendix. The mean score for women who have been in prison less than one year was 0.60 (Range = 0-4; See Table 9) on the Staff Sexual Misconduct scale. The mean score for women who have been in prison more than one year was 0.82 (Range = 0-4; See Table 9). Both groups rated staff sexual misconduct as a very minor problem in the facility and there were no significant differences between mean scores after Mann-Whitney U analyses. The lowest scoring questions and therefore least concerning, varied across groups. The lowest scoring question, on average, for women who have been in prison less than one year was question 43 “Staff here have pressured or threatened women inmates to engage in sexual activity” (Mean = 0.22). Women who have been in prison more than one year had two least concerning questions, question 41 “Staff here have exposed their genitals and/or breasts (if female staff) to women inmates” (Mean = 0.23), and question 44 “Staff here have forced women inmates through physical violence to perform sexual

activity” (Mean = 0.23), The highest (and most concerning) question on the Staff Sexual Misconduct scale was question 38 for both groups, “Staff here have invaded more than what was necessary for them to do their jobs” (Mean = 1.58 for women who have been in prison less than one year; Mean = 2.00 for women who have been in prison more than one year).

The individual frequencies and mean scores for questions on the Staff Physical Violence scale broken down by length of time in prison can found in Table 9c in the appendix. The mean score for women who have been in prison less than one year was 1.07, while the mean score for women who have been in prison for more than one year was 1.33 (Range = 0-4; See Table 9). Staff physical violence was considered by the women clients to be a minimal problem regardless of length of time being in prison. While both groups scored question 49 as least concerning “Staff here have hit, slapped, kicked, or bitten women inmates” (Mean = 0.92 for women in prison less than one year; Mean = 0.91 for women in prison more than one year), women who have been in prison less than one year also scored question 46 the least concerning, “Staff here have threatened women inmates with physical violence” (Mean = 0.92). The highest scoring question for both groups was question 47 “Staff here have used too much physical force while controlling women inmates” (Mean = 1.46 for women in prison less than one year; Mean = 1.73 for women in prison more than one year).

In sum, on all three scales in this section (Staff Verbal and Sexual Harassment, Staff Sexual Misconduct, and Staff Physical Violence) women who have been in prison longer (for one year or more) rated the concerns more problematic than women who have been in prison for a shorter period of time (less than one year). Staff verbal and sexual harassment was considered to be a relatively small problem for women who have been in prison for less than one year and a moderate problem by the women who have been in prison for one year or more as evidenced

through the mean scores. Women who have been in prison longer consider staff cursing when speaking to women clients (question 34) as most problematic, while women who have been in prison for a less time consider staff yelling and screaming at women clients (question 35) as most problematic. Staff sexual misconduct was considered to be a very minor problem as evidenced through the mean scores for women. Staff physical violence was also considered to be minor problem for women clients as evidenced through their mean scores, but the most concerning aspect of physical violence from staff members is that staff use too much physical force when trying to control women clients (question 47).

Table 9. RQ 2: Safety Subscale Mean Scores and Highlight of Responses (Length of Time in Prison)

Scale (Range)	Mean Score	Highest Scoring Question	Lowest Scoring Question
Staff Verbal and Sexual Harassment (0-4)			
Less than One Year	1.83	“Staff here have yelled or screamed at women inmates.” (Q35)	“Staff here have made sexual gestures or noises in front of women inmates.” (Q36)
One Year or More	2.40	“Staff here have cursed when speaking to women inmates.” (Q34)	“Staff here have made sexual gestures or noises in front of women inmates.” (Q36)
Staff Sexual Misconduct (0-4)			
Less than One Year	0.60	“Staff here have invaded more than what was necessary for them to do their jobs.” (Q38)	“Staff here have pressured or threatened women inmates to engage in sexual activity.” (Q43)
One Year or More	0.82	“Staff here have invaded more than what was necessary for them to do their jobs.” (Q38)	“Staff here have exposed their genitals and/or breasts (if female staff) to women inmates.” (Q41) “Staff here have forced women inmates through physical violence to perform sexual activity.” (Q44)
Staff Physical Violence (0-4)			
Less than One Year	1.07	“Staff here have used too much physical force while controlling women inmates.” (Q47)	“Staff here have threatened women inmates with physical violence.” (Q46) “Staff here have hit, slapped, kicked, or bitten women inmates.” (Q49)
One Year or More	1.33	“Staff here have used too much physical force while controlling women inmates.” (Q47)	“Staff here have hit, slapped, kicked, or bitten women inmates.” (Q49)

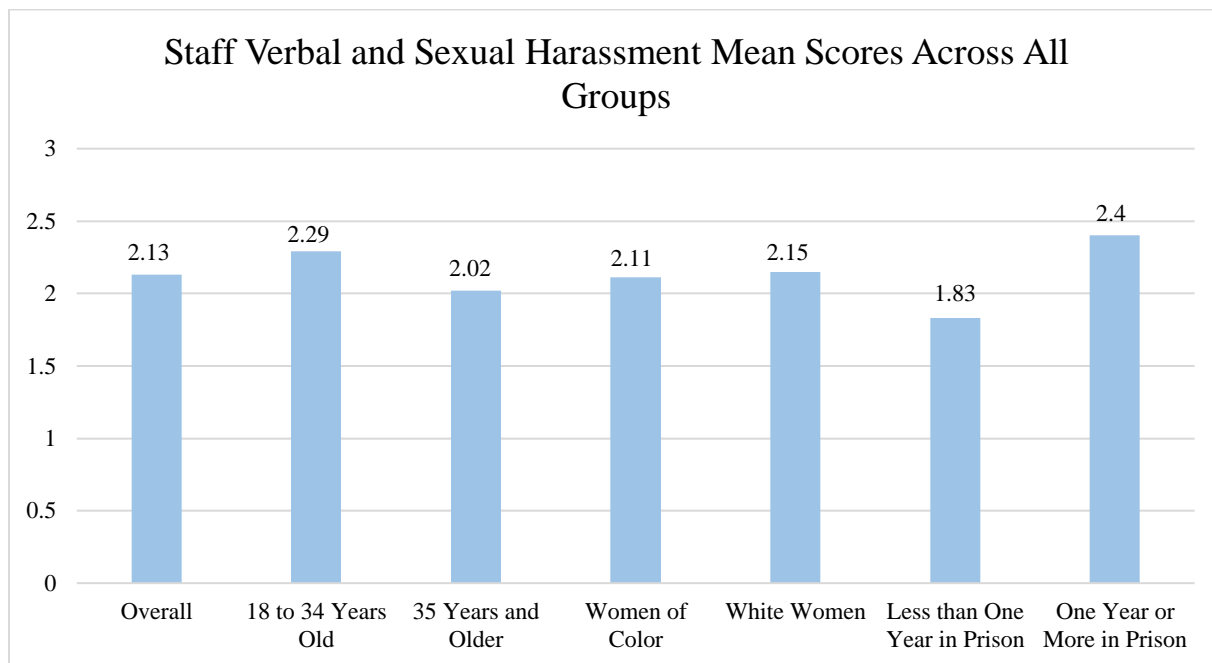
Note: Mann Whitney-U Tests indicated no significant differences between the groups for any of the subscales.

Summary of Results for Research Question 2 (To what extent do incarcerated women perceive threats to safety and increased conflict from correctional staff?)

This study's second research question aimed to understand the extent to which women perceive threats to safety and increased conflict from correctional staff members while they are in prison. Three areas of conflict from staff members were explored in this research question: 1) verbal and sexual harassment, 2) staff sexual misconduct, and 3) staff physical violence. While staff verbal and sexual harassment was generally seen as a considerable concern in the facility, physical violence from staff members was a moderate concern and sexual misconduct from staff members was a minimal concern.

All groups except women who have been in prison less than one year rated verbal and sexual harassment from staff to be a considerable problem in the facility. Women who have been in prison less than one year rated the concern as moderate (see Figure 4). Women who have been in prison one year or more rated staff and sexual harassment from staff to be the most concerning of all groups.

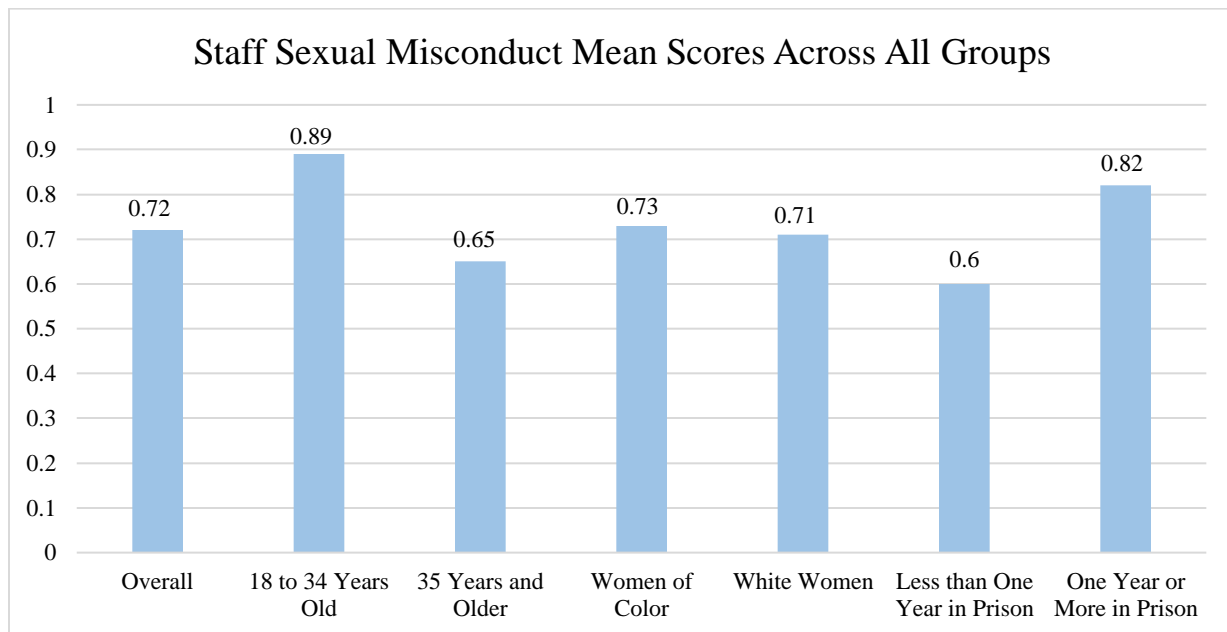
Figure 4: Staff Verbal and Sexual Harassment Mean Scores



Highest average scores differed across groups on which aspect of verbal harassment from staff members was most concerning. Three groups (women aged 18-34, White women, and women who have been in prison for one year or more) endorsed, on average, higher scores for concerns related to staff cursing when speaking to women clients. Four groups (women aged 35 and older, women of Color, women who have been in prison for less than one year, and women overall) rated staff yelling or screaming at women clients as, on average, the most concerning. There were no mentions of sexual harassment from staff in the short answer responses from clients or in discussions with staff members. Clients did mention general harassment from custody staff members, though, such as commenting that correctional officers use their power to harm or disrespect women or to start “drama” in the unit.

Staff sexual misconduct was perceived to be a minimal concern in the facility according to the women clients (see Figure 5). Women who have been in prison less than one year and women 35 years and older rated this concern the lowest, while women aged 18 to 34 rated this concern the highest. Still, however, the threshold identified earlier considered it a minimal concern expressed among women clients.

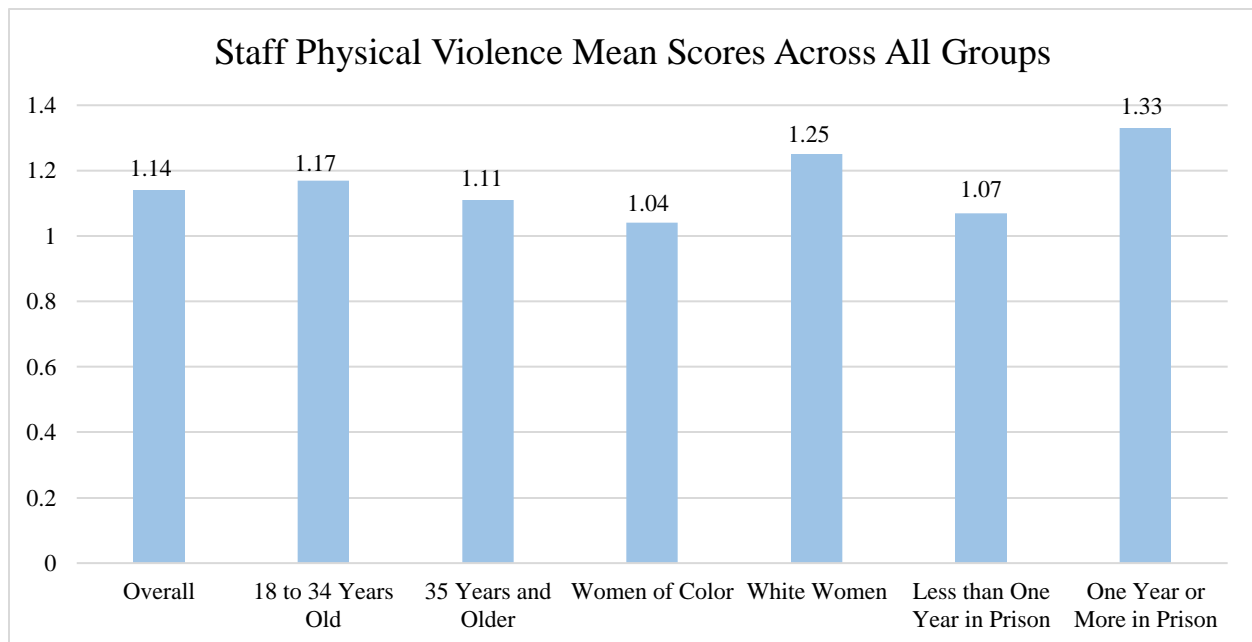
Figure 5: Staff Sexual Misconduct Mean Scores



Every group, on average, scored staff invading more than what was necessary for them to do their job as the most concerning aspect of staff sexual misconduct. The short answer responses from women and staff interviews did not elaborate on this concern, which is not surprising given that the women did rate sexual misconduct as a very minimal concern in the unit from staff members.

Staff physical violence was considered by all groups to be a moderate concern as shown in Figure 6. Women who have been in prison one year or more and White women rated physical violence from staff members to be the most concerning, while women of Color and women who have been in prison less than one year considered it the least concerning of all other groups.

Figure 6: Staff Physical Violence Mean Scores



Staff using too much physical force to control women was the most concerning aspect of staff physical violence, by all groups, on average, but similar to staff sexual misconduct, although there were more concerning aspects of staff sexual and physical violence identified on the questionnaire, no specific mentions of physical violence from staff members were found in the short answer responses from women or in discussions with staff members.

Research Question 3: To what extent is violence perceived to be an issue by incarcerated women in the facility across different ages, racial/ethnic origins, and lengths of time incarcerated?

Research question three explored how each group of women perceived violence in the facility, first by measuring likelihood of violence and then by measuring rankings of physical and sexual violence according to responses on WCSS sections (7) Likelihood of Violence (questions 50 to 55); and (8) Physical and Sexual Violence in Units (questions 56 and 57). In this section, the frequencies and mean scores are reported for women overall, as well as by age (18-34 and 35 and older), racial/ethnic origin (White and women of Color), and length of time in prison (less than one year and one year or more).

The scales differed in this section. The Likelihood of Violence scale was scored by women correctional clients as 1= strongly disagree, 2= somewhat disagree, 3= neither agree nor disagree, 4= somewhat agree, or 5= strongly agree. Higher scores translate to higher concern over the likelihood of violence. On this scale, results are interpreted as under 1.99 being a minimal concern; 2.00 to 2.99 being a moderate concern; 3.00 to 3.99 being a considerable concern; 4.00 to 5.00 being a high concern. The Physical and Sexual Violence in Units scales were scored by women correctional clients' responses on a scale of 1 = not violent to 10 = very violent, "How physically violent is this unit?" (question 56) and "How sexually violent is this unit?" (question 57). Similarly, a higher score translates to higher concern for physical or sexual violence in the unit. On these scales, results are interpreted as under 2.99 being a minimal concern; 3.00 to 5.99 being a moderate concern; 6.00 to 7.99 being a considerable concern; anything over 8.00 being a high concern. Lastly, results from Mann-Whitney U analyses will be reported to determine if differences across mean scores for groups were present.

Overall

Overall (N = 50), the mean score for the Likelihood of Violence scale was 2.58 (Range = 1-5; see Table 10). Overall, women typically noted that they disagreed with or had no opinion (i.e., neither agreed nor disagreed) about the likelihood of violence in the unit, suggesting that the likelihood of violence is a moderate concern. Individual frequencies and means are reported in table 10a in the appendix. The least concerning question was question 52 (“Women here are likely to be *sexually* assaulted by one or more women inmates”; Mean = 2.36). The most concerning question was question 51 (“Women here are likely to be *physically* assaulted by one or more women inmates”; Mean = 3.00).

Table 10b in the appendix shows the individual frequencies and means for each question in the Physical and Sexual Violence in Units scale. Out of 50 women correctional clients, question 56 (“How physically violent is this unit?”) had an average score of 2.64 on a scale of 1 = not very violent to 10 = very violent (see Table 10), suggesting that physical violence in the unit is a minimal concern for the women clients. Out of 50 women correctional clients, question 57 (“How sexually violent is this unit?”) received an average score of 1.54 on the same scale (1 = not very violent; 10 = very violent; see Table 10), which also suggests that women review sexual violence in the unit as a minimal concern.

The short answer response questions at the end of the WCSS survey revealed that violence is more concerning than the scale questions suggest. The results from the short answer responses were mixed, with some women stating the prison is not violent at all or that there is “very little violence in here,” and others stating that violence “is very real here” and that it can and does “erupt instantly without warning.” One woman stated that it does happen because “no one is happy in here, so everyone is looking for a fight,” and another woman stating, “it happens

a lot in other units, but not in here [the programming unit].” There were responses where women mentioned what they would do to protect themselves from harms, threats, and danger while in here if needed that could result in violence (responses to question 4 on WCSS short answer), such as:

“I fight back if I need to” -Client

“You fight when you need to and just try to get away with it.” - Client

As previously mentioned, most reports of actual physical violence in the prison revolved around the themes of 1) lack of respect/need to “stand up for yourself” as causing violence, 2) getting into other people’s business/not minding your own business, 3) relationship violence (between exes and couples), and 4) drug violence. There was very little mention of sexual violence, and when it was mentioned in the short answer responses from the women, the unit was seen as not sexually violent at all.

Table 10. RQ 3: Safety Subscale Mean Scores and Highlight of Responses (Overall)

Scale (Range)	Mean Score	Highest Scoring Question	Lowest Scoring Question
Likelihood of Violence (1-5)	2.58	“Women here are likely to be <i>physically</i> assaulted by one or more women inmates.” (Q51)	“Women here are likely to be <i>sexually</i> assaulted by one or more women inmates.” (Q52)
Physical Violence in Units (1-10)	2.64	“How physically violent is this unit?” (Q56)	
Sexual Violence in Units (1-10)	1.54	“How sexually violent is this unit?” (Q57)	

In sum, overall, women considered the facility to have a moderate likelihood of violence as evidenced by the mean score on the Likelihood of Violence scale. The most concerning act of potential violence was that women are likely to be physically assaulted by one or more inmates

(question 51). Overall, women rated the unit as minimally physically or sexually violent as evident by the mean scores on the physical and sexual violence scales. It can be concluded that the programming unit is perceived to have low incidents of physical or sexual violence, but is seen as having a potential for violence.

Age

The mean scores on the Likelihood of Violence scale were similar (no statistical difference according to Mann-Whitney U analyses) across both age groups. The mean score was 2.55 for women aged 18 to 34 (N=20) and 2.50 for women aged 35 and older (N=30; Range = 1-5; see Table 11). Both age groups had a moderate concern for likelihood of violence in the facility. The least concerning question for both age groups was question 55 (“Women here are likely to be *sexually* assaulted by one or more staff”; Mean = 2.25 for women aged 18 to 34; Mean = 2.13 for women aged 35 or older). This varies from the overall group, as overall, the lowest scoring question was concerning sexual assaults from one or more women inmates (not staff members). The most concerning question varied slightly across age groups. While both groups scored question 51 (“Women here are likely to be *physically* assaulted by one or more women inmates”; Mean = 2.80 for women aged 18 to 34; Mean = 3.14 for women aged 35 or older) the highest and most concerning, women aged 18 to 34 also scored question 50 (“Women here are likely to be sexually harassed by one or more women inmates”; Mean = 2.80) as the most concerning. The individual frequencies and means for each question across both age groups are listed in Table 11a in the appendix.

Table 11b in the appendix shows the individual frequencies and means for both questions in the Physical and Sexual Violence in Units scale. For “How physically violent is this unit?” women aged 18 to 34 gave an average score of 2.70 (on a scale of 1 = Not violent to 10 = Very

violent). The highest score given for women aged 18 to 34 was a 5. Women aged 35 and older had an average score of 2.60 on the physical violence scale and the highest score given by older women was a 6. The mean scores across age groups for physical violence in the unit demonstrated no statistical difference during Mann-Whitney U tests. For “How sexually violent is this unit?” women aged 18 to 34 had an average score of 1.75, with one woman ranking the unit a 7 for sexual violence. Comparatively, women aged 35 and older had an average score of 1.40, with the highest score being a 4 for sexual violence. Again there appeared to be no statistical difference for perceptions of sexual violence in the unit according to the mean scores for age groups on the Mann-Whitney U analysis.

In sum, women in both age groups agreed that the likelihood of there being violence is a moderate concern, but actual physical and sexual violence in the unit was minimal. The most concerning acts of potential violence was that women are likely to be physically assaulted by one or more inmates (question 51) or that women here are likely to be sexually harassed by one or more women inmates (question 50). All in all, younger women rated the prison to have a higher likelihood of violence and also rated the physical and sexual violence in the unit as higher and more of a concern than older women, but neither group considered violence to be very concerning.

Table 11. RQ 3: Safety Subscale Mean Scores and Highlight of Responses (Age)

Scale (Range)	Mean Score	Highest Scoring Question	Lowest Scoring Question
Likelihood of Violence (1-5)			
18 to 34 years old	2.55	“Women here are likely to be sexually harassed by one or more women inmates.” (Q50). “Women here are likely to be <i>physically</i> assaulted by one or more women inmates.” (Q51)	“Women here are likely to be <i>sexually</i> assaulted by one or more staff." (Q55)
35 years and older	2.50	“Women here are likely to be <i>physically</i> assaulted by one or more women inmates.” (Q51)	“Women here are likely to be <i>sexually</i> assaulted by one or more staff." (Q55)
Physical Violence in Units (1-10)			
18 to 34 years old	2.70	“How physically violent is this unit?” (Q56)	
35 years and older	2.60	“How physically violent is this unit?” (Q56)	
Sexual Violence in Units (1-10)			
18 to 34 years old	1.75	“How sexually violent is this unit?” (Q57)	
35 years and older	1.40	“How sexually violent is this unit?” (Q57)	

Note: Mann Whitney-U Tests indicated no significant differences between the groups for any of the subscales.

Race

The individual frequencies and means for each question on the Likelihood of Violence scale are listed in Table 12a in the appendix. The mean score for women of Color (N = 28) was 2.55 while the mean for White women (N = 22) was 2.48 (Range = 1-5; see Table 12) which suggests a moderate likelihood of violence in the facility. Mann-Whitney U tests demonstrated no statistical differences across mean scores for likelihood of violence across race. The least concerning act of potential violence mentioned on the scale for both groups was question 55 (“Women here are likely to be *sexually* assaulted by one or more staff”; Mean = 2.21 for women of Color; Mean = 2.14 for White women). The most concerning question for both women of Color and White women was question 51 (“Women here are likely to be *physically* assaulted by

one or more women inmates”; Mean = 3.00 for women of Color; Mean = 3.00 for White women).

Table 12b in the appendix shows the individual frequencies and means for both questions in the Physical and Sexual Violence in Units scale for women of Color and White women. Women of Color had a mean score of 2.71 for the question, “How physically violent is this unit?” and a mean score of 1.54 for the question, “How sexually violent is this unit?” White women had an average rating of 2.55 for physical violence in unit and 1.55 for sexual violence in unit. Neither physical nor sexual violence means scores were statistically significantly different across racial groups according to the results of Mann-Whitney U tests.

In sum, women of Color and White women considered the prison to have a moderate likelihood of violence, but actual physical and sexual violence in the programming unit was considered to be minimal. The most concerning act of potential violence for women of Color and White women was that women are likely to be *physically* assaulted by one or more inmates (question 51). Women of Color considered the likelihood of violence and actual physical violence in the unit to be greater than White women did.

Table 12. RQ 3: Safety Subscale Mean Scores and Highlight of Responses (Race)

Scale (Range)	Mean Score	Highest Scoring Question	Lowest Scoring Question
Likelihood of Violence (1-5)			
Women of Color	2.55	“Women here are likely to be <i>physically</i> assaulted by one or more women inmates.” (Q51)	“Women here are likely to be <i>sexually</i> assaulted by one or more staff." (Q55)
White	2.48	“Women here are likely to be <i>physically</i> assaulted by one or more women inmates.” (Q51)	“Women here are likely to be <i>sexually</i> assaulted by one or more staff." (Q55)
Physical Violence in Units (1-10)			
Women of Color	2.71	“How physically violent is this unit?” (Q56)	
White	2.55	“How physically violent is this unit?” (Q56)	
Sexual Violence in Units (1-10)			
Women of Color	1.54	“How sexually violent is this unit?” (Q57)	
White	1.55	“How sexually violent is this unit?” (Q57)	

Note: Mann Whitney-U Tests indicated no significant differences between the groups for any of the subscales.

Length of Time in Prison

The mean score for women who have been in prison for less than one year (N = 24) on the Likelihood of Violence scale was 2.51, while the mean score for women who have been in prison for 1 year or more (N = 22) was 2.69 (Range 1-5; see Table 13). While, on average, women who had been incarcerated longer reported greater perceptions of likelihood of violence in the prison, this difference was not statistically significant according to Mann-Whitney U tests. The individual frequencies and means for all questions in the Likelihood of Violence scale are reported in Table 13a in the appendix. Scores between 2 and 3 suggest that women considered the likelihood of violence to be a moderate problem in the facility.

According to both groups, the least concerning area for potential violence was question 55 (“Women here are likely to be *sexually* assaulted by one or more staff”; Mean = 2.08 for women who have been in prison for less than 1 year; Mean = 2.41 for women who have been in prison for 1 year or more). However, women who have been in prison for 1 year or more also

chose question 52 as a least concerning aspect on the scale (“Women here are likely to be *sexually* assaulted by one or more women inmates”; Mean = 2.41). The most concerning aspect of potential violence across groups was question 51 (“Women here are likely to be *physically* assaulted by one or more women inmates”; Mean = 2.91 for women who have been in prison for less than 1 year; Mean = 3.36 for women who have been in prison for 1 year or more).

Table 13b in the appendix shows the individual frequencies and means for both questions in the Physical and Sexual Violence in Units scale. Women who have been in prison for less than 1 year had a mean score of 2.63 for the question, “How physically violent is this unit?” while women who have been in prison for 1 year or more had a mean score of 2.77. In both cases, physical violence in the unit is seen as a minimal concern, regardless of how long women have been incarcerated. Sexual violence in the unit was also seen as a minimal concern. Women who have been in prison for less than 1 year had a mean score of 1.50 for the question, “How sexually violent is this unit?” while women who have been in prison for 1 year or more had a mean score of 1.64. Similar to perceptions of likelihood of violence across length of time in prison, no significant differences emerged from Mann-Whitney U tests across length of time in prison on ratings of physical and sexual violence in units.

In sum, both women who have been in prison for less than one year and women who have been in prison for one year or more considered the likelihood of violence to be a moderate concern, but actual physical and sexual violence in the unit was rare and not seen as much of a concern. The most concerning act of potential violence for women regardless of length of time was that women are likely to be *physically* assaulted by one or more inmates (question 51).

Table 13. RQ 3: Safety Subscale Mean Scores and Highlight of Responses (Length of Time in Prison)

Scale (Range)	Mean Score	Highest Scoring Question	Lowest Scoring Question
Likelihood of Violence (1-5)			
Less than One Year	2.51	“Women here are likely to be <i>physically</i> assaulted by one or more women inmates.” (Q51)	“Women here are likely to be <i>sexually</i> assaulted by one or more staff." (Q55)
One Year or More	2.69	“Women here are likely to be <i>physically</i> assaulted by one or more women inmates.” (Q51)	“Women here are likely to be <i>sexually</i> assaulted by one or more women inmates.” (Q52) “Women here are likely to be <i>sexually</i> assaulted by one or more staff." (Q55)
Physical Violence in Units (1-10)			
Less than One Year	2.63	“How physically violent is this unit?” (Q56)	
One Year or More	2.77	“How physically violent is this unit?” (Q56)	
Sexual Violence in Units (1-10)			
Less than One Year	1.50	“How sexually violent is this unit?” (Q57)	
One Year or More	1.64	“How sexually violent is this unit?” (Q57)	

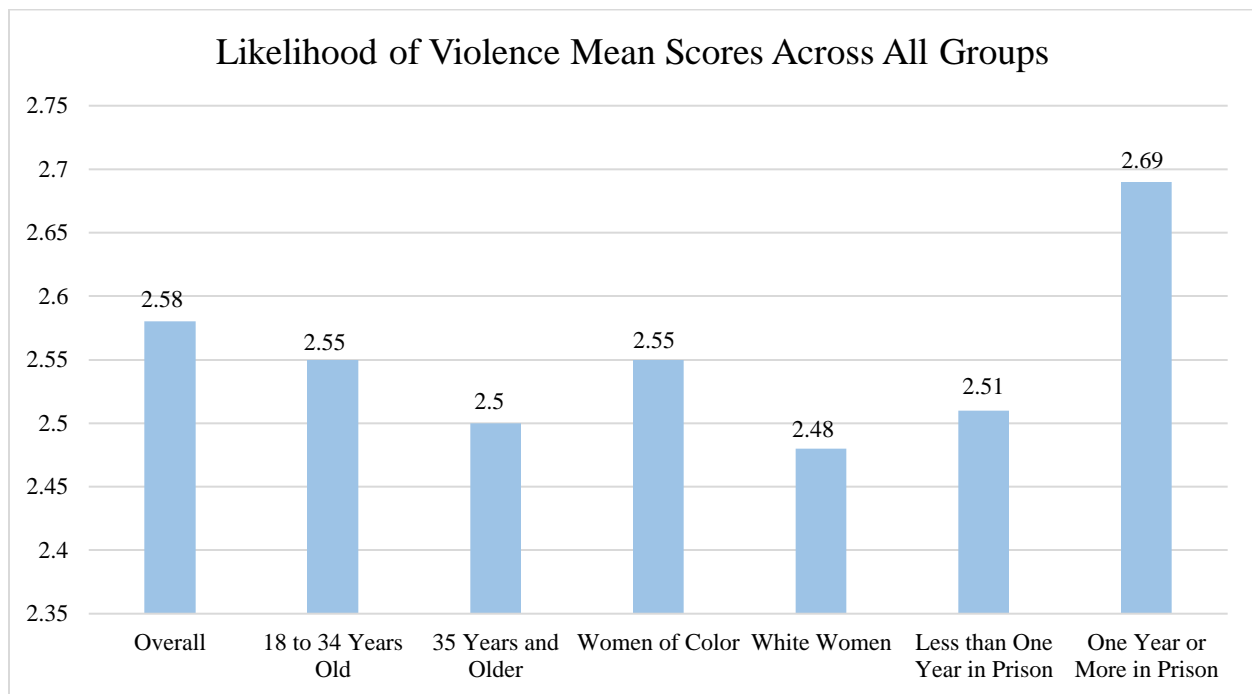
Note: Mann Whitney-U Tests indicated no significant differences between the groups for any of the subscales.

Summary of Results for Research Question 3 (To what extent is violence perceived to be an issue in the facility?)

The third research question in this study aimed to understand the extent to which women perceive violence in the prison. Three areas of violence were explored in this research question: 1) likelihood of violence, 2) physical violence in unit, and 3) sexual violence in unit. The likelihood of violence was considered to be moderate problem in the facility, while physical violence in the unit and sexual violence in the unit were considered to be minimal concerns. Sexual violence in the unit was, on average, the least concerning.

Figure 7 shows that women who have been in prison for one year or more rated the likelihood of violence to be the most concerning, while White women, women who are 35 years or older, and women who have been in prison less than one year rated the likelihood of violence the least concerning.

Figure 7: Likelihood of Violence Mean Scores

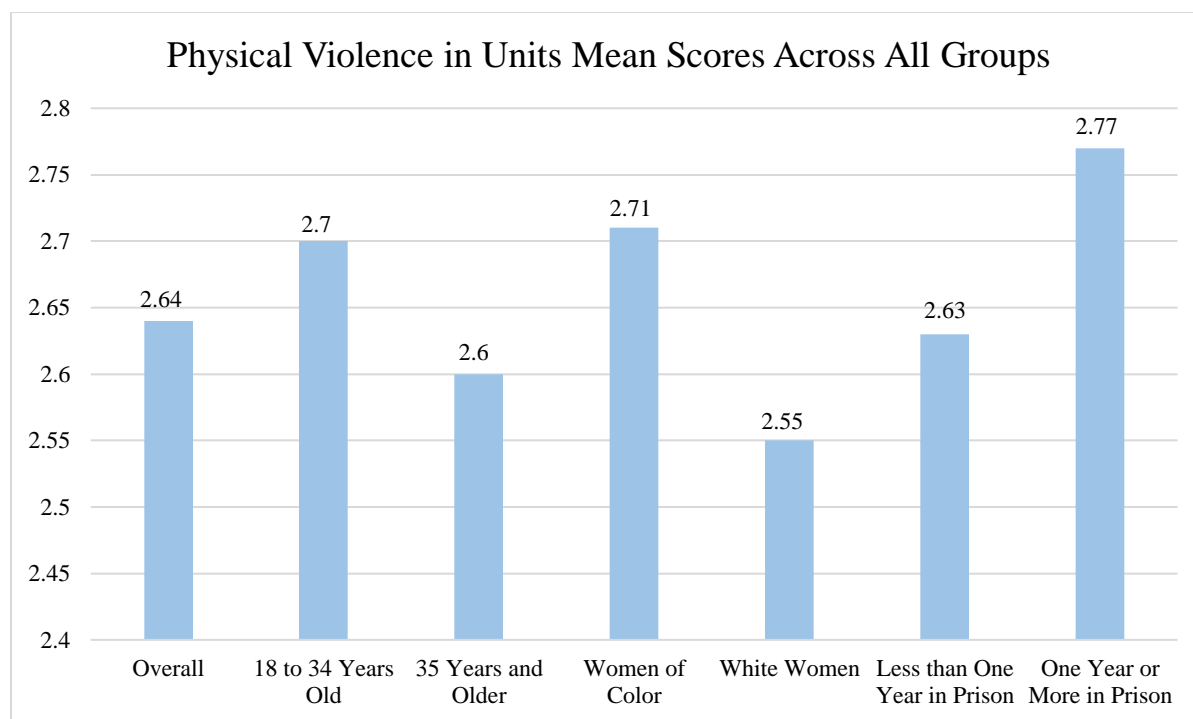


On average, likelihood of being physically assaulted by one or more women was the highest scoring concern by all groups. However, women aged 18 to 34 years old also rated the likelihood of being sexually harassed by one or more women as a top concern. Both staff and women supported in the short answer and interview responses that there was a likelihood of violence, more specifically, physical violence in the facility as a whole and in the unit. The responses from women clients did range from discussing how the programming unit is not violent relative to other units to discussing how violence can and does erupt instantly without warning. Staff members supported there being a likelihood of violence in the unit by discussing feeling of there being potential for violence at any time.

The overall rating of physical violence in the unit being categorized, on average, as a minimal concern (Figure 8) is interesting given women clients' responses to the subscales

included in Research Question 1 (i.e., inmate physical violence). While most women clients considered getting into physical fights with/over intimate partners or girlfriends, disrespect, not “minding your own business,” and drugs to be the most common roots of physical violence, the actual occurrence of physical violence was mentioned as rather rare (hence the overall low rating of violence in the actual unit).

Figure 8: Physical Violence in Units Mean Scores

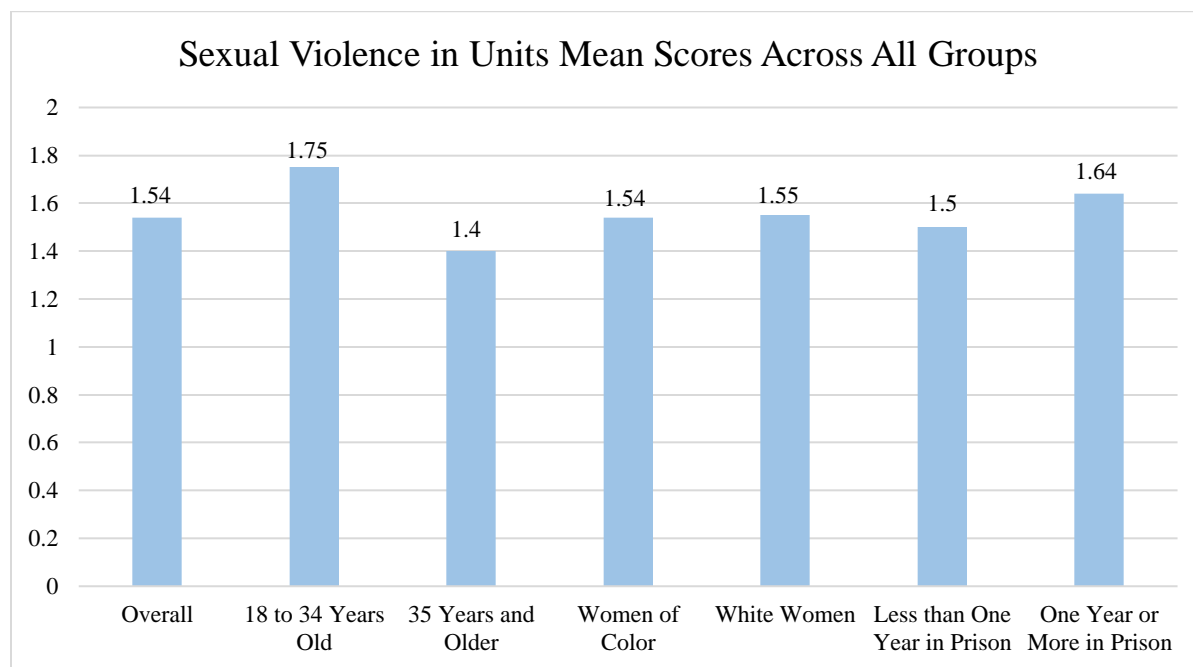


Women who have been in prison one year or more rated the unit as the most physically violent out of all groups, while White women rated the prison the least physically violent. Interestingly, women who have been in prison longer (one year or more) rated not just this physical violence scale, but all scales of physical violence (inmate physical violence, staff

physical violence, and physical violence in units) higher than any other group. This could be because of more experience and time in prison leading to more incidents of physical violence being witnessed or more physical encounters themselves.

Lastly, this research question analyzed sexual violence in the unit. Figure 9 shows that younger women (women aged 18 to 34 years old) rated the unit the most sexually violent of all groups. However, across all groups, sexual violence was considered to be a minimal concern.

Figure 9: Sexual Violence in Units Mean Scores



There were no specific mentions of incidents of sexual violence in the unit from staff members or clients themselves when reviewing short answer responses and interview responses. Younger women rated all scales of sexual misconduct and violence higher than any other group.

That is, women aged 18 to 34 rated sexual violence from other women higher than any other group, sexual misconduct from staff members higher than any other group and rated the sexual violence in unit higher than any other group.

Research Question 4: To what extent do incarcerated women of different ages, racial/ethnic origins, and lengths of time incarcerated perceive that the climate of the program is conducive to addressing reports of threats to safety and increased conflict?

Research question four explored how conducive the climate of the program is to addressing reports of threats to safety. Question four was analyzed according to responses on WCSS sections (10) Staff Harassment of Inmates Who Report (questions 59a to 59d), (11) Inmate Harassment of Inmates Who Report (questions 60a to 60d), and (12) Staff Reporting Climate (questions 61 to 67). The frequencies and mean scores were reported for women overall, as well as by age (18-34 and 35 and older), racial/ethnic origin (White and women of Color), and length of time in prison (less than one year and one year or more) in the appendix. The Staff Harassment of Inmates Who Report, the Inmate Harassment of Inmates Who Report, and the Staff Reporting Climate scales were scored by women client as 1= strongly disagree, 2= somewhat disagree, 3= neither agree nor disagree, 4= somewhat agree, or 5= strongly agree. Higher scores in the Staff Harassment of Inmates Who Report and the Inmate Harassment of Inmates Who Report translates to higher concern of harassment for reporting. On these scales, results are interpreted as under 1.99 being a minimal concern; 2.00 to 2.99 being a moderate concern; 3.00 to 3.99 being a considerable concern; 4.00 to 5.00 being a high concern. However, in the Staff Reporting Climate scale, higher scores translate to lower concern about staff reporting, and rather would be more supportive of staff reporting procedures. On this scale, results are interpreted as under 1.99 being a minimally supportive; 2.00 to 2.99 being a moderately supportive; 3.00 to 3.99 being a considerably supportive; 4.00 to 5.00 being a highly supportive. Lastly, results from Mann-Whitney U analyses are reported to determine if differences across mean scores for groups were present.

Overall

Overall (N = 50) the mean score for questions in the Staff Harassment of Inmates Who Report scale was 2.74 (Range 1-5; see Table 14), suggesting that this is a moderate concern in the facility. The least concerning question on the scale was question 59b (“Staff harass women inmates who make reports about inmate sexual violence”; Mean = 2.54). The most concerning question on the scale was question 59d (“Staff harass women inmates who make reports about staff physical violence”; Mean = 2.96).

In the short answer response questions on the WCSS, women clients did mention concerns of reporting due to staff members. Women stated that they feared being removed from the unit and put into solitary confinement or that they would be exposed for reporting to staff members, for example:

“The COs should practice confidentiality in their workplace. Just recently drugs were removed from the unit- one inmate told and the COs told the unit/inmates who it was. Now that inmate is in danger of violence.” Jan

“There are women who report problems and are treated as if they’re the problem. They’re put in the hole for ‘their protection’.” -Client

Very similar concerns and comments were brought up by staff members in interviews, for example,

“Sometimes the women report to COs, but usually do not...because if their safety is at risk, they will be moved off the unit and then would lose their program. The victim usually is the one moved, not perpetrator.” -Staff

The mean score for women overall was 3.31 (Range = 1-5; see Table 14) on the Inmate Harassment of Inmates Who Report scale, which means this is a considerable problem for the women in the program. The least concerning questions on the scale were questions 60c (“Other women inmates harass inmates who make reports about staff sexual misconduct”; Mean = 2.98), and question 60d (“Other women inmates harass inmates who make reports about staff physical

violence"; Mean = 2.98), The most concerning question on the scale was question 60a ("Other women inmates harass inmates who make reports about inmate physical violence"; Mean = 3.76). Despite being the highest scoring (and one of the most concerning) scales in the entire WCSS survey, there were no specific mentions of being harassed by other women for reporting in the short answer responses. However, staff members did mention concerns about women being harassed by other clients if they report, such as other women using the threat of reporting against each other and trying to convince each other that "nothing will happen" if they report or that they will be moved from the unit if they report. Essentially, other women clients will try to convince someone who wants to make a report of violence that there is no use in reporting.

The mean score on the Staff Reporting Climate scale for women overall was 3.08 (Range 1-5; see Table 14). Importantly, in this scale, higher scores translate to more support women clients perceived from staff when reporting, not the more concern (as with all other scales). With a score of 3.08, the women feel that the staff are considerably supportive of them when they report concerns of safety. The lowest scoring question (and therefore the least support perceived) was question 62 ("Staff members here are concerned about the sexual safety of women inmates"; Mean = 2.88), The highest scoring questions (and therefore the most support perceived) was questions 65 ("The administrative staff here are concerned about the sexual safety of women inmates"; Mean = 3.30) and 66 ("There are programs at this facility to help women inmates deal with sexual safety problems"; M = 3.30). While the women clients did not shed much light on the staff reporting climate in the facility, the staff members did in the interviews, for example:

"Threats are not taken seriously a lot of the time. It really depends on who is reporting. If free staff ¹³report a threat it is taken more seriously than if an inmate reports the threat." - Staff

¹³ Free staff are non-custody staff (e.g., counselors, case managers, mental health professionals, administrators).

In sum, overall, staff harassment of women clients was seen as a moderate concern, but harassment from other correctional clients was seen as a considerable problem in the facility. The staff reporting climate was reported on the safety scale survey to be considerably supportive of women when they report concerns and threats to safety, but the staff interviews revealed a lot of concerns with reporting violence and threats as not being taken seriously by the custody staff members who file the reports.

Table 14. RQ 4: Safety Subscale Mean Scores and Highlight of Responses (Overall)

Scale (Range)	Mean Score	Highest Scoring Question	Lowest Scoring Question
Staff Harassment of Inmates Who Report (1-5)	2.74	“Staff harass women inmates who make reports about staff physical violence.” (59d)	“Staff harass women inmates who make reports about inmate sexual violence.” (Q59b)
Inmate Harassment of Inmates Who Report (1-5)	3.31	“Other women inmates harass inmates who make reports about inmate physical violence.” (Q60a)	“Other women inmates harass inmates who make reports about staff sexual misconduct.” (Q60c) “Other women inmates harass inmates who make reports about staff physical violence.” (Q60d)
Staff Reporting Climate* (1-5)	3.08	“The administrative staff here are concerned about the sexual safety of women inmates.” (Q65) “There are programs at this facility to help women inmates deal with sexual safety problems.” (Q66)	“Staff members here are concerned about the sexual safety of women inmates.” (Q62)

Note: *Denotes that the higher the score in this scale translates to more positive perceptions.

Age

The mean score on the Staff Harassment of Inmates Who Report scale for women aged 18 to 34 (N = 20) was 2.74 and was 2.76 for women aged 35 and older (N = 30; Range = 1-5; see Table 15), which suggests a moderate problem for both groups. Unsurprisingly, Mann-Whitney U tests showed the scores to not be statistically different from each other. The least concerning

question for both age groups was 59b (“Staff harass women inmates who make reports about inmate sexual violence”; Mean = 2.50 for women aged 18 to 34; Mean = 2.57 for women aged 35 and older). The most concerning aspect of staff harassing women clients for both age groups was question 59d (“Staff harass women inmates who make reports about staff physical violence”; Mean = 2.95 for women aged 18 to 34; Mean = 2.93 for women aged 35 and older). The individual frequencies and means for each question in the Staff Harassment of Inmates Who Report scale across age are reported in Table 15a in the appendix.

The mean score for women aged 18 to 34 years old was 3.36 on the Inmate Harassment of Inmates Who Report scale, while the mean score for women aged 35 and older was 3.27 (Range = 1-5; see Table 15). The results from the Mann-Whitney U tests showed the scores to not be statistically different from each other on this scale. Importantly, being harassed by other correctional clients when making reports is a considerable problem in the facility for younger and older women alike.

The least concerning aspect of harassment from other women when they report varied across age groups as women aged 18 to 34 years old ranked question 60c (“Other women inmates harass inmates who make reports about staff sexual misconduct”; Mean = 3.05) the lowest, and women aged 35 or older ranked question 60d (“Other women inmates harass inmates who make reports about staff physical violence”; Mean = 2.87) the lowest. For both age groups, the most concerning aspect of harassment from other women when women report was question 60a (“Other women inmates harass inmates who make reports about inmate physical violence”; Mean = 3.85 for women aged 18 to 34; Mean = 3.70 for women aged 35 years or older). The individual frequencies and mean score for each question in the Inmate Harassment of Inmates Who Report scale are shown in Table 15b in the appendix.

Table 15c in the appendix reports the individual frequencies and mean scores for all questions in the Staff Reporting Climate scale across age groups. As previously mentioned, in this scale, the higher the score translates to the more support women perceived from staff/the prison. The mean score for women aged 18 to 34 was 2.95 (Range = 1-5; see Table 15), while the mean score for women aged 35 or older was 3.07 (Range = 1-5; see Table 15). These scores suggest younger women feel the staff reporting climate is only moderately supportive overall, while older women feel the staff reporting climate is considerably supportive of women clients. Even though older women scored higher than younger women in this category, the results from the Mann-Whitney U tests showed the scores to not be statistically different from each other.

Both age groups rated question 62 the lowest and therefore the least supportive (“Staff members here are concerned about the sexual safety of women inmates”; Mean = 2.80 for women aged 18 to 34; Mean = 2.93 for women aged 35 or older). Women aged 35 or older additionally ranked question 64 the lowest, (“The custody line staff here are concerned about the sexual safety of women inmates”; Mean = 2.93). The highest scoring question (and therefore most supportive) varied across age groups as well. Women aged 18 to 34 rated question 66 the highest (“There are programs at this facility to help women inmates deal with sexual safety problems”; Mean = 3.55), while women aged 35 or older rated question 65 the highest (“The administrative staff here are concerned about the sexual safety of women inmates”; Mean = 3.30).

In sum, younger women (aged 18-34) and older women (aged 35 and older) considered harassment from staff when they make reports to be a moderate concern, while harassment from other clients was a larger, more considerable problem in the facility. Lastly, older women viewed the staff reporting climate as more positive and more supportive than younger women, but both

groups did consider the reporting climate to be supportive (moderately for younger women, considerably for older women).

Table 15. RQ 4: Safety Subscale Mean Scores and Highlight of Responses (Age)

Scale (Range)	Mean Score	Highest Scoring Question	Lowest Scoring Question
Staff Harassment of Inmates Who Report (1-5)			
18 to 34 years old	2.74	“Staff harass women inmates who make reports about staff physical violence.” (59d)	“Staff harass women inmates who make reports about inmate sexual violence.” (Q59b)
35 years and older	2.76	“Staff harass women inmates who make reports about staff physical violence.” (59d)	“Staff harass women inmates who make reports about inmate sexual violence.” (Q59b)
Inmate Harassment of Inmates Who Report (1-5)			
18 to 34 years old	3.36	“Other women inmates harass inmates who make reports about inmate physical violence.” (Q60a)	“Other women inmates harass inmates who make reports about staff sexual misconduct.” (Q60c)
35 years and older	3.27	“Other women inmates harass inmates who make reports about inmate physical violence.” (Q60a)	“Other women inmates harass inmates who make reports about staff physical violence.” (Q60d)
Staff Reporting Climate* (1-5)			
18 to 34 years old	2.95	“There are programs at this facility to help women inmates deal with sexual safety problems.” (Q66)	“Staff members here are concerned about the sexual safety of women inmates.” (Q62)
35 years and older	3.07	“The administrative staff here are concerned about the sexual safety of women inmates.” (Q65)	“Staff members here are concerned about the sexual safety of women inmates.” (Q62) “The custody line staff here are concerned about the sexual safety of women inmates.” (Q64)

Note: *Denotes that the higher the score in this scale translates to more positive perceptions.

Note: Mann Whitney-U Tests indicated no significant differences between the groups for any of the subscales.

Race

The individual frequencies and mean scores for women of Color and White women in each question on the Staff Harassment of Inmates Who Report scale are shown in Table 16a in the appendix. The overall mean score for women of Color was 2.81 while the mean scores for White women was 2.55 (Range = 1-5; see table 16). Even though the mean score for women of Color was higher than for White women, these differences were not statistically different according to Mann-Whitney U tests. The mean scores suggest that women of Color and White women consider harassment from staff members when they report to be a moderate concern in the facility.

The least concerning question on the Staff Harassment of Inmates Who Report scale for women of Color and White women was question 59b (“Staff harass women inmates who make reports about inmate sexual violence”; Mean = 2.68 for women of Color; Mean = 2.36 for White women). The most concerning question for women of Color and White women was question 59d (“Staff harass women inmates who make reports about staff physical violence”; Mean = 3.04 for women of Color; Mean = 2.82 for White women).

The mean scores and individual frequencies across race for all questions on the Inmate Harassment of Inmates Who Report scale are reported in Table 16b in the appendix. Harassment from other women clients was a considerable problem, given the mean scores for women of Color and White (Mean = 3.19 for women of Color; 3.46 for White women; Range = 1-5; see table 16). In this scale, although White women rated harassment from other clients as more problematic than women of Color, these differences were not statistically different according to Mann-Whitney U tests.

The least concerning question varied across groups. Both women of Color and White women rated question 60c (“Other women inmates harass inmates who make reports about staff sexual misconduct”) (Mean = 2.96 for women of Color; Mean = 3.00 for White women) the lowest. The highest scoring question was the same across women of Color and White women with mean scores of 3.57 for women of Color and 4.00 for White women was question 60a (“Other women inmates harass inmates who make reports about inmate physical violence ”).

Perceived support of the Staff Reporting Climate across women of Color and White women is shown in Table 16c in the appendix. The mean score for women of Color was 3.02, while the mean score for White women was 3.16 (Range = 1-5; see Table 4; these differences were not statistically different according to Mann-Whitney U tests). Since this scale translates higher scores to more support, both groups of consider the staff reporting climate to be considerably supportive.

The lowest scoring question (and therefore the question with the least support) for women of Color and White women was question 62 (“Staff members here are concerned about the sexual safety of women inmates”; Mean = 2.82 for women of Color; Mean = 2.95 for White women). The highest scoring question (and therefore most supportive question as perceived by women clients) varied across women of Color and White women. Women of Color rated question 65 (“The administrative staff here are concerned about the sexual safety of women inmates”; Mean = 3.32) the highest. White women rated question 66 “There are programs at this facility to help women inmates deal with sexual safety problems”; Mean = 3.50) the highest.

In sum, women of Color and White women found staff harassment when reporting to be a moderate concern, but harassment from other clients to be a considerable concern. Lastly, women of Color and White women overall agreed that the staff reporting climate was

considerably supportive. Notably, women of Color reported higher concern towards staff harassing women who report than White women, but lower rates of concern towards other women harassing each other when they report, compared to White women. White women tended to rate the staff reporting climate as more positive and more supportive than women of Color.

Table 16. RQ 4: Safety Subscale Mean Scores and Highlight of Responses (Race)

Scale (Range)	Mean Score	Highest Scoring Question	Lowest Scoring Question
Staff Harassment of Inmates Who Report (1-5)			
Women of Color	2.81	“Staff harass women inmates who make reports about staff physical violence.” (59d)	“Staff harass women inmates who make reports about inmate sexual violence.” (Q59b)
White	2.55	“Staff harass women inmates who make reports about staff physical violence.” (59d)	“Staff harass women inmates who make reports about inmate sexual violence.” (Q59b)
Inmate Harassment of Inmates Who Report (1-5)			
Women of Color	3.19	“Other women inmates harass inmates who make reports about inmate physical violence.” (Q60a)	“Other women inmates harass inmates who make reports about staff sexual misconduct.” (Q60c)
White	3.46	“Other women inmates harass inmates who make reports about inmate physical violence.” (Q60a)	“Other women inmates harass inmates who make reports about staff sexual misconduct.” (Q60c)
Staff Reporting Climate* (1-5)			
Women of Color	3.02	“The administrative staff here are concerned about the sexual safety of women inmates.” (Q65)	“Staff members here are concerned about the sexual safety of women inmates.” (Q62)
White	3.16	“There are programs at this facility to help women inmates deal with sexual safety problems.” (Q66)	“Staff members here are concerned about the sexual safety of women inmates.” (Q62)

Note: *Denotes that the higher the score in this scale translates to more positive perceptions.

Note: Mann Whitney-U Tests indicated no significant differences between the groups for any of the subscales.

Length of Time in Prison

The individual frequencies and mean scores for women broken down by length of time in prison (women who have been in prison less than 1 year and women who have been in prison one year or more) are reported in Table 17a in the appendix for the Staff Harassment of Inmates Who Report scale. Staff harassment when women report was considered to be a moderate concern in the facility by women regardless of length of time one has spent in prison, given the mean scores on this scale. The mean score for women who have been in prison for less than one year was 2.78 (Range = 1-5; see Table 17), while the mean score for women who have been in prison for one year or more was 2.91 (Range = 1-5; see Table 17). While women who have been in prison longer rated staff harassment higher, these scores were not statistically different according to Mann-Whitney U analyses.

The least concerning question for both groups was question 59b (“Staff harass women inmates who make reports about inmate sexual violence”; Mean = 2.58 for women who have been in prison for less than one year; Mean = 2.64 for women who have been in prison for one year or more). The most concerning question for both groups on the Staff Harassment of Inmates Who Report was question 59d (“Staff harass women inmates who make reports about staff physical violence”; Mean = 2.92 for women who have been in prison for less than one year; Mean = 3.05 for women who have been in prison for one year or more).

The individual frequencies and mean scores for Inmate Harassment of Inmates Who Report broken down by length of time in prison are reported in Table 17b in the appendix. The mean score for women who have been in prison for less than one year was 3.27 (Range = 1-5; see Table 17) while the mean score for women who have been in prison for one year or more was 3.47 (Range = 1-5; see Table 17), and similar to above, the differences are not statistically

different based on Mann-Whitney U tests. Scores between a 3 and 4 for both groups suggest that regardless of the length of time that they have been in prison, harassment from other women when reporting is a considerable problem in the unit.

The least concerning question in the Inmate Harassment of Inmates Who Report scale varied across groups. The least concerning question for women who have been in prison for less than one year was question 60c (“Other women inmates harass inmates who make reports about staff sexual misconduct”; Mean = 2.96). The least concerning question for women who have been in prison for one year or more was question 60d (“Other women inmates harass inmates who make reports about staff physical violence”; Mean = 3.05). The most concerning question for both groups of women was question 60a (“Other women inmates harass inmates who make reports about inmate physical violence”; Mean = 3.71 for women who have been in prison for less than one year; Mean = 3.95 for women who have been in prison for more than one year).

The mean score for women who have been in prison for less than one year was 3.16 (Range = 1-5; see Table 17) on the Staff Reporting Climate scale. The overall mean score for women who have been in prison for one year or more was 2.95 (Range = 1-5; see Table 17). In this scale, the higher the score translates to the higher the support perceived by women clients. Even though women who have been in prison longer rated the staff reporting climate as considerably supportive while women who have been in prison for less than one year consider the reporting climate to be only moderately supportive, this difference was not statistically different according to Mann-Whitney U tests.

The least supported question varied across groups. Women who have been in prison for less than one year rated question 62 (“Staff members here are concerned about the sexual safety of women inmates”; Mean = 2.79) the least supported. Women who have been in prison for one

year or more rated question 64 (“The custody line staff here are concerned about the sexual safety of women inmates”; Mean = 2.73) the least supported. The highest scoring question also varied across length of time in prison groups. For women who have been in prison for less than one year, question 66 (“There are programs at this facility to help women inmates deal with sexual safety problems”; Mean = 3.23) was the most supported. For women who have been in prison for one year or more, question 65 (“The administrative staff here are concerned about the sexual safety of women inmates”; Mean = 3.50) was the most supported. The individual frequencies and means for each question in the Staff Reporting Climate scale broken down by length of time in prison are shown in Table 17c in the appendix.

In sum, women in prison, regardless of the length of time they have been there considered staff harassment when reporting to be a moderate concern, but harassment from other women to be a considerably problematic. Staff reporting climate was seen as considerably positive for women who have been in prison less but women who have been in prison longer thought the reporting climate was only moderately supportive of them. The results demonstrated that women who have been in prison longer consider harassment from staff and other clients to be more problematic than younger women, and they also viewed the staff reporting climate less supportive of them.

Table 17. RQ 4: Safety Subscale Mean Scores and Highlight of Responses (Length of Time in Prison)

Scale (Range)	Mean Score	Highest Scoring Question	Lowest Scoring Question
Staff Harassment of Inmates Who Report (1-5)			
Less than One Year	2.78	“Staff harass women inmates who make reports about staff physical violence.” (59d)	“Staff harass women inmates who make reports about inmate sexual violence.” (Q59b)
One Year or More	2.91	“Staff harass women inmates who make reports about staff physical violence.” (59d)	“Staff harass women inmates who make reports about inmate sexual violence.” (Q59b)
Inmate Harassment of Inmates Who Report (1-5)			
Less than One Year	3.27	“Other women inmates harass inmates who make reports about inmate physical violence.” (Q60a)	“Other women inmates harass inmates who make reports about staff sexual misconduct.” (Q60c)
One Year or More	3.47	“Other women inmates harass inmates who make reports about inmate physical violence.” (Q60a)	“Other women inmates harass inmates who make reports about staff physical violence.” (Q60d)
Staff Reporting Climate* (1-5)			
Less than One Year	3.16	“There are programs at this facility to help women inmates deal with sexual safety problems.” (Q66)	“Staff members here are concerned about the sexual safety of women inmates.” (Q62)
One Year or More	2.95	“The administrative staff here are concerned about the sexual safety of women inmates.” (Q65)	“The custody line staff here are concerned about the sexual safety of women inmates.” (Q64)

Note: *Denotes that the higher the score in this scale translates to more positive perceptions.

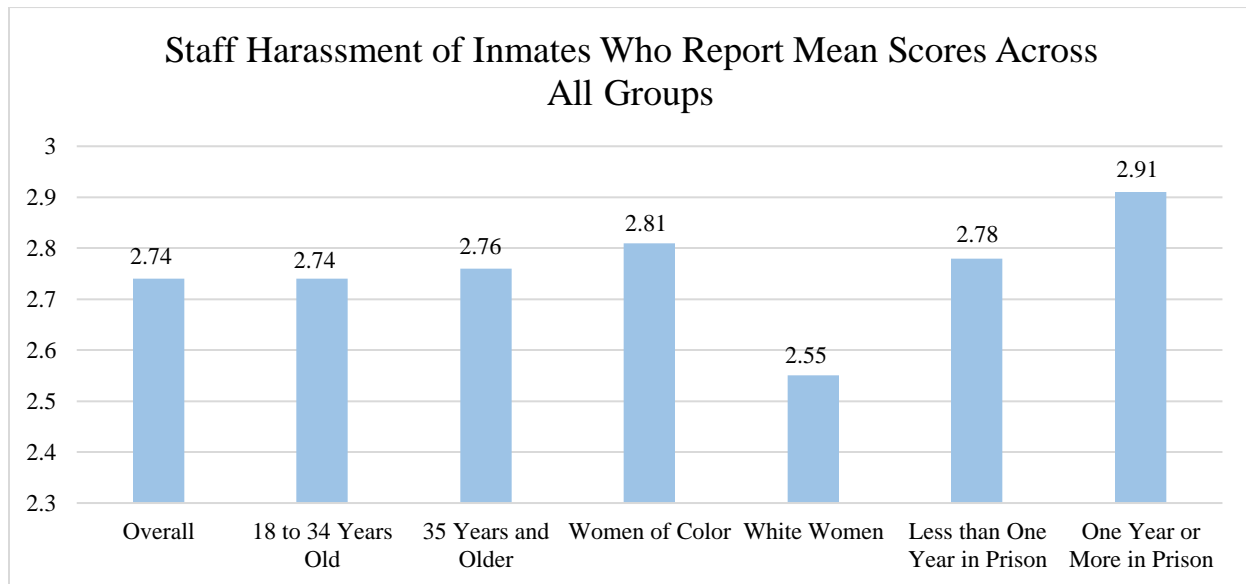
Note: Mann Whitney-U Tests indicated no significant differences between the groups for any of the subscales.

Summary of Results for Research Question 4 (To what extent do incarcerated women perceive that the climate of the program is conducive to addressing reports of threats to safety and increased conflict?)

This study's fourth research question aimed to understand the extent to which women perceive that the climate of the program is conducive to addressing reports of threats to safety and increased conflict. Three areas of concerns regarding reporting threats and violence were explored in this research question: 1) staff harassment of women who report, 2) women harassment of other women who report, and 3) staff reporting climate. Women clients harassing other women who make reports of threats of violence and actual violence was a considerable concern. Out of all the scales in the WCSS survey, this scale ranked the most problematic.

Staff harassment of women who make reports was a moderate concern among all women clients (see Figure 10). Women who have been in prison for one year or more rated this most concerning, while White women rated staff harassment when reporting least concerning. All groups rated staff harassing women when they make reports about staff physical violence as the highest scoring question. There was a lot of discussion with staff members in interviews about a lack of correctional officers "taking reports of threats or violence seriously." Additionally, women also mentioned concerns with reporting to staff members because they will be "treated like they are the problem," and they fear removal from the program if they report to staff members that they are in danger of violence. Finally, a lot of discussion from staff members highlighted a lack of presence in the unit from correctional staff (low numbers of COs on the floor) creates a lack of witnessing threats or violence and without evidence of threats of- or actual violence, reports are often not filed and disregarded as only hearsay. This concern was mentioned by nearly all staff members.

Figure 10: Staff Harassment of Inmates Who Report Mean Scores

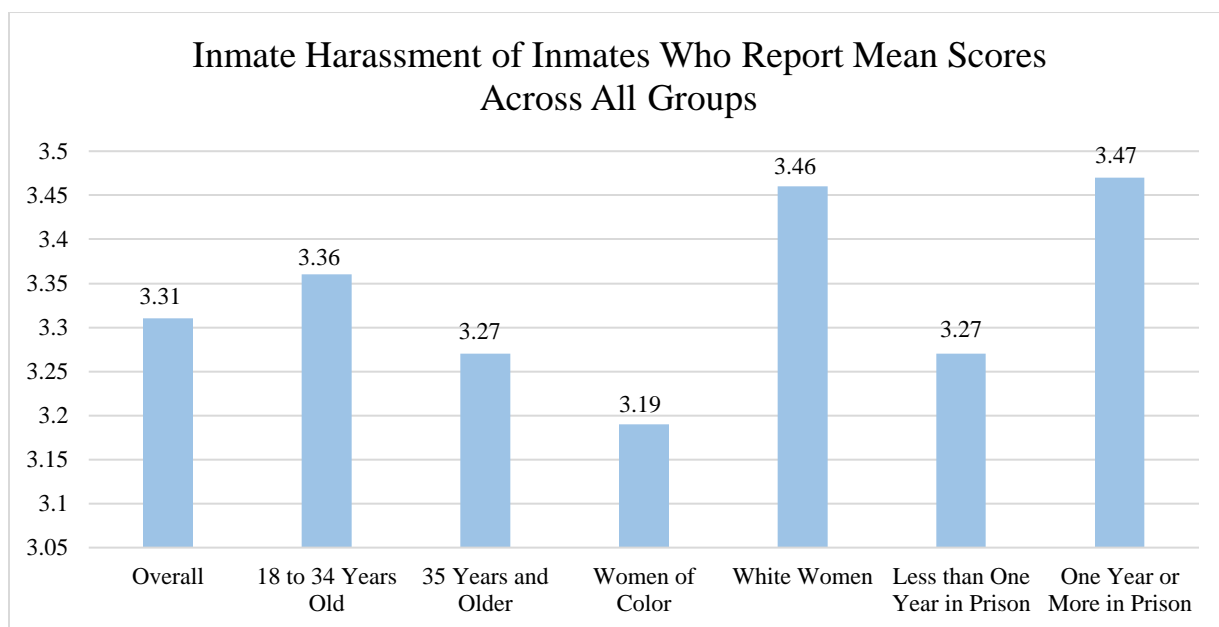


As mentioned before, women clients harassing other women for reporting threats and violence was the highest scoring, and therefore most concerning problem of any other issue discussed in this dissertation. All women considered this to be a considerably high concern. Figure 11 shows the means scores for harassment from other women clients when women make reports of violence. As shown, White women and women who have been in prison for one year or more rated this the most concerning, while women of Color rated this the least concerning of all other groups.

All women scored, on average, harassment from other women who make reports about physical violence the most concerning aspect of harassment from other clients. In the short answer responses from women clients, women did not go into detail about harassment from other women who makes reports. Staff members, however, did discuss women harassing others who

report in interviews. One staff member in particular mentioned that women try to use reporting against each other, such as try to convince someone who wants to report a threat or violence that it is no use because nothing will happen or that they will be removed from the unit (the program).

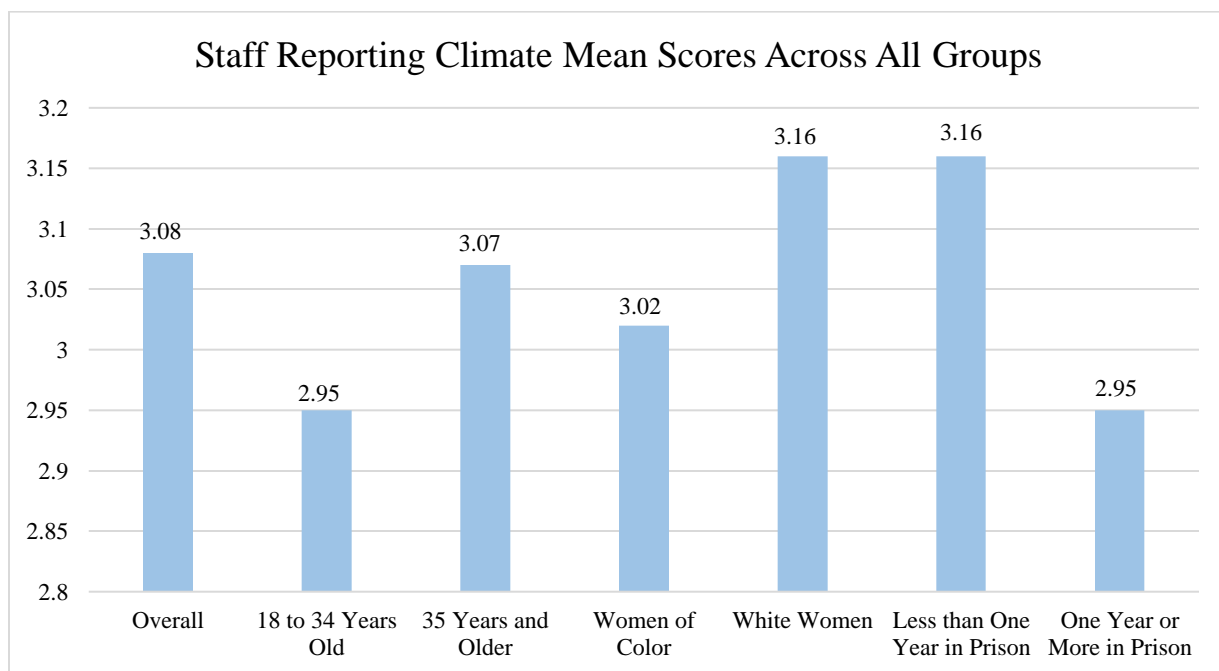
Figure 11: Inmate Harassment of Inmates Who Report Mean Scores



The staff reporting climate was seen as moderately to considerably supportive of women clients. Figure 12 shows that women who have been in prison less than one year and White women view the reporting climate as more positive and supportive of them, while women who are younger and women who have been in prison longer viewed the reporting climate as only moderately supportive and the least supportive of all the groups.

There was variation in which areas of the reporting climate were the least supportive (the lowest scoring). While most groups stated that they felt staff members were not concerned about their sexual safety, others stated more specifically, that custody staff were not concerned about their sexual safety. There was also variation in which areas of the reporting climate were most supportive. Overall, women 35 years and older, women of Color, and women who have been in prison longer thought the most supportive staff were the administrative staff being concerned about their sexual safety. All other groups also felt that there are programs at the facility to help women deal with problems regarding sexual safety. There were no specific mentions of sexual safety support or programs, but there were mentions of staff members (usually referencing free- or non-custody staff) and programs as being supportive and helpful to the women.

Figure 12: Staff Reporting Climate Mean Scores



Research Question 5: In what ways do incarcerated women believe the correctional environment can be improved to increase the safety of women clients and staff?

Research question five explored responses from women clients on the WCSS scale (9) Facility Procedures for Protecting Women (questions 58a to 58d) and responses on the short-answer question *What things would you like to see change to improve safety/help you feel safer?* The frequencies and mean scores were reported from the WCSS scale for women overall, as well as by age (18-34 and 35 and older), racial/ethnic origin (White and women of Color), and length of time in prison (less than one year and one year or more) in the appendix. The Facility Procedures for Protecting Women scale was scored by women client as 1= strongly disagree, 2= somewhat disagree, 3= neither agree nor disagree, 4= somewhat agree, or 5= strongly agree. Similarly, to the Staff Reporting Climate scale, higher scores translate to lower concern about facility procedures, higher perceptions that the facility would be protective of women. On this scale, results are interpreted as under 1.99 being minimally supportive; 2.00 to 2.99 being moderately supportive; 3.00 to 3.99 being considerably supportive; 4.00 to 5.00 being highly supportive. The results from Mann-Whitney U analyses are reported to determine if differences across mean scores for groups were present.

To inform this question more intuitively, research question five also reports themes in responses from a question on the WCSS short answer portion and produces a Wishlist of things to change to improve safety and help women feel safer.

Overall

Overall (N = 49) the mean score for women in the Facility Procedures for Protecting Women scale was 3.04 (Range = 1-5; see Table 18). A score between 3 and 4 would suggest that women view the facility procedures for protecting women to be considerably supportive overall. The lowest scoring question (and therefore the question with the least support for protecting

women) was question 58a “The facility’s procedures are successful in protecting women inmates here from inmate physical violence” (Mean = 2.90). The highest scoring (and most supported question) from the women clients overall was question 58c “The facility’s procedures are successful in protecting women inmates here from staff sexual misconduct” (Mean = 3.18). The individual frequencies and means for each question on the Facility Procedures for Protecting Women scale are reported in Table 18a in the appendix.

There were few references to facility procedures for protecting women in the short answer responses on the WCSS for women clients or during interviews with staff. The concerns mentioned focused on a lack of correctional officers submitting reports about threats and violence the women and free staff were attempting to report, as mentioned in the results of research question four. To reiterate, one staff member mentioned that if a threat is not observed by staff, it is just recorded as hearsay and that threats are not “taken seriously a lot of the time [by correctional officers].

Table 18. RQ 5: Safety Subscale Mean Scores and Highlight of Responses (Overall)

Scale (Range)	Mean Score	Highest Scoring Question	Lowest Scoring Question
Facility Procedures for Protecting Women* (1-5)	3.04	“The facility’s procedures are successful in protecting women inmates here from staff sexual misconduct.” (58c)	“The facility’s procedures are successful in protecting women inmates here from inmate physical violence.” (Q58a)

Note: *Denotes that the higher the score in this scale translates to more positive perceptions.

Age

Table 19a in the appendix reports the individual frequencies and mean scores for women by age group on the Facility Procedures for Protecting Women scale. The mean score for women aged 18 to 34 (N = 19) was 2.88 while the mean score for women aged 35 and older (N = 30) was 3.14 (Range = 1-5; see Table 19). While older women rated the facility procedures more positive for protecting women, these differences were not statistically different according to Mann-Whitney U tests. A score between 2 and 3 for younger women suggests that younger women view the facility procedures for protecting women to be moderately supportive, while older women (who scored facility procedures between a 3 and 4) view the facility procedures for protecting women to be considerably supportive.

The lowest scoring and least supported question on the scale for both age groups was question 58a “The facility’s procedures are successful in protecting women inmates here from inmate physical violence” (Mean = 2.74 for women aged 18 to 34; Mean = 3.00 for women aged 35 or older). The highest scoring (and most supported) question on the Facility Procedures for Protecting Women scale for both age groups was question 58c “The facility’s procedures are successful in protecting women inmates here from staff sexual misconduct” (Mean = 3.00 for women aged 18 to 34; Mean = 3.30 for women aged 35 or older).

Table 19. RQ 5: Safety Subscale Mean Scores and Highlight of Responses (Age)

Scale (Range)	Mean Score	Highest Scoring Question	Lowest Scoring Question
Facility Procedures for Protecting Women* (1-5)			
18 to 34 years old	2.88	“The facility’s procedures are successful in protecting women inmates here from staff sexual misconduct.” (58c)	“The facility’s procedures are successful in protecting women inmates here from inmate physical violence.” (Q58a)
35 years and older	3.14	“The facility’s procedures are successful in protecting women inmates here from staff sexual misconduct.” (58c)	“The facility’s procedures are successful in protecting women inmates here from inmate physical violence.” (Q58a)

Note: *Denotes that the higher the score in this scale translates to more positive perceptions.

Note: Mann Whitney-U Tests indicated no significant differences between the groups for any of the subscales.

Race

Table 20a in the appendix reports the individual frequencies and mean scores for women by racial group on the Facility Procedures for Protecting Women scale. The mean score for women of Color (N = 27) was 2.75 (Range = 1-5; see Table 20), while the mean score for White women (N = 22) was 3.40 (Range = 1-5; see Table 20). A Mann-Whitney U test was run to determine if there were differences in safety score between women of Color and White women on the Facility Procedures for Protecting Women scale. Results indicated that there was a statistically significant difference in the means scores for Facility Procedures for Protecting Women. The safety score was statistically significantly lower for women of Color ($M = 21.13$) than for White women ($M = 29.75$), $U = 192.50$, $z = -2.116$, $p = .034$. However, when the adjusted (more conservative) Bonferroni p-value was used ($p < .0038$), a statistically significant finding across Facility Procedure mean score was no longer present across women of Color and White women.

A score between 2 and 3 for women of Color suggests that women of Color view the facility procedures for protecting women to be moderately supportive, while White women (who

scored facility procedures between a 3 and 4) view the facility procedures for protecting women to be considerably supportive. The lowest scoring (and least supported question) for women of Color was 58d (“The facility’s procedures are successful in protecting women inmates here from staff physical violence”; Mean = 2.67). While 58d was the lowest scoring question for women of Color, White women ranked question 58d as one of the highest and most supported on the scale with a mean of 3.55 (White women had two highest questions on this scale). It should be noted the means had a smaller range in this scale for women of Color than seen across all other scales with only a difference of 0.22 between the lowest scoring and the highest scoring question on the scale.

The least concerning question for White women was question 58a (“The facility’s procedures are successful in protecting women inmates here from inmate physical violence”; Mean = 3.14). Both racial groups (women of Color and White women) rated question 58c the highest and most supported (“The facility’s procedures are successful in protecting women inmates here from staff sexual misconduct”; Mean = 2.89 for women of Color; Mean = 3.55 for White women).

Table 20. RQ 5: Safety Subscale Mean Scores and Highlight of Responses (Race)

Scale (Range)	Mean Score	Highest Scoring Question	Lowest Scoring Question
Facility Procedures for Protecting Women* (1-5)			
Women of Color	2.75	“The facility’s procedures are successful in protecting women inmates here from staff sexual misconduct.” (58c)	“The facility’s procedures are successful in protecting women inmates here from staff physical violence.” (Q58d)
White	3.40	“The facility’s procedures are successful in protecting women inmates here from staff sexual misconduct.” (58c) “The facility’s procedures are successful in protecting women inmates here from staff physical violence.” (Q58d)	“The facility’s procedures are successful in protecting women inmates here from inmate physical violence.” (Q58a)

Note: *Denotes that the higher the score in this scale translates to more positive perceptions.

Note: Mann Whitney-U Tests indicated no significant differences between the groups for any of the subscales when using the Bonferroni adjusted p-value.

Length of Time in Prison

Table 21a in the appendix shows the individual frequencies and mean scores across length of time in prison for all questions on the Facility Procedures for Protecting Women scale. The mean score for women who have been in prison for less than one year was 3.23 (Range = 1-5; see Table 21) while the mean score for women who have been in prison for one year or more was 2.87 (Range = 1-5; see Table 21; these differences were not statistically significantly different using Mann-Whitney U analyses). A score between 2 and 3 for women who have been in prison longer suggests that the facility procedures for protecting women are moderately supportive, while women who have been in prison less time (who scored facility procedures between a 3 and 4) view the facility procedures for protecting women to be considerably supportive.

The least supportive question for women who have been in prison for less than one year was question 58b (“The facility’s procedures are successful in protecting women inmates here from inmate sexual violence”; Mean = 3.08). The least supported question for women who have been in prison for one year or more was question 58a (“The facility’s procedures are successful in protecting women inmates here from inmate physical violence”; Mean = 2.68). The highest scoring question also varied across groups. The highest scoring (and therefore most supported) question for women who have been in prison for less than one year was question 58c (“The facility’s procedures are successful in protecting women inmates here from staff sexual misconduct”; Mean = 3.46). The highest scoring question for women who have been in prison for one year or more was question 58b (“The facility’s procedures are successful in protecting women inmates here from inmate sexual violence”; Mean = 3.00).

Table 21. RQ 5: Safety Subscale Mean Scores and Highlight of Responses (Length of Time in Prison)

Scale (Range)	Mean Score	Highest Scoring Question	Lowest Scoring Question
Facility Procedures for Protecting Women* (1-5)			
Less than One Year	3.23	“The facility’s procedures are successful in protecting women inmates here from staff sexual misconduct.” (58c)	“The facility’s procedures are successful in protecting women inmates here from staff physical violence.” (Q58d)
One Year or More	2.87	“The facility’s procedures are successful in protecting women inmates here from inmate sexual violence.” (58b)	“The facility’s procedures are successful in protecting women inmates here from inmate physical violence.” (Q58a)

Note: *Denotes that the higher the score in this scale translates to more positive perceptions.

Note: Mann Whitney-U Tests indicated no significant differences between the groups for any of the subscales.

Wishlist

In the WCSS short answer portion, women clients were asked, *What things would you like to see change to improve safety/help you feel safer?* A Wishlist (shown in Table 22) was created to show what top recommendations from women clients were. While recommendations varied across clients' responses, the most frequent suggestion by women was a need for more COs. Recommendations surrounding more correctional officers included wishes for "staff that care," "friendlier COs," and to be treated with more respect from staff members, for example,

"More staff that care and are not just here to collect a paycheck." -Client

"The staff on how they speak to us. We aren't bad people, we just made bad choices. We are still human beings and are still women." -Client

"I would like to feel more respected by the officers. I want to feel like I'm valued, and I matter." -Client

Apart from these wishes, women also suggested on having more class opportunities and programming to "help us with making a positive change in our lives," and calls for better medical and dental care were also observed. Finally, there were several women who wrote that they "did not know," what they would like to see change or that "they feel safe here already." As evidenced by the considerable amount of support received from women clients on the Facility Procedures for Protecting Women scale, this is a very positive finding that complements the above results.

Table 22. RQ 5: Women's Wishlist

Women Correctional Clients' Responses to Question: <i>What things would you like to see change to improve safety/help you feel safer?</i>	
Response	Times Mentioned
Quantity and Quality of Staff	16
Be More Respected/Treated more like a Human by Staff Members	14
More Programs/Classes	5
Better Healthcare	4
I don't know/I feel safe already	6

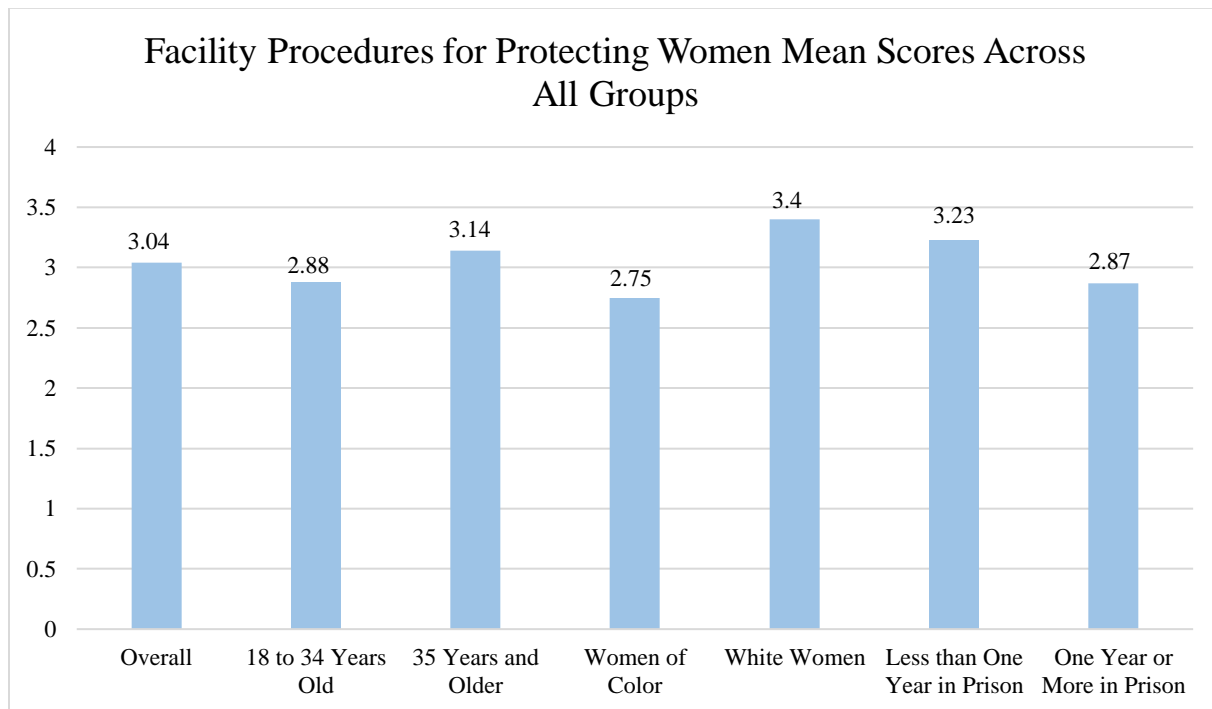
To highlight key recommendations from women clients on what things they would like to see change to improve safety/help them feel safer, a Wishlist was created. Overall, responses of what things women would like to see change varied, but responses centered around a want for more correctional officers and staff who care and treat the women clients like human beings who matter. However, women also wished for more programs and classes to help them make changes in their lives and better healthcare.

Summary of Results for Research Question 5 (In what ways do incarcerated women believe the correctional environment can be improved to increase the safety of women clients and staff?)

The fifth and final research question using results from the WCSS survey aimed to understand the extent to which women clients believe the correctional environment can be improved to increase the safety of women clients and staff. The facility procedures for protecting women scale was the only subscale of the WCSS analyzed in this research question. Like staff reporting climate, this scale demonstrates support and the higher the score, the more positive the response from women clients. All groups of women considered the facility procedures for protecting them to be at least moderately supportive. Figure 13 shows that the facility procedures were seen as considerably positive overall, as well as for older women, White women, and women who have been in prison less than one year. Younger women, women of Color, and

women who have been in prison longer view the facility procedures as only moderately positive/supportive.

Figure 13: Facility Procedures for Protecting Women Mean Scores



Importantly, while there were no significant differences in means scores across age and length of time spent in prison for the Facility Procedures for Protecting Women scale, there was a significance difference between White and women of Color. The safety score for women of Color (Mean = 21.13) was statistically significantly lower than for White women (Mean = 29.75), $U = 192.50$, $z = -2.116$, $p = .034$. However, when the adjusted (more conservative) Bonferroni p-value was used ($p < .0038$), a statistically significant finding across Facility

Procedure mean score was no longer present across women of Color and White women. The facility procedures for protecting women were found to overall be supportive of women, but few concerns did emerge during staff interviews and when analyzing women clients' short-answer response questions.

In order to help create an overall safer environment that meets women's needs and addresses concerns of conflict and violence, the women were asked *What things would you like to see change to improve safety/help you feel safer?* From the responses to this question, a Wishlist was created from the perspective solely of the women clients in the program. Overall, women suggested that more correctional officers in the unit, and furthermore correctional officers who are there for "more than just a paycheck" and who "actually care" are needed. A second theme was a wish to be treated with more respect by staff, as women want to feel "like [they] are valued, and that [they] matter," as they are "not bad people, [they] just made bad choices." Women frequently wished to be treated more like a human being. Less frequently mentioned was a wish for better healthcare and more programs and classes to help them "make a positive change in [their] lives." Importantly, a portion of women said that they did not know what they would like to see change to improve safety or that they "feel safe already" while incarcerated.

Research Question 6: In what ways do staff believe the correctional environment can be improved to increase the safety of women clients and staff?

In individual Zoom interviews, staff members were asked, *What are three things you would like to see change to improve safety in the facility?* While responses varied across staff members, four themes emerged from the recommendations.

Quantity and Quality of Correctional Officer Reporting

In the interviews with staff members (N = 6), every member shared concerns relating to custody¹⁴ staff. These concerns are broken down into two main points. First, staff members expressed concern over what was viewed as too few correctional officers, both in the facility as a whole and in the unit itself. Without having an adequate number of correctional officers, threats to violence and actual violence are not observed and, consequently, are not reported. For example, one staff member said in the interview,

“We have just one CO. I don’t think we need more COs for the punitive side, more like to have more COs on the floor talking to women. One CO for 120 women makes it impossible to learn or catch everything going on.”

Commenting on the potential harm of not having enough staff members on the unit to observe violence or threats of violence, one staff member said,

“If a threat is not observed by staff, it is just recorded as hearsay... this is a far bigger problem than at the men’s facility because women will use this against each other, like they know nothing will happen if someone reports and also usually it is the victim who gets moved from the unit, not the alleged perpetrator.”

The second concern expressed by staff members regarding correctional officers was in the quality of reporting. Not only does a lack of correctional officer presence create concerns around not witnessing and reporting violence, but concerns of not believing or not taking the women

¹⁴ Custody staff are also referred to as Correctional Officers or COs throughout this section.

seriously when they report was also mentioned by four of the staff members during interviews.

For example,

“Threats are not taken seriously a lot of the time. It really depends on who is reporting. If free staff ¹⁵report a threat it is taken more seriously than if an inmate reports the threat.”

Another member stated,

“The prison environment supports the cycle of abuse that many women go through, which is ‘I am receiving verbal and emotional abuse, I go to authority, nothing ever happens...’ this is not empowering, it is demotivating.”

More Training

Building from the previous concern by staff members with reporting threats and incidents of violence, members expressed additional concern with the training of custody staff separately.

One member stated, “we need more quality staff members, not just quantity- and this would come with more training.” Further, a shift in the mindset of correctional officers was stated as a need. For example, one staff member stated,

“Custody staff have to get away from the ‘if I didn’t see it, I am not reporting,’ and instead have those conversations.”

More consistency among custody staff in security practices was also mentioned as a need for further training. For example, two staff members lamented about the lack of consistency amongst custody staff mentioning that there is wide variation in tolerance and leniency in rules among officers which staff felt disrupted their individual safety (e.g., some more strict with rules while others will “leave doors propped”). Ensuring that staff remain consistent with enforcement was a request from free staff to improve their safety and something they considered to be a need for further training.

¹⁵ Free staff are non-custody staff (e.g., counselors, case managers, mental health professionals, administrators).

Additional training requests from staff members were not a recommendation solely aimed towards custody staff. Staff members interviewed mentioned that the facility was striving more towards gender-responsiveness and trauma-informed training practices, but a lot more is needed in order to give women the respect and dignity that staff interviewed believed was necessary, for example one staff member stated,

“That old punitive prison model has to go- this is someone’s friend, someone’s mother, someone’s lover- they need to be treated with dignity and respect by all staff members.”

Lastly, staff also recommended more training on cultural diversity and needs. Across interviews with staff members and short-answer responses, there were examples of conflicts due to racial and cultural differences. While staff mentioned that racial tensions were not as high in the women’s facility than the male facilities they had worked in, tensions can sometime exist regarding cultural differences. This concern was more prevalent in the women clients’ responses to the question, *What else should I know about violence and danger in here?*, where there were mentions of specific racial and ethnic groups causing ‘drama’ and ‘violence’ and a suggestion that the prison be separated across Black and White women.

Finally training regarding relationships was a common subtheme of training. Many respondents mentioned that violence stemmed from relationship “drama,” for example:

“We need more custody staff that are trained differently. They know how to respond, but the way they handle relationships within the facility is very messy. Custody staff can get really involved in spreading relationship rumors and I feel they should not.”-Staff

Better Technology

To address a commonly discussed concern of not having evidence that a threat or violence occurred, multiple staff members discussed the need for more technology in the unit to assist in making reports about violence and threats of violence. A large concern for staff was the way that women’s reports of threats of- or actual violence were not filed by correctional officers

because of having “no physical evidence of violence.” This relates back to an earlier comment about how the threat is reported as hearsay if staff do not observe the threat. Although having more cameras in the unit and/or audio recording devices were recommended, these do not come without reservations about women’s privacy,

“Camera system with audio or at least an audio recording system so that if threats are made and proof is needed, [correctional officers] can have proof. I know privacy is a concern but the dark side of that is that women are getting away with threats and they use this against each other. The vulnerable people become even more vulnerable.” -Staff

“I would say the number one issue for violence is the bathroom- no cameras or supervision but that’s definitely where people go to fight and get away with it.” -Staff

Better Communication Across Staff

A final theme in staff recommendations was a need for better communication between staff members (custody and non-custody; administrative and non-administrative). The first component of better communication came from a concern about staff not being on the same page and not working as a team, but rather as opposing cliques,

“Staff have to be on the same page, there cannot be cliques with staff members or mistreatment from higher-up staff to lower-level staff. The women see this happening and they’ll be like, ‘I’m not listening to you, I know who your boss is.’” -Staff

The second component of better communication came from a concern about non-custody staff’s inability to inform correctional officers of threats immediately or not knowing what is going on in the unit. The recommendation was that all non-custody staff (counselors, case managers, mental health professionals) should have a radio to report violence immediately or to at least be informed of events and threats when they occur.

“We need radios for non-custody staff. A lot of times we have no idea what is happening, the prison will go on lockdown and we have no idea until a correctional officer comes and tells us what is going on.” -Staff

A final need for a radio came out of a concern for the safety of the counselors and case managers. Two staff members discussed that they had no way to inform anyone of violence or danger when they were in their offices, other than they recently were given whistles. One staff member mentioned that when the women are in class in their office there may be ten or more women clients in there and if they decided to attack, the staff member was helpless.

In sum, there were four main themes in the responses from staff members who were asked about what they would like to see change to improve safety in the facility. These four themes revolved around the need for more correctional officers, more training for all staff (including cultural/diversity training, relationship training, safety training, and training about needs in prison) and better technology (e.g., cameras). The fourth theme was better communication amongst staff members. Lack of communication leads to inconsistency and divides among staff members that the women notice and respond negatively towards. Additionally, non-custody staff requested radios so that they can communicate with other staff more efficiently, feel more secure, and be more informed.

Research Question 7: What are the most prominent needs that women have while incarcerated that affect their overall safety?

To better understand how women's needs while they are incarcerated relate to their overall safety, both women clients and staff members were asked pointed questions about women's needs. At the end of the WCSS survey, women were asked *What needs do you have while in here?* Staff members were asked in an interview a very similar question *What needs do women have while they are here?*

Importantly, a few women (3) wrote that they did not have any needs or that all needs were met. Across client and staff responses to the above questions, there were a lot of similarities across responses from staff and women clients for the needs of hygiene products, need for connection and support from family, and the need for healthier food options. However, while there were similar needs discussed overall by each group, differences were present. For example, regarding healthcare, staff tended to discuss mental healthcare and emotional support, while clients highlighted a need more for medical or dental care. Regarding activities and services, staff highlighted more concerns with a need for wraparound services to support women during life after prison, while women clients tended to focus more on leisure activities and services while in prison. Finally, women clients were much for apt to discuss a need to be treated with dignity and respect and to have a voice. Due to a limited number of staff members in the sample, themes were identified across client and staff responses together and are shown in Table 23. Overall, five themes emerged as most prominent needs for women correctional clients while they are incarcerated, 1) healthcare, 2) hygiene, 3) healthy choices, 4) respect and support, and 5) activities and services.

Table 23. RQ 7: Women's Needs

Women Correctional Clients' and Staff Member's Responses to Question: <i>What needs do women have while in here?</i>	
Response	Times Mentioned
Healthcare	16
Medical care	7
Dental care	3
Mental Health care	6
Basic and Hygiene	45
Food/Clothing	16
Hygiene/Feminine Hygiene	26
Cleanliness	3
Healthy Choices	23
Healthy Food	6
Movement/Exercise	11
Lifestyle/Routine	6
Respect, Support, Safety	31
Advocation/A voice/Autonomy	10
Financial Support	8
To Feel Safe	13
Activities and Services	13
More to do (hobbies/crafts)	5
Services (programs)	8
Nothing/Needs are Met	3
*Note responses often included multiple strategies from various categories.	

Healthcare

Generally, healthcare was mentioned by staff and women clients as a prominent need while incarcerated. Areas mentioned included medical care, mental health care, and dental care. When healthcare was mentioned as a need, it was always in a negative light, as in women expressing a need for better quality healthcare, for example,

“I really need dental. I need my partials so that I can eat. My gums are in constant pain.” - Client

“I need my Lupus medication!” -Client

“I see a lot of women here with major medical needs and they can’t even get to a doctor to do any tests.” -Jesse

While dental care and medical care (i.e., needing medications) was predominantly a response amongst women clients. Staff members tended to highlight mental healthcare and emotional support as a more prominent.

“ There is a real lack of mental health care here- care that really attends to the deep issues that bring women to prison in the first place. Sometimes appointments to see a mental health professional are months out and that’s a huge problem here.” -Staff

Basic Needs and Hygiene

By far the most listed needs by women and staff members was a need for basic things such as food, shelter, water, a bed, and a need for hygiene products. Some staff and women further clarified that feminine hygiene products were lacking in supply. For example one staff member stated:

“I think [the women] have a lot of needs, most importantly, hygiene needs- feminine hygiene needs, and needs to resources.” -Staff

One woman elaborated on the lack of hygiene products available by stating,

“I need soap, and more tissue, and better showers. I need hygiene stuff that the prison doesn’t give you. One bar of soap and 18 pads aren’t enough.” -Client

Another need similar to proper hygiene was in cleanliness. Women listed a need for a clean-living space and being able to “shower in peace” as a priority in the facility. The last basic needs that were more commonly listed by women was a need for more food (snacks and food other than culinary options) and clothing. One staff member elaborated on the need for clothing by stating:

“Women need clothing options...a lot of the things here are not meant for women. I think their clothing and the way they look in their clothing can make them more easily victimized because the clothing can make women appear more sexual.” -Staff

Healthy Choices

Across staff responses to interview questions and women responses to the short-answer questions, needs for healthier choices were discussed. This need had multiple components, as some emphasized the need for healthier food options while others emphasized a need for more movement and/or exercise and some, a combination of the two.

“The women need access to better and more nutritious foods. They need better gym equipment- everything is old, used, and broken.” -Staff

One staff member went into more detail about a lack of what they defined as a healthier feminine lifestyle.

“ Women really cannot live a healthier, more feminine lifestyle here. I really truly wish there was a way for women who want to present as more feminine, just present as more feminine. I don’t think it’s any mystery that women tend to put on weight, they tend to exercise less, they tend to not attend to their health, eat junkier food because that is all that is available. It’s almost like if you are trying to live a healthy and more feminine lifestyle- like ‘I want to eat vegetables, wear some eyeliner, I want to feel fresh and clean and put-together,’ you can’t do that. Men can do that in a prison in a way that women can’t... Men get to workout and explore those masculine looks- ‘I get to work out and play basketball and build my muscles... I get to grow my beard.’ With women it’s like this is what the men get, just do your best with this.” – Staff

Importantly, additional staff members discussed a similar concern about women just getting whatever men get and having to try to adapt.

“Nobody cares about the women. People forget women go to prison and so the women get overlooked. At least from talking to people I know- I think people don’t realize that women go to prison. It is insane the difference between what women get and what men get.” -Staff

There were mentions of a need for more activity and movement by the women clients.

Commonly, women expressed concern over a need to move around and go outside.

“I wish I could move around more. Inactivity hurts. I need fresh air. I need to go out on the yard and feed the rabbits, birds, squirrels. I need to clear my mind and meditate.”
” – Neka

Respect and Support

A need for respect, autonomy, to have a voice or to have an advocate for women, and to feel safe was mentioned by the women clients, but also discussed in staff interviews, for example,

“I need to feel safe and that I am not being judged. I want to be treated like I am still somebody important.”- Sarah

“They need more caring people there for them. Not just people who see them as inmates.” -Staff

“They want to feel safe, want companionship, relationships, want support.” -Staff

“We need better advocates for inmates. We need more face-to-face communication with the wardens.” -Client

In addition to a need for respect, women also highlighted a need for support, which included mentions of family support and financial assistance. Multiple women wrote that they need “money” as the sole response to *what needs do you have while here?* and others elaborated slightly with “I need hygiene money,” “or “money for snacks, hygiene, to get my hair done.”

Activities and Services

A final theme across staff and women responses was a need for activities, programs, and services for the women clients. This need includes more productive activities while incarcerated and even more services for women after they are released from prison. Staff members were much more likely to connect the need for more productivity in prison to the outside world. For example,

“A need for robust wraparound service- so they don’t get out of prison and are right back in the same situation- go back to abusive and risky family.” -Staff

“Need more work options that will prepare them for work on the outside. They have jobs like porters, maintenance, culinary, dog training, beauty salon, there are jobs for women to set up for events in prison- that is transferable...” -Staff

“Don’t leave prison with a resume/resources/job... a lot lacking in the transition back to society from prison.” -Staff

However, both women and staff expressed a need to participate in more activities, classes, more craft/hobbies, and more entertainment to fill time while women are incarcerated.

“The women need variety. They need opportunities to go outside, need different things to do, things to stimulate their minds. They also need to see their families, talk to their families.” -Staff

“Women need more things to do. Idle hands...right? They need more to do so they are not just sitting.” -Staff

“We need more programs or anything to keep us busy in here...” -Client

In sum, while many unique mentions of needs while incarcerated were discussed across staff and client responses to the question *What needs do you/women have while in here?*, five main categories of needs emerged. The most commonly mentioned need across women and staff was for basic needs and hygiene. This need was followed by a need for respect, support, and safety. Third, a need to make healthy choices in regard to lifestyle, exercise, and food choices was identified. The final two most prominent needs were healthcare needs (medical, dental, and mental health care) and a need for activities and services both while incarcerated and a continuation of services once women are released.

Research Question 8: How do women meet their safety needs while incarcerated?

To understand how women meet their safety needs while incarcerated, women clients were asked to respond to the question *How are these needs met while here?* on the short answer portion of the WCSS survey and staff members were asked in an interview *how are these needs met?* Roughly 20% of women (n=10) wrote a version of “my needs are not met.” A majority of women and staff members provided a response for how needs are met, but responses varied. Due to limited staff member responses, themes are categorized to include both women client short answer responses to the question as well as staff interview responses to the question on how needs are met. Table 24 shows the four main themes that emerged to discuss how needs are met across women and staff responses, 1) support from others, 2) support from the facility, 3) support from mindset, and 4) support from hobbies and religion.

Table 24. RQ 8: Needs Met

Women Correctional Clients’ and Staff Member’s Responses to Question: <i>How are these needs met while in here?</i>	
Response	Times Mentioned
Others	47
Friends and Family Outside	32
Pseudo families and Friends Inside	15
The Facility	27
Prison Provides	10
Canteen	10
Programs/Counselors	7
Mindset	44
Focus on Getting Out	12
Minding my Own Business	27
Be Appreciative	5
Hobbies/Religion	18
TV, Music, Phones	7
Read, Write, Exercise, Go Outdoors	7
Church and Praying	4
Needs are Not Met	10
*Note responses often included multiple strategies from various categories.	

Support from Others

Overall, the most common response to how needs are met by women clients and staff members was by other people's support. When other people were discussed as providers of needs, the responses most commonly revolved around friends and family members outside of the prison who put money on their books so that they can purchase things that they need, or provide emotional support through phone calls and visitation. Importantly, staff mentioned how the COVID-19 pandemic lockdown affected women's abilities to communicate and receive visits from their family members and discussed an obvious change in mood and internalizing conflicts since the lockdown, which was attributed to decreased family support. For example,

“With COVID women have had no visitation, no face-to-face connections with their family. When women cannot connect with their family, they have more anger, more personalization, and don't have as many face-to-face outlets, more internalization of what they are going through.” -Staff

Other people who support incarcerated women were other women inside the prison. There were multiple mentions of women who are “indigent”¹⁶ with no money on their books to purchase items from canteen or make phone calls. Without support from outside members, these women typically resort to asking others inside the facility for assistance. Every staff member mentioned how gang involvement is much less prevalent in the women's facility compared to the men's facilities. Instead of joining gangs for protection and support while incarcerated, women often form pseudo families.

“They move into cliques- but not by race like the men do- it does happen, just not as often. The cliques are made up of more like-minded people. Like maybe a clique of people who are frustrated with the program or people they know from the street.” -Staff

¹⁶ Indigent means that the client has little to no funds and little to no support from the outside.

In another staff member's discussion about how other women clients help those who are less fortunate, an important subtheme of trading and bartering was mentioned. For example,

"I see women help out other women who are less fortunate more here than at the men's prison. I'm not naïve to think it's not like quid pro quo... like they'll pay it back later, but they do pull together more to help others. Sometimes though, it's more like I'll do her laundry or nails because she does my eyebrows- so they trade services." -Staff

Assisting other women clients does not come without concern, however. One staff member mentioned that women are not allowed to give or share products and goods with each other, and if products are discovered in women's possession that were given to them from others, they will be confiscated.

"One inmate is indigent and they did a shakedown of her and took all the things that other inmates gave her- like deodorant and soap." -Staff

Lastly, not often mentioned by the women clients, but mentioned from staff members was the use of creating profiles on pen pal sites to have others outside the facility provide for them. One staff member mentioned, "They get the 'extra stuff' through pen pal sites- like the guys who send them money."

Support from the Facility

A separate theme in responses to how needs are met while incarcerated emerged in statements that the facility provides everything that they need. A lot of mentions for needs were basic needs, like food, shelter, healthcare, a bed, which are all provided by the facility. A staff member elaborated a little more on which basic needs were provided by the facility,

"The prison provides all the basic needs like soap and shampoo- like hotel stuff, no ethnic hair care, toothbrush, toothpaste, one pillow, I think it gets replenished about once a month."

Many concerns about what needs women have while incarcerated from the previous research question revolved around basic needs, like toiletries, hygiene products, and healthcare, however,

the concern was more about needing more or ‘better’, as in what is provided is not seen as sufficient. Seeing ‘better’ in front of basic needs was very common for women responses to needs. For example, one woman wrote,

“I need better soap and tissue, a better pillow, and better healthcare.” -Client

Concerns of healthcare, mental health care, and dental care revolved around long wait times and difficulties getting appointments in a timely manner. So, it is not that the facility does not provide the basic needs and care requested by the women, but a lot of women and staff mentioned that the needs are not being adequately met by the facility.

Apart from basic needs provided by the facility, a lot of women mentioned canteen is how they meet their needs while incarcerated. Women will purchase items from canteen to obtain more of a desired item or to receive more ‘luxury’ items, such as additional food and drink options, approved electronics (e.g., tv., music), and hygiene products.

From this, women are also able to use materials that the prison provides through canteen to make additional items that are wanted/needed that are not provided directly. For example, items that are seen as not a need, but rather a want, such as make up and nail polish,

“Women are so creative in making makeup- they are so resourceful with what they have. They will make makeup and nail polish... and then what they make become commodities.” -Staff

Building off this, women will also combine their resources together to make items as a larger group. Most commonly, this occurs when making food, women will combine resources to make bigger meals or desserts for a larger group to share.

The last mention of how needs are met from the facility, was from the program and the staff members at the facility. Some women mentioned how “staying focused and positive in my program,” or “using positive self-talk (a skill taught in the program),” helps them to meet their

needs and stay safe while in prison. Others mentioned, staying productive and involved in programs helps them meet their needs,

“I stay to myself and get involved in the programming available so that I can address my behavior in a positive and productive manner. I am working on changing myself for the better and that helps me meet my needs.” -Lacey

A portion of this quote from Lacey highlights a new theme that became apparent in the women’s responses to how needs are met by women, which is through their mindset.

Support from Mindset

This theme was not evidenced in the responses to interview questions from staff members, but was very apparent in responses from women clients to the short answer questions about their needs. A majority of women mentioned that “minding my own business,” or “stay to myself,” was the key to meeting needs and staying safe while in prison.

“I just mind my own business and don’t sweat the small stuff. If it doesn’t apply to me, I just let it fly.” -Client

“I am laid back and keep my circle small. I mind my own business and do not deal with drama or people in it.” -Ava

“I keep my head down and do not make friends. Just stay away from people the best you can. No relationships equal no drama.” -Client

Additionally, women mentioned that focusing on getting out of prison and being appreciative was how they meet their needs while in prison. For example,

“I focus on the road ahead and do a lot of daydreaming.” Angelie

“I look at this as an opportunity to become a better and stronger me. I am not happy here, but I am glad I am in this program and working on all the tough stuff.” Sarah

“Just live day by day and be thankful that you are in an environment that’s safe from the streets and being sober and healthy. Just looking forward to your release date, if you have one.” -Client

Support from Hobbies and Religion

A final theme that emerged from staff member and women clients' responses to how needs are met was through hobbies, activities, and religion. This theme was much more prevalent in the women client's responses on the survey than in the interview responses from staff members. A variety of activities were mentioned as ways to safely do time and meet needs, but most commonly were watching tv., talking on the phones, listening to music, reading books, going outside, and attending church/talking with God, for example,

"I keep busy on bible studies, skills classes, or playing cards in my free time." -Client

"I am young, only 21, so I try to not get into anyone's business. I read a lot and watch tv." -Client

In sum, there are a lot of unique ways that women meet their safety needs while incarcerated. The most mentioned method to meet needs was through the assistance of others, such as family and friends on the outside and/or families and friends on the inside. The most common method for meeting the need of safety (i.e. doing time safely) was to mind your own business, be appreciative for what you have, and focus on getting out. Thirdly, there were mentions from women clients that the facility meets all their needs, through programming, the staff members and talking counselors, and through the option to purchase goods through canteen. The least common method to meet safety needs was through hobbies and religion. Some women mentioned that participating in their hobbies (watching tv., listening to music, talking on the phones, going outside) helped them remain safe, while others mentioned that God and praying helped them meet their needs while in prison. Importantly, while most women and all staff mentioned ways that women and the facility meet the needs of people who are incarcerated, a proportion of women did respond blatantly with some form of "my needs are not met here."

Chapter 5: Discussion and Conclusion

This study sought to extend the work of Owen and colleagues (Owen et al., 2017; Wells et al., 2013) to gain a better understanding of safety threats and needs for women correctional clients while they experience incarceration. Owen et al. (2017) argue that violence in the prison unit is not a dominant aspect of everyday life, but exists as a possibility, shaped by time, place, prison culture, interpersonal relationships, and staff actions (page vi). The results of this dissertation support much of these arguments. Similarly, this dissertation supports the escalation model proposed by Edgar, O'Donnell, and Martin (2003) as staff member and women clients' responses note that violence in prison can escalate from "anything and everything," but the most common roots of violence appeared to stem from relationships, disrespect, not "minding your own business," and drugs. Furthermore, Owen, Wells, and Pollock (2017) argue that that conflict and violence in women's prisons are clear consequences of inequalities within the prison. This dissertation does offer support for this claim, as there were reports from staff and women about the lack of respect, autonomy, and choice given to incarcerated individuals. This, in turn, can make people who are incarcerated feel undervalued, like they "don't matter," or that they "are not a human being."

When prison environments are unsafe and those who are incarcerated experience a lack of autonomy and worth, facilities can become more prone to threats, harms, and violence (physical and sexual) (Owen et al., 2017). Importantly, safety concerns are not limited to concerns of violence and conflict, and in order to create a safe environment for women clients, their needs must also be met. Meeting women's needs while in prison, regardless of how basic the need is, can improve the overall safety of women and staff members alike and reduce the likelihood of violence in the facility. Notably, not all women feel that prison is an unsafe

environment and there was a portion of women in this dissertation who felt that their needs were meant and that the unit was safe already. Similar to Bradley and Davino (2002), this dissertation did find evidence that some women do actually feel safer in prison than they do on the streets or at their “home.” In this study, one woman mentioned in response to a short-answer question about how she navigates being in prison that she “live[s] day by day and stay[s] focused on being in an environment that’s safe from the streets and being sober and healthy,” but no further explicit mentions of the prison being safer than home life were discussed or discovered.

In this final chapter, the main findings will be discussed in more detail in order to interpret the results broadly. The results will be discussed collectively and connections will be made to prior literature when possible. Following the interpretation of findings, the limitations of the study are discussed as well as recommendations for future research. The chapter closes with policy implications for any agency working with justice-involved women as well as for the agency sampled in this dissertation.

What conflicts and violence are seen as most problematic according to the women clients?

Based on the responses from the WCSS survey, most conflicts and concerns were perceived to be minimal or moderate in the unit surveyed. Concerns of sexual violence from other clients, physical violence in the unit, sexual violence in the unit, and sexual misconduct from staff members were all minimal concerns for women living and participating in the therapeutic community unit. Concerns of economic conflict, the likelihood of violence, harassment from staff members when clients report, and physical violence from staff members were moderate concerns. Concerns of physical violence from other clients was a moderate concern for every group except White women and women who have been in prison one year or more, who considered it to be a considerable concern. Harassment of other clients who report

was the most concerning conflict of all conflicts asked on the WCSS. It was a considerable concern for all groups. Staff verbal and sexual harassment was also a considerable concern for all groups, except women who have been in prison less than one year rated it only a moderate concern in the unit.

According to most groups, the staff reporting climate was considerably supportive of women in the therapeutic community, but women who were younger (aged 18-34 years old) and women who have been in prison longer (for one year or more) thought the program was moderately supportive. Similarly, while most groups considered the facility procedures for protecting women to be considerably supportive, younger women, women who have been in prison longer, and women of Color considered the facility procedures to be slightly less (moderately) supportive.

Even though differences did emerge across groups for a few of the subscales, none of the differences were statistically significant according to Mann-Whitney U analyses using the Bonferroni adjusted (more conservative) p-value. In previous research, there is support that perceptions of safety vary across age groups, but this research is mixed. The mixed-research in this area was the reasoning for the inclusion of the age and length of time in prison groups in this dissertation. For example, in interviews and focus groups, Owen and colleagues (2017) found evidence that older women were especially vulnerable to violence due to physical infirmities, but also support that older women were the ones to watch out for because they have been “in the game for a long time... and rise through the prison hierarchy” (Owen et al., 2017, page 101). In this study, older women rated conflict and violence as less of a concern on every scale, except staff harassment of women who report, where the scores were nearly identical across age groups.

Older women also rated the facility procedures for protecting women and the staff reporting climate as more supportive than younger women.

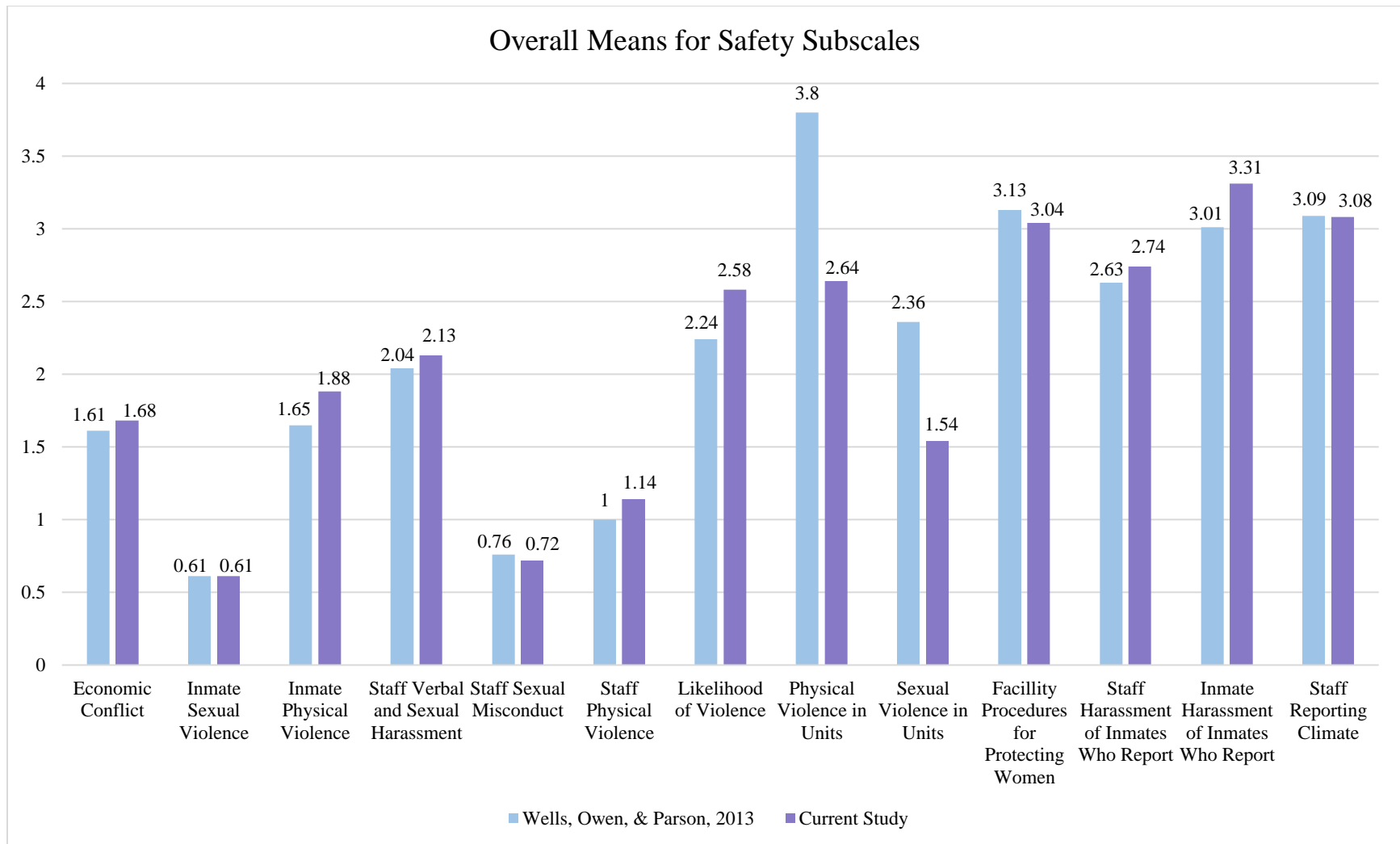
A master's thesis by Leahy (2014) examined impacts of race on women's perceptions of safety and problems using the WCSS data and found that Black women reported debts and theft at higher rates than other women and had greater concerns about sexual aggression and physical violence than non-Black women. Importantly, the most significant difference in Leahy's work was that Black women were much more likely to report problems of all kinds with staff than non-Black women. This finding is highly salient to this study and future research as this dissertation found support that women of Color rated the facility procedures for protecting women less supportive than White women and also rated the staff reporting climate as less supportive than White women. Unfortunately, this dissertation was not able to analyze the scale by each race (race was dichotomized due to small sample), but breakdowns of overall means in each safety subscale for all racial groups (White, Black or African American, Hispanic or Latina, Native American or American Indian, Asian or Pacific Islander, and Other) are reported in Table 25 in Appendix F for reference. Again, women of Color include women of all races/ethnicities who were not White, and so it is difficult to compare the responses from women of Color to individual racial groups, as done in Leahy's (2014) study. The work in this dissertation does overall support the notion that racial tension is less apparent in women's prisons than in men's prisons (Carbone-Lopez & Kruttschnitt, 2003; Wooldredge & Steiner, 2016), as a majority of staff members in this study discussed a lack of segregation and gang involvement based on race.

Since prior research did not analyze safety scores from the WCSS by age, race/ethnicity, and length of time in prison as this dissertation did, the overall mean scores on each safety scale from this dissertation are compared to the overall mean scores from the sample of women in

Wells, Owen, and Parsons' (2013) study as their sample was much larger and much more diverse. The mean scores are very similar across all scales, except the Physical Violence in Units scale and the Sexual Violence in Units scale were rated much higher in the Wells et al. (2013) study, as seen in Figure 14. While physical violence was considered to be a minimal problem in the unit for this dissertation, women overall in the Wells et al. (2013) study scored physical violence as a considerable problem. Sexual violence in the unit was still considered to be a more minimal problem in the unit for Wells et al. (2013) sample of women, but the overall score is much higher than the scores from the sample of women in this dissertation. Wells and colleagues (2013) did not analyze their data by age, race, and length of time in prison, as done in this dissertation, instead they differentiated the scores by facility type (jail versus prison and unit (high-problem, low-problem, and unrated). The scores for this dissertation on the sexual and physical violence in units scales most mimic the scores of the unrated units.

This discovery is not entirely surprising. The unit from which the sample in this study was drawn was considered to be less behaviorally problematic in the prison by both the women and staff as evidenced by mentions of violence and threats in other units being much higher. When comparing the low-problem unit means from the Wells et al. (2013) study to this dissertation for physical and sexual violence, Wells and colleagues found much higher mean scores than this dissertation. This suggests that the unit studied in this dissertation is very safe from physical and sexual violence concerns.

Figure 14: Mean Comparisons from Current Study to Wells et al. (2013) Study



What needs do women have while incarcerated?

At the end of the WCSS survey, women were asked *What needs do you have while in here?* Staff members were asked in an interview a very similar question *What needs do women have while they are here?* The findings in this dissertation surrounding these questions are consistent with, and well supported by, previous research. The most concerning needs found in this dissertation were needs of inadequate healthcare, lack of proper hygiene products/feminine hygiene products, and services, which are largely supported by Owen et al.'s (2017) work. However, the current findings do place a particular emphasis on a need for healthier choices and more respect, advocacy, and autonomy in order to feel safe.

Importantly, a few women stated that they did not have any needs in the prison or that their needs were sufficiently met. This result supports some of the previous findings such as, the unit ranking lower in physical and sexual violence and an overall supportive staff reporting climate, coupled with being enrolled in a programming unit, could allow women to feel safe and supported by the prison. Conversely, they could have support outside of the facility that helps them meet their needs while incarcerated. Support from others to meet needs while in prison was heavily mentioned in client and staff responses and will be discussed in the following section.

How do women meet their needs while incarcerated?

To understand how women meet their safety needs while incarcerated, women clients were asked to respond to the question *How are these needs met while here?* on the short answer portion of the WCSS survey and staff members were asked in an interview *how are these needs met?* Meeting needs through all forms of 'prison capital' (Owen et al., 2017) was supported in this dissertation's findings. Women rely on human capital (having access to resources to do their time safely and productively), economic capital (accesses to resources, commissary, and material

items), emotional capital (withstanding threats, e.g., minding your own business, not getting caught in the mix), social capital (utilize ties, social networking, support), and cultural capital (respect, following rules/expectations) to meet their needs and feel safe while in prison.

The findings in this dissertation especially emphasize the importance of social and emotional capital. Without these two forms of capital, it is difficult to meet needs and utilizing social ties (friends and family inside and outside of the prison) was often the key to obtaining material goods from commissary (canteen). This research emphasizes the support of pseudo families (defined by staff in this study as like-minded, trusted individuals who group together) to gain protection and meet needs. Pseudo families providing connection, protection, and assistance to women in these families was mentioned by every staff member in interviews and frequently on women's short-answer responses, which is consistent with previous research (DeBell, 2001; Greer, 2000; Hughes et al., 2021; Severance, 2005).

In this dissertation, in addition to familial and peer support, women felt that their mindset helped them meet their needs while in prison. To elaborate, women focus on getting out, "minding [their] own business," and being appreciative that [they] are here, are safe, and are in the substance abuse programming unit working on your issues. Shifting from a negative to a more positive mindset and not getting caught up "in the mix" (Owen, 1998; Owen, Wells, & Pollock, 2017) is imperative to safety while in prison. Additional ways that women meet their needs is through distraction, hobbies, and religion. Women mentioned how watching television, listening to music, going outside, talking on the phones, and going to church and/or praying was how they stay safe and meet their needs. Finally, the prison itself was mentioned by various women as a source for getting their needs secured. Specific mentions from staff and women clients revolved around women only needing food, shelter, and a bed, which are all things

provided by the facility, but also, mentions of buying the “extras” from canteen (prison “grocery store”), or leaning on the staff (particularly counselors) and the programs to help work on issues related to safety and needs.

How can the correctional environment be improved to increase safety?

In order to understand how the correctional environment can be improved to increase safety, six staff members were asked in an interview, *What are three things you would like to see change to improve safety in the facility?* Women clients were asked *What things would you like to see change to improve safety/help you feel safer?* While responses varied across staff and women clients, there were a few overlapping recommendations. First, staff and women clients recommended not only more correctional officers in quantity, but also in quality. Prisons are notoriously understaffed and underfunded (Martin et al., 2012), which can cause significant institutional conflict and strain. Most relevant to this dissertation’s findings, however, understaffing can cause increases in conflict, violence, suicides, and medical concerns (Calvert, 2017; Corrections Forum, 2008; Kovner, 2019; Martin et al., 2012; Shaver, 2006). In addition to a recommendation for more staff for reduction in strain, conflict, and violence, the recommendation further expanded to more staff who care, give women a voice, and are respectful to the women clients.

Women and staff also highlighted a need for more services, activities, programs, and opportunities for women to be productive and live a healthier lifestyle while in prison. Calls for more gender-responsive services and programs for women correctional clients is well documented in previous research (Blanchette & Brown, 2006; Bloom et al., 2003; Boehm et al., 2005; Boppre, 2019; Messina et al., 2010; Owen et al., 2008; Owen, et al., 2017; Wright et al., 2007; Wright et al., 2012). Building off this recommendation, staff requested training to gain a

better understanding and knowledge about cultural needs, relationships, and safety, which are all suggestions supported heavily in prior work (Benedict & Benos, 2016; Bloom et al., 2003; Boppre, 2019; Britton, 2003; Carbone-Lopez & Kruttschnitt, 2003; Covington, 1998; Salisbury, Boppre, & Kelly, 2016; Spiropoulos et al., 2014; Owen et al., 2008; Owen et al., 2017).

Lastly, staff members also stated a need for more cameras (or at least audio recording devices) and radios to improve communication among staff members, improve safety/security, and increase witnesses of threats and violence for report writing. While cameras in correctional facilities can help improve visual coverage, provide visual evidence, and monitor and maintain behavior from officers and correctional clients (Video Surveillance, 2022), staff members did recognize the privacy concerns with instilling more cameras/audio recording devices. One practice that has been explored in research is the use of body-worn cameras for correctional officers which could be used to help increase report writing. A study in Australia measured correctional officers' feelings of safety with body-worn cameras and found that their presence reduced the threat of false allegations but did not seem to improve feelings of safety for officers or impact correctional client behavior (Sydes et al., 2020).

Limitations

While this study was among was the first to explore gendered safety concerns for women who are incarcerated in prison across age, race, and length of time, a few notable limitations exist that directly affected the data collection process and should be considered when analyzing the findings.

Data Collection During COVID-19 Pandemic

Perhaps the most impactful limitation of the current study is that the data were collected during the COVID-19 pandemic and due to lockdowns in the facility and restrictions on outside

persons coming into the facility, all data had to be collected remotely and without the author's ability to enter into the facility for face-to-face data collection. The study was originally designed and approved through the university's institutional review board to include in-person observations, face-to-face interviews with staff members, and in-person focus groups with the women clients. However, the aforementioned restrictions required that surveys instead be dropped off to facility and the focus group questions were added to the end of the WCSS survey as short-answer questions. In-person observations were eliminated, and staff interviews were conducted remotely via Zoom video conferencing. Since the researcher (and author of this dissertation) was not able to enter the facility at any part of the study, it limited the information that was able to be obtained. The inability to be in person to discuss the study and build rapport could have impacted the willingness of women clients to disclose sensitive information about their safety and needs. One woman client wrote in response to the question *what else should I know about violence and danger in here?* "no one is going to tell you if you are not here..." Unfortunately, focus groups were not able to be completed in this study and the focus group questions were converted to the short answer questions. Some short-answer responses by women clients were not completed with as much detail or elaboration as could have been obtained in an interview setting (e.g., some women did not answer the questions, or only answered with one or two words with no clarification or elaboration) these factors should be recognized when interpreting the results of this dissertation.

Sample Size

The current study also had a small overall sample size which limited the ability to analyze responses to conflicts, violence, and safety concerns from wider perspectives. First, since the sample of Black or African American, Hispanic or Latina, Native American or

American Indian, Asian/Pacific Islander, or Mixed women was too small for individual analyses to compare safety scores, race was dichotomized as White women and women of Color for analysis. This decision to dichotomize racial/ethnic origin restricted the ability to analyze how safety looks different across women of all varieties of racial/ethnic backgrounds.

Additionally, no custody staff (correctional officers) or administrative staff volunteered to participate in the Zoom interviews, which limits responses to questions to only those of non-custody staff members (counselors and case managers) working in the unit sampled. This should be noted when considering the implications of the staff recommendations to improve safety within the facility as very one-sided since correctional officers did not provide information in areas of concerns and needs in the facility. As this study contributes great recommendations from non-custody staff members, correctional officers and administrative staff members could have provided additional insight not uncovered or emphasized from the women clients or non-custody staff members for concerns and recommendations.

Generalizability

As this study was limited to surveying women and staff at one prison, the information obtained cannot be generalized to all women's prisons. Additionally, as previously mentioned, there was a limited number of non-custody staff members interviewed and no custody or administrative staff were interviewed. This limitation creates a lack of generalizability of staff responses to the questions to all staff members working within prisons. Lastly, as too few women of different racial/ethnic groups were surveyed, the results are limited in their ability to capture the uniqueness in responses for Black/African American, Hispanic/Latina, Asian/Pacific Islander, Native American/Indian or mixed women specifically. In sum, the results of this

dissertation cannot be generalized to encompass the perceptions of safety and needs in prison for all women clients or all staff members.

Instrument Typographical Error and Non-Normally Distributed Data

One very minor limitation to the study was a typographical error in one round of the WCSS surveys given to women. On the Likert scale for WCSS subscales 7, 9, 10, 11, and 12, both 1 and 5 said “Strongly Disagree” instead of 5 = Strongly Agree. The error was quickly noticed and when women were informed of the error, many did not recognize the error and of those who did notice, they informed the liaison (who distributed the surveys) that it did not impact their responses to the questions on the survey.

Another limitation worth mentioning was the non-normally distributed nature of the data. As the data was non-normally distributed, independent samples t-tests were not able to be performed. Instead, Mann-Whitney U tests were run. Importantly, Mann-Whitney U tests are not considered to be an alternative or equivalent to independent-samples t-tests as different assumptions must be met (Laerd Statistics, 2022; Mann & Whitney, 1947).

Moving Forward with Future Research

Despite the limitations of this study, it is important because it contributes to a better understanding of what women correctional clients need while in prison, how they meet needs in prison, and how correctional facilities housing women clients can improve safety. In order to create the safest environment in prison where needs are met and the focus can be on learning and addressing underlying criminogenic needs instead of conflict over resources or violence, it is essential that safety needs and concerns are recognized for all people incarcerated inside of a women’s facility. Moving forward in future research, it is important to explore safety needs and

concerns across an inclusive and diverse sample of individuals in prison. Not all biological females can be assumed to share the same safety concerns and needs.

First, ensuring that Black, Hispanic and Latina, Asian, Pacific Islander, Native American and Indian women, as well as bi- and multi-racial women are represented in the sample is of utmost importance. It cannot be assumed that all “women of Color” individuals have the same safety concerns and needs or respond the same to treatment. Previous research suggests that Black women have greater concerns about physical violence and sexual aggression, and also rate problems in the unit and problems with staff higher than non-Black women (Leahy, 2014). Additionally, previous research supports that racially marginalized correctional clients may feel less supported in correctional programs or may have a more difficult time relating to the curriculum than White women (likely due to lack of culturally- and intersectionally-responsive treatment and staff) (Boppre, 2019; Paniagua, 2013; Spiropoulos, Salisbury, & Van Voorhis, 2014). Thus, including a larger and more representative sample of ethnically and racially diverse participants is key to understanding how concerns for safety differ and what can be done to meet needs of all individuals who are incarcerated. Building off of this recommendation would be a need to also include a greater and more representative sample of staff members who are racially and ethnically diverse to explore potential differences across recommendations and concerns of staff members as well.

Secondly, gender identity and sexual orientation should be included in the demographic survey to ensure that transgender, non-binary, LGBTQIA+ people are represented in the sample to further explore how needs and safety look different across people of all gender identities and sexual orientations. Previous research by Marksamer and Tobin (2015) and Smith and Yarussi (2015) discuss how people who identify as more fluid or non-gender conforming are particularly

vulnerable to increased harms while incarcerated because facilities often do not accommodate for their identities and instead expose and discriminate against them. In 2015, the National Transgender Discrimination Survey found that 16% of transgender adults have been to jail or prison for any reason (compared to 2.7% of all adults). In this dissertation, one staff member commented about noticing a higher percentage of non-binary and more fluid people on their caseload and recognized that there are likely unique needs and concerns for people who identify as gender nonconforming, nonbinary, and gender fluid. This is an area to explore much further in future research with people who are incarcerated and who are justice-involved.

Third, it would be of interest to measure length of time in prison to include the total length (sum of all prison sentences, prior and current, as an adult) instead of just the current sentence, as just measuring length of time by the current sentence does not adequately capture one's experience and exposure to the prison culture and environment which can impact vulnerability while in prison (Owen et al., 2017). As previously discussed, experience in prison and how long one has been there/how accustomed one is to prison could influence their feelings of safety and needs. However, measuring length of time in prison for the current conviction, does not adequately uncover how experienced or accustomed to the prison environment someone truly is, and thus this should be revised in future research.

Lastly, the intersectionality of demographic information should be explored in future research to understand on an even more inclusive scale, how safety needs and concerns differ. Not only does previous research and this dissertation support that women have needs and safety concerns while incarcerated, these needs differ based on race, age, gender identity and sexual orientation, experiences in prison, and even based on how much financial, social, and emotional

support one has (Leahy, 2014; Marksamer & Tobin; Owen, Wells, & Pollock, 2017; Paniagua, 2013; Smith & Yarussi).

Policy and Practice Implications

The instrument used in this dissertation was created and validated by funds from the National Institute of Corrections, a Division of the U.S. Bureau of Prisons, to assess perceptions of safety and violence from women correctional clients. Directly following the passage of the Prison Rape Elimination Act (PREA) of 2003, a series of studies completed by Drs. Barbara Owen, James Wells, and their colleagues were conducted to not only explore the prevalence of violent behavior and sexual violence in correctional facilities for women, but further sought to improve safety in women's facilities. This study contributes to the knowledge base surrounding the WCSS tool. The WCSS is validated, reliable, and U.S. departments of corrections should consider adopting it to measure perceptions of conflict, violence, and harassment in their facility, as well as measure support for staff reporting and facility procedures for protecting women. National data (from The National Inmate Survey, The Survey of Sexual Victimization, National Formal Prisoner Survey) suggest that even though correctional populations have decreased since 2005, rates of sexual victimization while in prison has increased (Smith, 2020), from approximately 4,791 incidents reported in 2005, to 18,666 incidents reported in 2015 (Rantala, 2018). Given that concerns of sexual harassment and violence in prison are even more prevalent than nearly 20 years ago when PREA was passed (in 2003; see Prison Rape Elimination Act, 2003), using the WCSS to assess safety threats in the facility for women clients would be beneficial to agencies to work towards eliminating these threats.

The WCSS would also work very well with two other NIC products: the Gender Informed Practice Assessment (GIPA) and the Gender-Responsive Policy and Practice

Assessment (GRPPA). The GIPA is a 12-domain tool that is designed to not only assess gender-informed practices in the facility, but also support the facility in improving correctional policies and practices for women (Benedict & Benos, 2016). The GRPPA “outlines the process of evaluating the gender-responsiveness of policies and programs for women and how to use those outcomes to drive enhancements to women’s programming” (NIC, 2022). Utilizing the WCSS, GIPA, and GRPPA together would not only help inform agencies of what safety strengths and needs are prevalent in their facilities for women, but also provide guidance and support on how to improve the areas of need directly.

Agencies should also consider creating a gender-responsive leadership role (i.e., a gender responsive facilitator, coordinator, coach, director) whose responsibility would be the expert, facilitator, and trainer in gender-responsive programming, trauma-informed practice, and in the delivery of gender-responsive services. Doing so would allow agencies to have a leader dedicated to assessing, modeling, training, and supporting the facility on a daily basis to be more gender-responsive and trauma-informed for women clients. The creation of such a role is becoming more common in practice and has been implemented in some locations, such as the Departments of Corrections from Alabama, Washington, and Oregon. However, more widespread adoption would be important to ensure that facilities are gender-responsive and trauma-informed and sustained that way.

The focus on gender-responsivity and trauma-informed practices cannot be overstated. In this dissertation, staff (in particular) highlighted that women receive the exact same treatment and resources as the men and are expected to adapt. Such an approach is not a gender-responsive practice. Women have unique pathways and risk factors that lead them into the system and unique needs while involved in the system (Bloom et al., 2003; Brennan et al., 2012; DeHart,

2018; Kruttschnitt, 2016; Richie, 1996; Salisbury & Van Voorhis, 2009). Recognizing and training staff on women's unique needs and risks must be at the forefront of practice.

Additionally, incorporating gender-responsive tools, like the Women's Risk Need Assessment (WRNA) (see Van Voorhis et al., 2008) to measure risks, strengths, and needs for justice-involved women, rather than gender-neutral risk assessments, is crucial as not adequately assessing prominent needs and risks for women clients could create increased conflict and unaddressed needs while in prison. A study by Wright and colleagues (2017) discovered that using a gender-neutral assessment to predict sexual victimization and perpetration in prison resulted in the over classification of women mis-identifying as victims and perpetrators. One reason this is particularly problematic is it could cause resources to be dedicated to this perceived problem, and taken away from other opportunities to strengthen the environment for clients, if the problem was perceived at higher rates than it was in actuality. Incorporating gender-responsive and validated tools with women clients, such as the WRNA, WCSS, GIPA, and GRIPPA, to help inform practices, policies, and services for women is evidence-based "best practice" for working with women correctional clients.

Agency Implications

This study found that many of the women's needs while in prison were met and many clients perceived the unit to be a safe and supportive environment. The results of the WCSS, the short-answer questions from women clients, and the staff interviews highlighted that sexual harassment, sexual misconduct from staff, and sexual violence from other women was a very minimal to a nearly non-existent threat. While concerns of economic conflict, physical violence, and overall likelihood of violence were perceived to be moderate concerns in the facility, occurrences of violence were rarely reported. Thus, in many ways, the therapeutic community

substance abuse programming unit is a safe unit for women who are incarcerated. This is highly positive news, and likely facilitates a safe learning environment for most women to do the hard work of addressing their substance use.

One area of concern, however, surrounded harassment while reporting. Women clients harassing each other when they report and verbal harassment from staff members were, on average, the most concerning scales across the WCSS survey. Difficulties with making reports of threats and violence was highlighted throughout staff members' responses to the interview questions. Based on staff member and women responses to the questions asked, a few notable recommendations are made to the agency specifically.

First, there is a general need for more training and resources surrounding security procedures for staff members, especially non-custody staff members. One staff member interviewed discussed not knowing what the security procedures were in the unit if a major act of violence did occur. Every staff member mentioned a need for more custody staff on the unit, not only for safety reasons, but more staff in the unit to learn about the women, their needs, their concerns, and overall be more present and attentive to the women clients.

One recommendation from staff members was to have access to radios to not only be better informed of what was going on in the facility, but also able to communicate threats of conflict, violence, and danger to others (custody staff members) more efficiently. Non-custody staff members felt a lack of communication and camaraderie amongst custody, non-custody, and administrative staff. This disconnect was recognized by the women clients and at times led to a lack of respect towards staff members from women clients, if that staff member was considered to have less authority than other staff members.

A similar concern to the lack of communication between all staff members, was not having enough staff members to observe threats and violence in the unit. Additional efforts should be implemented to address concerns that reports of threats or violence are not being filed and instead are being recorded as “hearsay” because of insufficient proof of the event or threat. A recommendation from nearly all staff members was for more cameras (or at least an audio recording system) in the unit to provide evidence to support women filing claims of threats of violence or incidents of actual violence. Further, recall that staff stated that women who report violence are often removed from the unit rather than the perpetrators of violence. This is particularly problematic, as one staff member mentioned this supports the cycle of abuse that many women experience when they attempt to seek help, but are treated poorly, penalized, or simply do not have their concerns addressed. Since harassment from other women clients when reporting was the most concerning conflict found in this dissertation, it is imperative to revise policies and procedures that create more conflict and opportunities to harass when reporting threats.

Third, the facility should also consider training on the importance of relationships for women. A strong recommendation of gender-responsive and trauma-informed curriculum to consider implementing with women correctional clients is the Healing Opportunities Promoting Empowerment (HOPE) program from The Pathfinder Network (located in Portland, Oregon), which transformed a therapeutic community in an Oregon women’s facility to an empowerment community (Ginwright, 2018; Hubbard & Matthews, 2008). This recommendation is very important as conflict between couples and former partners was the most reported contributor to violence in the unit.

Training on the impact of relationships for women, how women's identities and self-worth can be consumed by relational roles, and relational needs (relational theory) is a much-needed opportunity for all staff members (see Gilligan, 1982; Kaplan, 1984; Miller 1976). Additionally, training on how unhealthy and/or dysfunctional relationships manifest and teaching women how to recognize the signs of relationship dysfunction is much needed. To do this, training staff on the histories and impacts of intimate partner violence would be an important first step (Baker-Miller, 1987; Daly, 1992; DeHart, 2018; Richie, 1996; Salisbury & Van Voorhis, 2009). This recommendation comes from a recognition that women who are incarcerated often have experienced prior trauma, neglect, and abuse (Breiding et al., 2014; DeHart, 2008; DeHart, 2018; James & Glaze, 2006; Jones, Sharp, & Worthen, 2018; Kruttschnitt, 2016; Messina & Grella, 2006) creating a risk for future justice-involvement. Wright, Steiner, and Toto (2017) found in their PREA "Zero Tolerance" project that manipulation, relationship co-dependency, and self-control were all factors associated with women not only experiencing sexual harassment, but also perpetrating sexual abuse. This is an important finding relative to this dissertation as it was discovered in this study that incarcerated women experience dysfunctional, co-dependent, and even abusive relationships in prison environments, which can increase incidences of sexual and physical violence and abuse in the facility.

Fourth, training about cultural needs and cultural safety is needed. Women from all racial and ethnic backgrounds experience life differently and have unique pathways and risks into the system as well as unique needs while incarcerated (DeHart, 2018; Kruttschnitt, 2016; Richie, 1996). Staff should receive training about these cultural differences for an overall better understanding and knowledge base on how to create a safer environment for women of different

racial backgrounds, recognizing that safety and needs look different across different cultures. Although this dissertation did not find statistically significant differences in the subscales between White women and women of Color, this could have been due to the small sample sizes and inability to separate women out by specific races and ethnicities. Indeed, there is an entire history of women of Color, particularly Black women being treated more harshly in correctional facilities than White women (see Rafter, 1983; 1985). Further, more recent research supports that women of Color have different safety needs and concerns than White women while incarcerated, which can lead to more safety concerns if these needs are not adequately met (Leahy, 2014; Owen, Wells, & Pollock, 2017; Willingham, 2011).

Lastly, additional opportunities for women to increase their individual finances should be considered. Throughout this dissertation, women's needs for more economic capital (financial resources) while in prison was highlighted in the comments of the short-answer questions asked of women clients. Women rely heavily on others while in the facility to meet their needs and purchase items from commissary. Women in the system generally have histories of financial dependence on others (typically dependent on their intimate partners) and/or were very financially unstable before entering prison (Brennan et al., 2012; DeHart, 2018; Salisbury & Van Voorhis, 2009; Owen et al., 2017). As evidenced in this dissertation, financial instability and/or dependence on others still exists heavily in prison. The Prison Policy Initiative reports that prisons are paying incarcerated individuals less today than they were in 2001 for prison jobs, and the report shows that the average minimum daily wage paid to incarcerated workers is now 86 cents and the average maximum daily wage is \$3.45 (please note that these wages are daily wages, not hourly wages; Sawyer, 2017). As these wages are low, one recommendation for policy or practice would be to provide more opportunities for women to make money for

commissary while they are incarcerated. This would especially benefit indigent women who have no other financial support from family, friends, or pen pals on the outside, and reduce the economic conflict in the facility.

Conclusion

Overall, this dissertation recognizes that women have unique needs while they are incarcerated and that although many of those needs were met by the prison setting studied in this dissertation, others were not. Women had relatively low concerns for violence and conflict in the substance abuse programming unit, which reflects good news for the facility and most women in the unit. The women clients felt a considerable amount of support from staff, in the reporting climate and in the facility procedures for protecting women. There was a percentage of women who felt that all their needs were met by the prison and that participating in the program and being in prison was actually a positive experience and an opportunity to change themselves.

However, there were more concerning areas of need identified and suggestions to improve safety made by women clients and staff members. Overall, staff members were the ones who advocated much more for the women and for their safety and needs compared to the women themselves. This is perhaps a finding to celebrate as staff members (especially non-custody staff) are often trained in best/effective practices with correctional clients and are trained to recognize risk factors and needs for each client. The fact that staff members were able to identify concerns and needs that were being unmet means that they are attuned to the issues uncovered in research and evidenced-base practice. However, perhaps more can be done to encourage women to advocate more for themselves. For example, working with women clients to improve their self-efficacy, self-worth, and confidence to communicate their needs (Baker-Miller, 1987; Bloom et al., 2003; Covington, 2008; DeHart, 2018; Sun, 2007).

The recommendations from staff were to have better communication amongst staff members (radios for non-custody staff), more cameras to help observe threats and violence, more training (safety/security, relational, cultural), and to have more correctional officers (quantity and quality) on the unit. The Wishlist from women was not a call for fancy or luxury items, or even to be released from the facility. Rather, it was for respect, to be treated like they matter, like they are human, and to not be judged by their actions. Women want to feel safe and to work on their underlying issues that brought them into the system in the first place. They want to focus on their program and not be constantly worried about if they have enough sanitary pads and soap during their menstrual cycle or if someone is going to harass them for making reports of threats of violence.

While this project is only one step towards learning more about safety needs for correctional facilities housing women clients, there is still much work needed. Emphasis should be placed on educating policymakers, stakeholders, and politicians how to successfully integrate best practice for women clients into their everyday practices, policies, and procedures in facilities across the United States. Such an effort will take time, effort, and listening to people whose lives are impacted by these decisions every day to learn what needs to change for each facility uniquely. If a goal is to create an overall safer America where returning citizens are productive and contributing members to our society, addressing basic needs and safety concerns in prison must be the first step to helping them get there. The prison unit studied in this dissertation was overall a safe environment for women correctional clients. It was an environment where overall women felt that incidents of conflict and violence were low and that staff supported them highly. Hopefully, this dissertation will serve as an example of not how large of a task it will be to reform correctional environments for women and staff, but an

example of how small steps can be empowering to help women correctional clients recover from their pasts and be prepared for their futures.

Appendix A: IRB Permissions and Consent Forms



UNLV Social/Behavioral IRB - Full Committee Review Approval Notice

DATE: May 26, 2020

TO: Emily Salisbury, PhD
FROM: UNLV Social/Behavioral IRB

PROTOCOL TITLE: [1537255-4] Are Women Safe in Prison?: A Case Study Analysis Of A Substance Abuse Program
SUBMISSION TYPE: Revision

ACTION: APPROVED, 45 CFR 46.305(a)
APPROVAL DATE: May 24, 2020
EXPIRATION DATE: May 23, 2021
REVIEW TYPE: Full Committee Review

Waiver of documentation of informed consent approved for observation data collection, 45 CFR 46.117(c) (1)(ii)

Thank you for submission of Revision materials for this protocol. The UNLV Social/Behavioral IRB has APPROVED your submission. This approval is based on an appropriate risk/benefit ratio and a protocol design wherein the risks have been minimized. All research must be conducted in accordance with this approved submission.

PLEASE NOTE:

Upon approval, the research team is responsible for conducting the research as stated in the protocol most recently reviewed and approved by the IRB, which shall include using the most recently submitted Informed Consent/Assent forms and recruitment materials. The official versions of these forms are indicated by footer which contains approval and expiration dates.

Should there be *any* change to the protocol, it will be necessary to submit a **Modification Form** through ORI - Human Subjects. No changes may be made to the existing protocol until modifications have been approved.

ALL UNANTICIPATED PROBLEMS involving risk to subjects or others and SERIOUS and UNEXPECTED adverse events must be reported promptly to this office. Please use the appropriate reporting forms for this procedure. All FDA and sponsor reporting requirements should also be followed.

All NONCOMPLIANCE issues or COMPLAINTS regarding this protocol must be reported promptly to this office.

This protocol has been determined to be a MINIMAL RISK protocol. Based on the risks, this protocol requires continuing review by this committee on an annual basis. Submission of the **Continuing Review Request Form** must be received with sufficient time for review and continued approval before the expiration date of May 23, 2021.

- 1 -

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All approvals from appropriate UNLV offices regarding this research must be obtained prior to initiation of this study (e.g., IBC, COI, Export Control, OSP, Radiation Safety, Clinical Trials Office, etc.).

If you have questions, please contact the Office of Research Integrity - Human Subjects at IRB@unlv.edu or call 702-895-2794. Please include your protocol title and IRBNet ID in all correspondence.

Office of Research Integrity - Human Subjects
4505 Maryland Parkway . Box 451047 . Las Vegas, Nevada 89154-1047
(702) 895-2794 . FAX: (702) 895-0805 . IRB@unlv.edu



**UNLV Social/Behavioral IRB - Full Committee Review
Modification Approved**

DATE: October 15, 2020
TO: Gillian Pinchevsky, PhD
FROM: UNLV Social/Behavioral IRB
PROTOCOL TITLE: [1537255-8] Are Women Safe in Prison?: A Case Study Analysis Of A Substance Abuse Program
SUBMISSION TYPE: Revision
ACTION: APPROVED
APPROVAL DATE: October 15, 2020
EXPIRATION DATE: May 23, 2021
REVIEW TYPE: Full Committee Review

Thank you for submission of Revision materials for this protocol. The UNLV Social/Behavioral IRB has APPROVED your submission. This approval is based on an appropriate risk/benefit ratio and a protocol design wherein the risks have been minimized. All research must be conducted in accordance with this approved submission.

Modifications reviewed for this action include:

1. Updated the study procedures and consent process for women inmate and staff participants because of the research team being unable to enter the prison due to the COVID-19 pandemic.
2. Protocol was revised to remove all observation, in-person interview, and focus group study procedures and clarified that women inmate participants will only complete the self-administered questionnaire and staff participants will now be remotely interviewed via Zoom video conferencing.
3. Consent process was revised to have the student researcher conduct the consent discussion over the phone with small groups of women inmate participants and over Zoom with individual staff participants, and a program manager within the prison will distribute and collect the signed consent forms.
4. Self-administered questionnaire was updated to include the questions that were previously going to be asked during focus groups.
5. Updated NDOC Facility Authorization to name the new PI.

This IRB action will not reset your expiration date for this protocol. The current expiration date for this protocol is May 23, 2021.

PLEASE NOTE:

Should there be *any* change to the protocol, it will be necessary to submit a **Modification Form** through ORI - Human Subjects. No changes may be made to the existing protocol until modifications have been approved.

- 1 -

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All NONCOMPLIANCE issues or COMPLAINTS regarding this protocol must be reported promptly to this office.

This protocol has been determined to be a MINIMAL RISK protocol. Based on the risks, this protocol requires continuing review by this committee on an annual basis. Submission of the **Continuing Review Request Form** must be received with sufficient time for review and continued approval before the expiration date of May 23, 2021.

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INFORMED CONSENT
Department of Criminal Justice

TITLE OF STUDY: Are Women Safe in Prison?: A Case Study Analysis Of A Substance Abuse Program

INVESTIGATOR(S): Dr. Gillian Pinchevsky, Jaclyn Parker Keen, Linsey Belisle, Tereza Trejbalová, Sara Tegtmeyer, and Menyaun Miller

For questions or concerns about the study, you may contact **Dr. Gillian Pinchevsky** via email at **Gillian.pinchevsky@unlv.edu** or via mail addressed to:

University of Nevada, Las Vegas
Attn: Gillian Pinchevsky
4505 S. Maryland Parkway
Box 455009
Las Vegas, NV 89154

For questions regarding the rights of research subjects, any complaints or comments regarding the manner in which the study is being conducted, contact **the UNLV Office of Research Integrity – Human Subjects** at **702-895-2794**, toll free at **888-581-2794** or via email at **IRB@unlv.edu**.

Purpose of the Study

You are invited to participate in a research study. The purpose of this study is to better understand women's needs and safety concerns while in prison as well as help agencies create safe environments for women and staff in prison.

Participants

You are being asked to participate in the study because you fit this criterion: An adult woman in the substance abuse treatment program (STARS) at Florence McClure Women's Correctional Center.

Procedures

If you volunteer to participate in this study, you will be asked to: Complete a confidential questionnaire individually by the following day. You will be asked to submit your questionnaire in a sealed envelope and directly place it in a lockbox located in the unit (we anticipate it will take about 1 hour to complete the questionnaire). During the questionnaire, you are free to skip any questions you do not wish to answer, and you may stop completing the questionnaire at any time with no negative repercussions.

Benefits of Participation

There may be direct benefits to you as a participant in this study. You may benefit from participation in the study as it gives you an opportunity to discuss aspects of your life and experiences in a safe, non-judgmental, and supportive environment. We hope to understand women's needs and sense of safety while incarcerated. Our goal is to increase the safety of incarcerated women by gathering your thoughts on how you personally feel, should you choose to participate. There are also community prison benefits to this study. Your participation will help us understand how women feel safe in prison and also how to improve safety for women and staff in prison. Finally, there are community benefits to this study. Your participation will help us understand how to create the safest prison environment that better prepares women who are incarcerated for success once released from prison and in the community.

Risks of Participation

There are risks involved in all research studies. This study includes only minimal risks. You may experience minor discomfort when completing the questionnaire due to the nature of the questions being asked on safety. It is very unlikely that any harm will occur, but in the event that it does, it will be minimal emotional discomfort that can be addressed in a timely manner. It is crucial that you know that no identifying information gathered will be shared with anyone outside of the UNLV research team. Information gathered on the questionnaire may be quoted in a write-up, in a publication, or in a presentation, but no identifying information will be linked to the information given. All members of the research team are mandated reporters. This means that any information disclosed about harm to yourself or others will be reported for your safety and the safety of others. You are free to skip any questions that you are not comfortable with sharing.

In order to protect your privacy, precautions are in place to protect your identity and responses, including you creating a pseudo name (false name) to link with your responses so no identifying information will be linked to your responses to any questions asked on the questionnaire. Additionally, in order to better protect your privacy, the researchers will provide a secure retrieval envelope/box system for you to put your completed questionnaires in once finished. We ask that you fill out the questionnaire as close as possible to the time when you are able to submit it to the secure lock box in order to prevent it sitting in their area where others can see their responses. Having you place your completed questionnaire in a lock box will help reduce the possible harms (social harm, possible retaliation, mistrust) of someone else seeing your responses on the questionnaire. As a reminder, please do not put your real name on any of the pages, and instead include a pseudo name (false name) so it cannot be traced back to you. Please do not choose an identifiable nickname. If you have any questions about the risks of your participation, please ask.

Cost /Compensation

There is not a financial cost to you to participate in this study. Additionally, you will not be compensated for your time. The study will take approximately 1 hour of your time (1 hour for the questionnaire).

Confidentiality

All information gathered in this study will be kept as confidential as possible. No reference will be made in written materials that could link you to this study. On the questionnaires, we are

asking you to use a pseudo name (fake name) instead of your real or preferred name in order to protect your identity throughout the entire duration of the project. This means, that the researchers will refer to you as the false name you have chosen throughout the questionnaire and will also use the false name you provide in any publications. This is to protect your true identity.

All records will be stored in a locked facility at UNLV for 5 years after completion of the study. After the storage time the information gathered will be shredded and deleted from any electronic source. Lastly, your participation will not impact decision-making by officials.

Voluntary Participation

Your participation in this study is voluntary. You may refuse to participate in this study or in any part of this study. You may withdraw at any time without prejudice to your relations with UNLV. You are encouraged to ask questions about this study at the beginning or any time during the research study. Please know that your decision to either participate or not participate in this study will have no effect on your current or possible future incarcerated/probationary status should you become involved with a court of law.

Participant Consent:

I have read the above information and agree to participate in this study. I have been able to ask questions about the research study. I am at least 18 years of age. A copy of this form has been given to me.

Signature of Participant

Date

Participant Name (Please Print)



INFORMED CONSENT
Department of Criminal Justice

TITLE OF STUDY: Are Women Safe in Prison?: A Case Study Analysis Of A Substance Abuse Program

INVESTIGATOR(S): Dr. Gillian Pinchevsky, Jaclyn Parker Keen, Linsey Belisle, Tereza Trejbalova, Sara Tegtmeier, and Menyaun Miller

For questions or concerns about the study, you may contact **Dr. Gillian Pinchevsky** via email at **Gillian.pinchevsky@unlv.edu** or via mail addressed to:

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Purpose of the Study

You are invited to participate in a research study. The purpose of this study is to better understand women's needs and safety concerns while in prison as well as help agencies create safe environments for women and staff in prison. We will be comparing responses from women and staff across two unique substance abuse programs.

Participants

You are being asked to participate in the study because you fit this criterion: A staff member at Florence McClure Women's Correctional Center.

Procedures

If you volunteer to participate in this study, you will be asked to do the following: Participate in a Zoom video interview for approximately 30 minutes. During the interview, you are free to skip any questions you do not wish to answer, and you may stop the interview at any time with no negative repercussions.

Benefits of Participation

There may be direct benefits to you as a participant in this study. You may benefit from participation in the study as it gives you an opportunity to discuss aspects of your life and experiences in a safe, non-judgmental, and supportive environment. We hope to understand women's needs and sense of safety while incarcerated. Our goal is to increase the safety of incarcerated women by gathering your thoughts on how you personally feel, should you choose to participate. There are also community prison benefits to this study. Your participation will help us understand how women feel safe in prison

and also how to improve safety for women and staff in prison. Finally, there are community benefits to this study. Your participation will help us understand how to create the safest prison environment that better prepares women who are incarcerated for success once released from prison and in the community.

Risks of Participation

There are risks involved in all research studies. This study includes only minimal risks. You may experience minor discomfort during the interview due to the nature of the questions being asked on safety. It is very unlikely that any harm will occur, but in the event that it does, it will be minimal emotional discomfort that can be addressed in a timely manner. It is crucial that you know that no identifying information gathered during the interview will be shared with anyone outside of the UNLV research team. Information gathered during the interview may be quoted in a write-up, in a publication, or in a presentation, but no identifying information will be linked to the information gathered. All members of the research team are mandated reporters. This means that any information disclosed about harm to yourself or others will be reported for your safety and the safety of others. You are free to skip any questions that you are not comfortable with sharing. Many precautions are in place to protect your identity and responses, including you creating a pseudo name to link with your responses so no identifying information will be linked to your responses to any questions asked throughout this interview. Please do not choose an identifiable nickname. If you have any questions about the risks of your participation, please ask.

Cost /Compensation

There is not a financial cost to you to participate in this study. Additionally, you will not be compensated for your time. The study will take approximately 30 minutes of your time.

Confidentiality

All information gathered in this study will be kept as confidential as possible. No reference will be made in written or oral materials that could link you to this study. All records will be stored in a locked facility at UNLV for 5 years after completion of the study. After the storage time the information gathered will be shredded and deleted from any electronic sources. Lastly, your participation will not impact decision-making by officials.

Voluntary Participation

Your participation in this study is voluntary. You may refuse to participate in this study or in any part of this study. You may withdraw at any time without prejudice to your relations with UNLV. You are encouraged to ask questions about this study at the beginning or any time during the research study.

Participant Consent:

I have read the above information and agree to participate in this study. I have been able to ask questions about the research study. I am at least 18 years of age. A copy of this form has been given to me.

Signature of Participant

Date

Participant Name (Please Print)

Appendix B: Demographic Survey and Women's Correctional Safety Scales (WCSS)

Demographic Information *Please fill in the circle that most applies to you.*

PSEUDO NAME (FALSE NAME): _____

1. What is your Age ?	<input type="radio"/> 18-24 years old <input type="radio"/> 25-34 years old <input type="radio"/> 35-44 years old <input type="radio"/> 45-54 years old <input type="radio"/> 55-64 years old <input type="radio"/> 65 years or older
2. What is your Ethnic origin ?	<input type="radio"/> White <input type="radio"/> Hispanic or Latina <input type="radio"/> Black or African American <input type="radio"/> Native American or American Indian <input type="radio"/> Asian/ Pacific Islander <input type="radio"/> Other/Mixed: _____
3. What is the highest level of education you have completed?	<input type="radio"/> Less than high school <input type="radio"/> High School diploma or GED <input type="radio"/> Vocational or trade school certificate <input type="radio"/> Some college undergraduate work, but not degree completed <input type="radio"/> College degree completed
4. What is your current marital status ?	<input type="radio"/> Single, never married <input type="radio"/> Married or domestic partnership <input type="radio"/> Widowed <input type="radio"/> Divorced <input type="radio"/> Separated <input type="radio"/> Not sure
5. How long have you been in prison this time ? (Please write the years and/or months in this box):	_____

Women's Correctional Safety Scales (WSSC) Owen, Wells, and Pollock (2017)					
<i>For the following statements, please <u>circle</u> the best answer according to your beliefs about conflict, harassment, violence, and safety procedures in this Prison.</i>					
Survey Item:	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Inmate Economic Conflict					
Q1: Women here have gotten into verbal arguments over debts.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q2: Women here have used pressure or threats to collect on debts.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q3: Women here have gotten into physical fights with other women inmates over debts.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q4: Women here have used pressure or threats to steal from others.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q5: Women here have gotten into physical fights over theft.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q6: Women here have used physical force to steal from others.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Inmate Sexual Violence					
Q7: Women here have used physical force to touch, feel, or grab other women in a sexually threatening or uncomfortable way.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q8: Without using physical force, women here have touched, felt, or grabbed other women in a sexually threatening or uncomfortable way.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q9: Women here had to pay "protection" to other women in order to keep themselves safe from sexual assault.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q10: Women here have offered to protect other women to get them to perform UNWANTED sexual activity.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q11: Women here have asked other women to perform UNWANTED sexual activity.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q12: Women here have paid (with money, goods, or services) other	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem

women to perform UNWANTED sexual activity.					
Q13: Women here have threatened other women inmates with sexual violence.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q14: Weaker women have been sexually assaulted here by other women inmates.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q15: Women here have used physical violence to force other women to perform UNWANTED sexual activity.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q16: Women here involved in intimate relationships have used physical violence to force their partners or girlfriends to perform UNWANTED sexual activity.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q17: Women here have been sexually assaulted by other women inmates.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q18: Women here have been sexually assaulted by another woman acting alone.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q19: Women here have been sexually assaulted by a group of women inmates.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q20: Women here have to defend themselves from sexual assaults by other women inmates.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Inmate Physical Violence					
Q21: Women here have verbally threatened other women inmates with physical violence.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q22: Women here have gotten into physical fights that started with arguments.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q23: Women here have had to pay “protection” to other women in order to keep themselves safe from physical assault.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q24: Women here have gotten into physical fights with other inmates they did not know.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q25: Women here have gotten into physical fights with their roommates/cellmates.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q26: Women here have gotten into physical fights with their friends/others they know.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem

Q27: Women here have gotten into physical fights with their intimate partners or girlfriends.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q28: Women involved with gangs have gotten into physical fights here.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q29: Women here have hit, slapped, kicked, or bitten other women inmates.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q30: Women here have used a weapon to physically assault another woman inmate.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q31: Women here have to defend themselves from physical assaults by other women inmates.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Staff Verbal and Sexual Harassment					
Q32: Staff here have made disrespectful comments about women inmates when talking with other staff.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q33: Staff here have made disrespectful comments to women inmates.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q34: Staff here have cursed when speaking to women inmates.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q35: Staff here have yelled or screamed at women inmates.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q36: Staff here have made sexual gestures or noises in front of women inmates.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Staff Sexual Misconduct					
Q37: Staff here have stared at women inmates' bodies.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q38: Staff here have invaded more than what was necessary for them to do their jobs.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q39: Staff here have touched women inmates in a sexual way.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q40: Staff here have touched women inmates in a sexual way while searching them.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q41: Staff here have exposed their genitals and/or breasts (if female staff) to women inmates.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem

Q42: Staff here have engaged in sexual activity with women inmates.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q43: Staff here have pressured or threatened women inmates to engage in sexual activity.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q44: Staff here have forced women inmates through physical violence to perform sexual activity.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q45: Staff here have pressured or threatened women inmates with physical violence to keep quiet about staff-inmate sexual relationships.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Staff Physical Violence					
Q46: Staff here have threatened women inmates with physical violence.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q47: Staff here have used too much physical force while controlling women inmates.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q48: Staff here have used too much force while searching women inmates.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Q49: Staff here have hit, slapped, kicked, or bitten women inmates.	0 = Not at All a Problem	1 = Small Problem	2 = Medium Problem	3 = Big Problem	4 = Very Big Problem
Likelihood of Violence					
<i>Please note that the scales have changed in the upcoming section.</i>					
Q50: Women here are likely to be sexually harassed by one or more women inmates.	1 = Strongly Disagree	2 = Somewhat Disagree	3 = Neither Agree nor Disagree	4 = Somewhat Agree	5 = Strongly Agree
Q51: Women here are likely to be <i>physically</i> assaulted by one or more women inmates.	1 = Strongly Disagree	2 = Somewhat Disagree	3 = Neither Agree nor Disagree	4 = Somewhat Agree	5 = Strongly Agree
Q52: Women here are likely to be <i>sexually</i> assaulted by one or more women inmates.	1 = Strongly Disagree	2 = Somewhat Disagree	3 = Neither Agree nor Disagree	4 = Somewhat Agree	5 = Strongly Agree
Q53: Women here are likely to be sexually harassed by one or more staff.	1 = Strongly Disagree	2 = Somewhat Disagree	3 = Neither Agree nor Disagree	4 = Somewhat Agree	5 = Strongly Agree
Q54: Women here are likely to be <i>physically</i> assaulted by one or more staff.	1 = Strongly Disagree	2 = Somewhat Disagree	3 = Neither Agree nor Disagree	4 = Somewhat Agree	5 = Strongly Agree
Q55: Women here are likely to be <i>sexually</i> assaulted by one or more staff.	1 = Strongly Disagree	2 = Somewhat Disagree	3 = Neither Agree nor Disagree	4 = Somewhat Agree	5 = Strongly Agree

Physical and Sexual Violence in Units										
<i>Please note that the scales have changed in the upcoming section.</i>										
Q56: How physically violent is this unit?	1 = Not Violent	2	3	4	5	6	7	8	9	10 = Very Violent
Q57: How sexually violent is this unit?	1 = Not Violent	2	3	4	5	6	7	8	9	10 = Very Violent
Facility Procedures for Protecting Women										
<i>Please note that the scales have changed in the upcoming section.</i>										
Q58a: The facility's procedures are successful in protecting women inmates here from inmate physical violence.	1 = Strongly Disagree	2 = Somewhat Disagree	3 = Neither Agree nor Disagree	4 = Somewhat Agree	5 = Strongly Agree					
Q58b: The facility's procedures are successful in protecting women inmates here from inmate sexual violence.	1 = Strongly Disagree	2 = Somewhat Disagree	3 = Neither Agree nor Disagree	4 = Somewhat Agree	5 = Strongly Agree					
Q58c: The facility's procedures are successful in protecting women inmates here from staff sexual misconduct.	1 = Strongly Disagree	2 = Somewhat Disagree	3 = Neither Agree nor Disagree	4 = Somewhat Agree	5 = Strongly Agree					
Q58d: The facility's procedures are successful in protecting women inmates here from staff physical violence.	1 = Strongly Disagree	2 = Somewhat Disagree	3 = Neither Agree nor Disagree	4 = Somewhat Agree	5 = Strongly Agree					
Staff Harassment of Inmates Who Report										
Q59a: Staff harass women inmates who make reports about inmate physical violence.	1 = Strongly Disagree	2 = Somewhat Disagree	3 = Neither Agree nor Disagree	4 = Somewhat Agree	5 = Strongly Agree					
Q59b: Staff harass women inmates who make reports about inmate sexual violence.	1 = Strongly Disagree	2 = Somewhat Disagree	3 = Neither Agree nor Disagree	4 = Somewhat Agree	5 = Strongly Agree					
Q59c: Staff harass women inmates who make reports about staff sexual misconduct.	1 = Strongly Disagree	2 = Somewhat Disagree	3 = Neither Agree nor Disagree	4 = Somewhat Agree	5 = Strongly Agree					
Q59d: Staff harass women inmates who make reports about staff physical violence.	1 = Strongly Disagree	2 = Somewhat Disagree	3 = Neither Agree nor Disagree	4 = Somewhat Agree	5 = Strongly Agree					
Inmate Harassment of Inmates Who Report										
Q60a: Other women inmates harass inmates who make reports about inmate physical violence.	1 = Strongly Disagree	2 = Somewhat Disagree	3 = Neither Agree nor Disagree	4 = Somewhat Agree	5 = Strongly Agree					
Q60b: Other women inmates harass inmates who make reports about inmate sexual violence.	1 = Strongly Disagree	2 = Somewhat Disagree	3 = Neither Agree nor Disagree	4 = Somewhat Agree	5 = Strongly Agree					

Q60c: Other women inmates harass inmates who make reports about staff sexual misconduct.	1 = Strongly Disagree	2 = Somewhat Disagree	3 = Neither Agree nor Disagree	4 = Somewhat Agree	5 = Strongly Agree
Q60d: Other women inmates harass inmates who make reports about staff physical violence.	1 = Strongly Disagree	2 = Somewhat Disagree	3 = Neither Agree nor Disagree	4 = Somewhat Agree	5 = Strongly Agree
Staff Reporting Climate					
Q61: The staff here have done a good job of handling women's complaints about sexual safety.	1 = Strongly Disagree	2 = Somewhat Disagree	3 = Neither Agree nor Disagree	4 = Somewhat Agree	5 = Strongly Agree
Q62: Staff members here are concerned about the sexual safety of women inmates.	1 = Strongly Disagree	2 = Somewhat Disagree	3 = Neither Agree nor Disagree	4 = Somewhat Agree	5 = Strongly Agree
Q63: If a woman inmate believes she will be sexually attacked, the custody housing staff here will protect her.	1 = Strongly Disagree	2 = Somewhat Disagree	3 = Neither Agree nor Disagree	4 = Somewhat Agree	5 = Strongly Agree
Q64: The custody line staff here are concerned about the sexual safety of women inmates.	1 = Strongly Disagree	2 = Somewhat Disagree	3 = Neither Agree nor Disagree	4 = Somewhat Agree	5 = Strongly Agree
Q65: The administrative staff here are concerned about the sexual safety of women inmates.	1 = Strongly Disagree	2 = Somewhat Disagree	3 = Neither Agree nor Disagree	4 = Somewhat Agree	5 = Strongly Agree
Q66: There are programs at this facility to help women inmates deal with sexual safety problems.	1 = Strongly Disagree	2 = Somewhat Disagree	3 = Neither Agree nor Disagree	4 = Somewhat Agree	5 = Strongly Agree
Q67: Staff here would report other staff who are involved sexually with women inmates.	1 = Strongly Disagree	2 = Somewhat Disagree	3 = Neither Agree nor Disagree	4 = Somewhat Agree	5 = Strongly Agree

Appendix C: Short-Answer Response Questions for Women Clients

Please write brief responses to the following questions. Your responses are anonymous.

1. How do you navigate (get through) being here (in prison)?

2. What needs do you have while in here?

3. How are these needs met while here?

4. How do you protect yourself from harm, danger, and threats while in here?

5. What else should I know about violence and danger here?

6. What things would you like to see change to improve safety/help you feel safer?

Thank you so much for your participation in this questionnaire. We highly value your responses.

Appendix D: Interview Questions for Staff

1. What needs do the women have while they are in here?
2. How are these needs met?
3. What do you know about violence or danger among women in this facility?
4. What problems are associated with preventing and responding to female sexual and physical violence in this facility?
5. How do women currently protect themselves from the violence in this facility?
6. What are some things that can be done here to protect women from danger and violence?
7. What else should we know about violence and danger in here?
8. What are 3 things you would like to see change to improve safety in the facility?

Appendix E: Individual Means and Frequencies for All WCSS Questions By Group

Table 2a Overall Inmate Economic Conflict

Distribution of Responses: (Frequency) Percent

Survey Item	0= Not at All a Problem	1= Small Problem	2= Medium Problem	3= Big Problem	4= Very Big Problem	N	Mean (Average)	Standard Deviation
Q1: Women here have gotten into verbal arguments over debts.	(3)6%	(12)24%	(20)40%	(7)14%	(8)16%	50	2.10	1.13
Q2: Women here have used pressure or threats to collect on debts.	(8)16%	(11)22%	(17)34%	(9)18%	(5)10%	50	1.84	1.20
Q3: Women here have gotten into physical fights with other women inmates over debts.	(9)18%	(9)18%	(20)40%	(7)14%	(5)10%	50	1.80	1.20
Q4: Women here have used pressure or threats to steal from others.	(16)32%	(10)20%	(16)32%	(3)6%	(5)10%	50	1.42	1.28
Q5: Women here have gotten into physical fights over theft.	(13)26%	(9)18%	(18)36%	(4)8%	(6)12%	50	1.62	1.29
Q6: Women here have used physical force to steal from others.	(15)30%	(15)30%	(13)26%	(3)6%	(4)8%	50	1.32	1.20

Table 2b Overall Inmate Sexual Violence

Survey Item	Distribution of Responses: (Frequency) Percent						N	Mean (Average)	Standard Deviation
	0= Not at All a Problem	1= Small Problem	2= Medium Problem	3= Big Problem	4= Very Big Problem				
Q7: Women here have used physical force to touch, feel, or grab other women in a sexually threatening or uncomfortable way.	(21)42.9%	(17)34.7%	(10)20.4%	(1)2.0%	(0)0.0%		49	0.82	0.83
Q8: Without using physical force, women here have touched, felt, or grabbed other women in a sexually threatening or uncomfortable way.	(15)30.0%	(12)24.0%	(15)30.0%	(7)14.0%	(1)2.0%		50	1.34	1.12
Q9: Women here had to pay “protection” to other women in order to keep themselves safe from sexual assault.	(33)66.0%	(14)28.0%	(1)2.0%	(1)2.0%	(1)2.0%		50	0.46	0.81
Q10: Women here have offered to protect other women to get them to perform UNWANTED sexual activity.	(35)70.0%	(12)24.0%	(2)4.0%	(1)2.0%	(0)0.0%		50	0.38	0.67
Q11: Women here have asked other women to perform UNWANTED sexual activity.	(26)52.0%	(20)40.0%	(3)6.0%	(1)2.0%	(0)0.0%		50	0.76	1.51
Q12: Women here have paid (with money, goods, or services) other women to perform UNWANTED sexual activity.	(30)61.2%	(10)20.4%	(3)6.1%	(4)8.2%	(2)4.1%		49	0.73	1.15
Q13: Women here have threatened other women inmates with sexual violence.	(32)64.0%	(12)24.0%	(6)12.0%	(0)0.0%	(0)0.0%		50	0.68	1.65
Q14: Weaker women have been sexually assaulted here by other women inmates.	(32)64.0%	(12)24.0%	(5)10.0%	(1)2.0%	(0)0.0%		50	0.50	0.76

Q15: Women here have used physical violence to force other women to perform UNWANTED sexual activity.	(32)64.0%	(15)30.0%	(3)6.0%	(0)0.0%	(0)0.0%	50	0.42	0.61
Q16: Women here involved in intimate relationships have used physical violence to force their partners or girlfriends to perform UNWANTED sexual activity.	(31)62.0%	(11)22.0%	(8)16.0%	(0)0.0%	(0)0.0%	50	0.54	0.76
Q17: Women here have been sexually assaulted by other women inmates.	(28)56.0%	(14)28.0%	(6)12.0%	(2)4.0%	(0)0.0%	50	0.64	0.85
Q18: Women here have been sexually assaulted by another woman acting alone.	(29)58.0%	(13)26.0%	(6)12.0%	(2)4.0%	(0)0.0%	50	0.62	0.85
Q19: Women here have been sexually assaulted by a group of women inmates.	(37)74.0%	(11)22.0%	(2)4.0%	(0)0.0%	(0)0.0%	50	0.30	0.54
Q20: Women here have to defend themselves from sexual assaults by other women inmates.	(34)68.0%	(13)26.0%	(3)6.0%	(0)0.0%	(0)0.0%	50	0.38	0.60

Table 2c Overall Inmate Physical Violence

Distribution of Responses: (Frequency) Percent

Survey Item	0= Not at All a Problem	1= Small Problem	2= Medium Problem	3= Big Problem	4= Very Big Problem	N	Mean (Average)	Standard Deviation
Q21: Women here have verbally threatened other women inmates with physical violence.	(10)20.0%	(2)4.0%	(11)22.0%	(13)26.0%	(14)28.0%	50	2.38	1.46
Q22: Women here have gotten into physical fights that started with arguments.	(8)16.0%	(5)10.0%	(8)16.0%	(17)34.0%	(12)24.0%	50	2.40	1.39
Q23: Women here have had to pay “protection” to other women in order to keep themselves safe from physical assault.	(23)46.0%	(12)24.0%	(11)22.0%	(0)0.0%	(4)8.0%	50	1.00	1.20
Q24: Women here have gotten into physical fights with other inmates they did not know.	(13)26.0%	(5)10.0%	(17)34.0%	(9)18.0%	(6)12.0%	50	1.80	1.34
Q25: Women here have gotten into physical fights with their roommates/cellmates.	(7)14.0%	(7)14.0%	(18)36.0%	(10)20.0%	(8)16.0%	50	2.10	1.25
Q26: Women here have gotten into physical fights with their friends/others they know.	(8)16.0%	(6)12.0%	(18)36.0%	(11)22.0%	(7)14.0%	50	2.06	1.25
Q27: Women here have gotten into physical fights with their intimate partners or girlfriends.	(6)12.0%	(4)8.0%	(11)22.0%	(15)30.0%	(14)28.0%	50	2.54	1.31
Q28: Women involved with gangs have gotten into physical fights here.	(12)24.0%	(14)28.0%	(11)22.0%	(9)18.0%	(4)8.0%	50	1.58	1.26
Q29: Women here have hit, slapped, kicked, or bitten other women inmates.	(7)14.0%	(7)14.0%	(14)28.0%	(15)30.0%	(7)14.0%	50	2.16	1.25
Q30: Women here have used a weapon to physically assault another woman inmate.	(20)40.8%	(12)24.5%	(9)18.4%	(6)12.2%	(2)4.1%	49	1.14	1.21
Q31: Women here have to defend themselves from physical assaults by other women inmates.	(10)20.4%	(14)28.6%	(15)30.6%	(7)14.3%	(3)6.1%	49	1.57	1.15

Table 3a Inmate Economic Conflict (Age)

Distribution of Responses: (Frequency) Percent

Survey Item	0= Not at All a Problem	1= Small Problem	2= Medium Problem	3= Big Problem	4= Very Big Problem	N	Mean (Average)	Standard Deviation
Q1: Women here have gotten into verbal arguments over debts.								
18-34 years old	(2)10%	(4)20%	(6)30%	(2)10%	(6)30%	20	2.30	1.38
35 years or older	(1)3.3%	(8)26.7%	(14)46.7%	(5)16.7%	(2)6.7%	30	1.97	0.93
Q2: Women here have used pressure or threats to collect on debts.								
18-34 years old	(3)15%	(3)15%	(6)30%	(5)25%	(3)15%	20	2.10	1.29
35 years or older	(5)16.7%	(8)26.7%	(11)36.7%	(4)13.3%	(2)6.7%	30	1.67	1.12
Q3: Women here have gotten into physical fights with other women inmates over debts.								
18-34 years old	(4)20%	(4)20%	(5)25%	(4)20%	(3)15%	20	1.90	1.37
35 years or older	(5)16.7%	(5)16.7%	(15)50%	(3)10%	(2)6.7%	30	1.73	1.08
Q4: Women here have used pressure or threats to steal from others.								
18-34 years old	(5)25%	(5)25%	(5)25%	(2)10%	(3)15%	20	1.65	1.39
35 years or older	(11)36.7%	(5)16.7%	(11)36.7%	(1)3.3%	(2)6.7%	30	1.27	1.20
Q5: Women here have gotten into physical fights over theft.								
18-34 years old	(6)30%	(2)10%	(7)35%	(1)5%	(4)20%	20	1.75	1.48
35 years or older	(7)23.3%	(7)23.3%	(11)36.7%	(3)10%	(2)6.7%	30	1.53	1.17
Q6: Women here have used physical force to steal from others.								
18-34 years old	(6)30%	(6)30%	(4)20%	(2)10%	(2)10%	20	1.40	1.31
35 years or older	(9)30%	(9)30%	(9)30%	(1)3.3%	(2)6.7%	30	1.27	1.14

Table 3b Inmate Sexual Violence (Age)

Distribution of Responses: (Frequency) Percent

Survey Item	0= Not at All a Problem	1= Small Problem	2= Medium Problem	3= Big Problem	4= Very Big Problem	N	Mean (Average)	Standard Deviation
Q7: Women here have used physical force to touch, feel, or grab other women in a sexually threatening or uncomfortable way.								
18-34 years old	(8)40.0%	(6)30.0%	(5)25.0%	(0)0.0%	(0)0.0%	19	0.84	0.83
35 years or older	(13)43.3%	(11)36.7%	(5)16.7%	(1)3.3%	(0)0.0%	30	0.80	0.85
Q8: Without using physical force, women here have touched, felt, or grabbed other women in a sexually threatening or uncomfortable way.								
18-34 years old	(5)25.0%	(5)25.0%	(7)35.0%	(3)15.0%	(0)0.0%	20	1.40	1.05
35 years or older	(10)33.3%	(7)23.3%	(8)26.7%	(4)13.3%	(1)3.3%	30	1.30	1.18
Q9: Women here had to pay “protection” to other women in order to keep themselves safe from sexual assault.								
18-34 years old	(13)65.0%	(6)30.0%	(0)0.0%	(0)0.0%	(1)5.0%	20	0.50	0.95
35 years or older	(20)66.7%	(8)26.7%	(1)3.3%	(1)3.3%	(0)0.0%	30	0.43	0.73
Q10: Women here have offered to protect other women to get them to perform UNWANTED sexual activity.								
18-34 years old	(13)65.0%	(5)25.0%	(1)5.0%	(1)5.0%	(0)0.0%	20	0.50	0.83
35 years or older	(22)73.3%	(7)23.3%	(1)3.3%	(0)0.0%	(0)0.0%	30	0.30	0.53
Q11: Women here have asked other women to perform UNWANTED sexual activity.								
18-34 years old	(9)45.0%	(8)40.0%	(2)10.0%	(1)5.0%	(0)0.0%	20	0.75	0.85
35 years or older	(17)56.7%	(12)40.0%	(1)3.3%	(0)0.0%	(0)0.0%	30	0.47	0.57
Q12: Women here have paid (with money, goods, or services) other women to perform UNWANTED sexual activity.								
18-34 years old	(11)55.0%	(4)20.0%	(1)5.0%	(2)10.0%	(1)5.0%	19	0.84	1.26
35 years or older	(19)63.3%	(6)20.0%	(2)6.7%	(2)6.7%	(1)3.3%	30	0.67	1.09

35 years or older								
Q13: Women here have threatened other women inmates with sexual violence.								
18-34 years old	(11)55.0%	(7)35.0%	(2)10.0%	(0)0.0%	(0)0.0%	20	0.55	0.69
35 years or older	(23)70.0%	(5)16.7%	(4)13.3%	(0)0.0%	(0)0.0%	30	0.43	0.73
Q14: Weaker women have been sexually assaulted here by other women inmates.								
18-34 years old	(14)70.0%	(3)15.0%	(2)10.0%	(1)5.0%	(0)0.0%	20	0.50	0.89
35 years or older	(18)60.0%	(9)30.0%	(3)10.0%	(0)0.0%	(0)0.0%	30	0.50	0.68
Q15: Women here have used physical violence to force other women to perform UNWANTED sexual activity.								
18-34 years old	(13)65.0%	(5)25.0%	(2)10.0%	(0)0.0%	(0)0.0%	20	0.45	0.69
35 years or older	(19)63.3%	(10)33.3%	(1)3.3%	(0)0.0%	(0)0.0%	30	0.40	0.56
Q16: Women here involved in intimate relationships have used physical violence to force their partners or girlfriends to perform UNWANTED sexual activity.								
18-34 years old	(11)55.0%	(5)25.0%	(4)20.0%	(0)0.0%	(0)0.0%	20	0.65	0.81
35 years or older	(20)66.7%	(6)20.0%	(4)13.3%	(0)0.0%	(0)0.0%	30	0.47	0.73
Q17: Women here have been sexually assaulted by other women inmates.								
18-34 years old	(11)55.0%	(4)20.0%	(4)20.0%	(1)5.0%	(0)0.0%	20	0.75	0.97
35 years or older	(17)56.7%	(10)33.3%	(2)6.7%	(1)3.3%	(0)0.0%	30	0.57	0.77
Q18: Women here have been sexually assaulted by another woman acting alone.								
18-34 years old	(11)55.0%	(4)20.0%	(3)15.0%	(2)10.0%	(0)0.0%	20	0.80	1.06
35 years or older	(18)60.0%	(9)30.0%	(3)10.0%	(0)0.0%	(0)0.0%	30	0.50	0.68
Q19: Women here have been sexually assaulted by a group of women inmates.								
18-34 years old	(13)65.0%	(5)25.0%	(2)10.0%	(0)0.0%	(0)0.0%	20	0.45	0.69
35 years or older	(24)80.0%	(6)20.0%	(0)0.0%	(0)0.0%	(0)0.0%	30	0.20	0.41
Q20: Women here have to defend themselves from sexual assaults by other women inmates.								
18-34 years old	(12)60.0%	(7)35.0%	(1)5.0%	(0)0.0%	(0)0.0%	20	0.45	0.60
35 years or older	(22)73.3%	(6)20.0%	(2)6.7%	(0)0.0%	(0)0.0%	30	0.33	0.61

Table 3c Inmate Physical Violence (Age)

Distribution of Responses: (Frequency) Percent

Survey Item	0= Not at All a Problem	1= Small Problem	2= Medium Problem	3= Big Problem	4= Very Big Problem	N	Mean (Average)	Standard Deviation
Q21: Women here have verbally threatened other women inmates with physical violence.								
18-34 years old	(4)20.0%	(1)5.0%	(4)20.0%	(4)20.0%	(7)35.0%	20	2.45	1.54
35 years or older	(6)20.0%	(1)3.3%	(7)23.3%	(9)30.0%	(7)23.3%	30	2.33	1.42
Q22: Women here have gotten into physical fights that started with arguments.								
18-34 years old	(3)15.0%	(3)15.0%	(2)10.0%	(7)35.0%	(5)25.0%	20	2.40	1.43
35 years or older	(5)16.7%	(2)6.7%	(6)20.0%	(10)33.3%	(7)23.3%	30	2.40	1.38
Q23: Women here have had to pay “protection” to other women in order to keep themselves safe from physical assault.								
18-34 years old	(9)45.0%	(2)10.0%	(6)30.0%	(0)0.0%	(3)15.0%	20	1.30	1.45
35 years or older	(14)46.7%	(10)33.3%	(5)16.7%	(0)0.0%	(1)3.3%	30	1.80	0.96
Q24: Women here have gotten into physical fights with other inmates they did not know.								
18-34 years old	(6)30.0%	(2)10.0%	(5)25.0%	(4)20.0%	(3)15.0%	20	1.80	1.47
35 years or older	(7)23.3%	(3)10.0%	(12)40.0%	(5)16.7%	(3)10.0%	30	1.80	1.27
Q25: Women here have gotten into physical fights with their roommates/cellmates.								
18-34 years old	(3)15.0%	(3)15.0%	(5)25.0%	(4)20.0%	(5)25.0%	20	2.25	1.41
35 years or older	(4)13.3%	(4)13.3%	(13)43.3%	(6)20.0%	(3)10.0%	30	2.00	1.14
Q26: Women here have gotten into physical fights with their friends/others they know.								
18-34 years old	(3)15.0%	(2)10.0%	(7)35.0%	(4)20.0%	(4)20.0%	20	2.20	1.32
35 years or older	(5)16.7%	(4)13.3%	(11)36.7%	(7)23.3%	(3)10.0%	30	1.97	1.22
Q27: Women here have gotten into physical fights with their intimate partners or girlfriends.								
18-34 years old	(3)15.0%	(2)10.0%	(3)15.0%	(5)25.0%	(7)35.0%	20	2.55	1.47
35 years or older	(3)10.0%	(2)6.7%	(8)26.7%	(10)33.3%	(7)23.3%	30	2.53	1.22

Q28: Women involved with gangs have gotten into physical fights here.								
18-34 years old	(5)25.0%	(6)30.0%	(4)20.0%	(2)10.0%	(3)15.0%	20	1.60	1.39
35 years or older	(7)23.3%	(8)26.7%	(7)23.3%	(7)23.3%	(1)3.3%	30	1.57	1.19
Q29: Women here have hit, slapped, kicked, or bitten other women inmates.								
18-34 years old	(2)10.0%	(3)15.0%	(6)30.0%	(5)25.0%	(4)20.0%	20	2.30	1.26
35 years or older	(5)16.7%	(4)13.3%	(8)26.7%	(10)33.3%	(3)10.0%	30	2.07	1.26
Q30: Women here have used a weapon to physically assault another woman inmate.								
18-34 years old	(7)35.0%	(6)30.0%	(4)20.0%	(2)10.0%	(1)5.0%	20	1.20	1.20
35 years or older	(13)43.3%	(6)20.0%	(5)16.7%	(4)13.3%	(1)3.3%	29	1.10	1.23
Q31: Women here have to defend themselves from physical assaults by other women inmates.								
18-34 years old	(4)20.0%	(7)35.0%	(4)20.0%	(2)10.0%	(2)10.0%	19	1.53	1.26
35 years or older	(6)20.0%	(7)23.3%	(11)36.7%	(5)16.7%	(1)3.3%	30	1.60	1.10

Table 4a Inmate Economic Conflict (Race)

Distribution of Responses: (Frequency) Percent

Survey Item	0= Not at All a Problem	1= Small Problem	2= Medium Problem	3= Big Problem	4= Very Big Problem	N	Mean (Average)	Standard Deviation
Q1: Women here have gotten into verbal arguments over debts.								
Women of Color	(2)7.1%	(6)21.4%	(11)39.3%	(5)17.9%	(4)14.3%	28	2.12	1.13
White	(1)4.5%	(6) 27.3%	(9)40.9%	(2)9.1%	(4)18.2%	22	2.09	1.15
Q2: Women here have used pressure or threats to collect on debts.								
Women of Color	(6)21.4%	(4)14.3%	(9)32.1%	(6)21.4%	(3)10.7%	28	1.86	1.30
White	(2)9.1%	(7)31.8%	(8)36.4%	(3)13.6%	(2)9.1%	22	1.82	1.10
Q3: Women here have gotten into physical fights with other women inmates over debts.								
Women of Color	(6)21.4%	(3)10.7%	(11)39.3%	(5) 17.9%	(3)10.7%	28	1.86	1.27
White	(3)13.6%	(6)27.3%	(9)40.9%	(2) 9.1%	(2)9.1%	22	1.73	1.12
Q4: Women here have used pressure or threats to steal from others.								
Women of Color	(12)42.9%	(4)14.3%	(7)25%	(2) 7.1%	(3)10.7%	28	1.29	1.38
White	(4)18.2%	(6)27.3%	(9)40.9%	(1) 4.5%	(2)9.1%	22	1.59	1.14
Q5: Women here have gotten into physical fights over theft.								
Women of Color	(10)35.7%	(4)14.3%	(9)32.1%	(1) 3.6%	(4)14.3%	28	1.46	1.40
White	(3)13.6%	(5)22.7%	(9)40.9%	(3) 13.6%	(2)9.1%	22	1.82	1.14
Q6: Women here have used physical force to steal from others.								
Women of Color	(11)39.3%	(7)25%	(6)21.4%	(2) 7.1%	(2)7.1%	28	1.18	1.25
White	(4)18.2%	(8)36.4%	(7)31.8%	(1) 4.5%	(2)9.1%	22	1.50	1.14

Table 4b Inmate Sexual Violence (Race)**Distribution of Responses: (Frequency) Percent**

Survey Item	0= Not at All a Problem	1= Small Problem	2= Medium Problem	3= Big Problem	4= Very Big Problem	N	Mean (Average)	Standard Deviation
Q7: Women here have used physical force to touch, feel, or grab other women in a sexually threatening or uncomfortable way.								
Women of Color	(13)46.4%	(8)28.6%	(6)21.4%	(1)3.6%	(0)0.0%	28	0.82	0.90
White	(8)36.4%	(9)40.9%	(4)18.2%	(0)0.0%	(0)0.0%	21	0.81	0.75
Q8: Without using physical force, women here have touched, felt, or grabbed other women in a sexually threatening or uncomfortable way.								
Women of Color	(12)42.9%	(5)17.9%	(8)28.6%	(2)7.1%	(1)3.6%	28	1.11	1.17
White	(3)13.6%	(7)31.8%	(7)31.8%	(5)22.7%	(0)0.0%	22	1.64	1.00
Q9: Women here had to pay “protection” to other women in order to keep themselves safe from sexual assault.								
Women of Color	(19)67.9%	(6)21.4%	(1)3.6%	(1)3.6%	(1)3.6%	28	0.54	1.00
White	(14)63.6%	(8)36.4%	(0)0.0%	(0)0.0%	(0)0.0%	22	0.36	0.49
Q10: Women here have offered to protect other women to get them to perform UNWANTED sexual activity.								
Women of Color	(19)67.9%	(8)28.6%	(1)3.6%	(0)0.0%	(0)0.0%	28	0.36	0.56
White	(16)72.7%	(4)18.2%	(1)4.5%	(1)4.5%	(0)0.0%	22	0.41	0.80
Q11: Women here have asked other women to perform UNWANTED sexual activity.								
Women of Color	(15)53.6%	(12)42.9%	(1)3.6%	(0)0.0%	(0)0.0%	28	0.54	0.69
White	(11)50.0%	(8)36.4%	(3)13.6%	(0)0.0%	(0)0.0%	22	0.64	0.73

Q12: Women here have paid (with money, goods, or services) other women to perform UNWANTED sexual activity.								
Women of Color	(18)64.3%	(3)10.7%	(2)7.1%	(3)10.7%	(2)7.1%	28	0.86	1.35
White	(12)54.5%	(7)31.8%	(1)4.5%	(1)4.5%	(0)0.0%	21	0.57	0.81
Q13: Women here have threatened other women inmates with sexual violence.								
Women of Color	(18)64.3%	(8)28.6%	(2)7.1%	(0)0.0%	(0)0.0%	28	0.43	0.63
White	(14)63.6%	(4)18.2%	(4)18.2%	(0)0.0%	(0)0.0%	22	0.55	0.80
Q14: Weaker women have been sexually assaulted here by other women inmates.								
Women of Color	(19)67.9%	(5)17.9%	(3)10.7%	(1)3.6%	(0)0.0%	28	0.50	0.84
White	(13)59.1%	(7)31.8%	(2)9.1%	(0)0.0%	(0)0.0%	22	0.50	0.67
Q15: Women here have used physical violence to force other women to perform UNWANTED sexual activity.								
Women of Color	(18)64.3%	(7)25.0%	(3)10.7%	(0)0.0%	(0)0.0%	28	0.46	0.69
White	(14)63.6%	(8)36.4%	(0)0.0%	(0)0.0%	(0)0.0%	22	0.36	0.49
Q16: Women here involved in intimate relationships have used physical violence to force their partners or girlfriends to perform UNWANTED sexual activity.								
Women of Color	(18)64.3%	(6)21.4%	(4)14.3%	(0)0.0%	(0)0.0%	28	0.50	0.75
White	(13)59.1%	(5)22.7%	(4)18.2%	(0)0.0%	(0)0.0%	22	0.59	0.80
Q17: Women here have been sexually assaulted by other women inmates.								
Women of Color	(18)64.3%	(5)17.9%	(3)10.7%	(2)7.1%	(0)0.0%	28	0.61	0.96
White	(10)45.5%	(9)40.9%	(3)13.6%	(0)0.0%	(0)0.0%	22	0.68	0.72
Q18: Women here have been sexually assaulted by another woman acting alone.								
Women of Color	(18)64.3%	(6)21.4%	(2)7.1%	(2)7.1%	(0)0.0%	28	0.57	0.92
White	(11)50.0%	(7)31.8%	(4)18.2%	(0)0.0%	(0)0.0%	22	0.68	0.78
Q19: Women here have been sexually assaulted by a group of women inmates.								
Women of Color	(20)71.4%	(6)21.4%	(2)7.1%	(0)0.0%	(0)0.0%	28	0.36	0.62
White	(17)77.3%	(5)22.7%	(0)0.0%	(0)0.0%	(0)0.0%	22	0.23	0.43
Q20: Women here have to defend themselves from sexual assaults by other women inmates.								
Women of Color	(20)71.4%	(7)25.0%	(1)3.6%	(0)0.0%	(0)0.0%	28	0.32	0.55

White	(14)63.6%	(6)27.3%	(2)9.1%	(0)0.0%	(0)0.0%	22	0.45	0.67
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Table 4c Inmate Physical Violence (Race)

Distribution of Responses: (Frequency) Percent

Survey Item	0= Not at All a Problem	1= Small Problem	2= Medium Problem	3= Big Problem	4= Very Big Problem	N	Mean (Average)	Standard Deviation
Q21: Women here have verbally threatened other women inmates with physical violence.								
Women of Color	(8)28.6%	(1)3.6%	(7)25.0%	(4)14.3%	(8)28.6%	28	2.11	1.59
White	(2)9.1%	(1)4.5%	(4)18.2%	(9)40.9%	(6)27.3%	22	2.73	1.20
Q22: Women here have gotten into physical fights that started with arguments.								
Women of Color	(6)21.4%	(3)10.7%	(4)14.3%	(9)32.1%	(6)21.4%	28	2.21	1.47
White	(2)9.1%	(2)9.1%	(4)18.2%	(8)36.4%	(6)27.3%	22	2.64	1.26
Q23: Women here have had to pay “protection” to other women in order to keep themselves safe from physical assault.								
Women of Color	(13)46.4%	(5)17.9%	(7)25.0%	(0)0.0%	(3)10.7%	28	1.11	1.31
White	(10)45.5%	(7)31.8%	(4)18.2%	(0)0.0%	(1)4.5%	22	0.86	1.04
Q24: Women here have gotten into physical fights with other inmates they did not know.								
Women of Color	(9)32.1%	(3)10.7%	(8)28.6%	(4)14.3%	(4)14.3%	28	1.68	1.44
White	(4)18.2%	(2)9.1%	(9)40.9%	(5)22.7%	(2)9.1%	22	1.95	1.21
Q25: Women here have gotten into physical fights with their roommates/cellmates.								
Women of Color	(5)17.9%	(5)17.9%	(8)28.6%	(5)17.9%	(5)17.9%	28	2.00	1.36
White	(2)9.1%	(2)9.1%	(10)45.5%	(5)22.7%	(3)13.6%	22	2.23	1.11
Q26: Women here have gotten into physical fights with their friends/others they know.								
Women of Color	(6)21.4%	(5)17.9%	(8)28.6%	(6)21.4%	(3)10.7%	28	1.82	1.31
White	(2)9.1%	(1)4.5%	(10)45.5%	(5)22.7%	(4)18.2%	22	2.36	1.14
Q27: Women here have gotten into physical fights with their intimate partners or girlfriends.								
	(4)14.3%	(3)10.7%	(7)25.0%	(7)25.0%	(7)25.0%	28	2.36	1.37

Women of Color	(2)9.1%	(1)4.5%	(4)18.2%	(8)36.4%	(7)31.8%	22	2.77	1.23
White								
Q28: Women involved with gangs have gotten into physical fights here.								
Women of Color	(9)32.1%	(6)21.4%	(6)21.4%	(5)17.9%	(2)7.1%	28	1.46	1.32
White	(3)13.6%	(8)36.4%	(5)22.7%	(4)18.2%	(2)9.1%	22	1.73	1.20
Q29: Women here have hit, slapped, kicked, or bitten other women inmates.								
Women of Color	(5)17.9%	(5)17.9%	(6)21.4%	(9)32.1%	(3)10.7%	28	2.00	1.31
White	(2)9.1%	(2)9.1%	(8)36.4%	(6)27.3%	(4)18.2%	22	2.36	1.18
Q30: Women here have used a weapon to physically assault another woman inmate.								
Women of Color	(12)42.9%	(7)25.0%	(5)17.9%	(3)10.7%	(0)0.0%	27	0.96	1.06
White	(8)36.4%	(5)22.7%	(4)18.2%	(3)13.6%	(2)9.1%	22	1.36	1.36
Q31: Women here have to defend themselves from physical assaults by other women inmates.								
Women of Color	(7)25.0%	(8)28.6%	(8)28.6%	(3)10.7%	(1)3.6%	27	1.37	1.11
White	(3)13.6%	(6)27.3%	(7)31.8%	(4)18.2%	(2)9.1%	22	1.82	1.18

Table 5a Inmate Economic Conflict (Length of Time in Prison)

Distribution of Responses: (Frequency) Percent

Survey Item	0= Not at All a Problem	1= Small Problem	2= Medium Problem	3= Big Problem	4= Very Big Problem	N	Mean (Average)	Standard Deviation
Q1: Women here have gotten into verbal arguments over debts.								
Less than one year	(2) 8.3%	(7) 29.2%	(10) 41.7%	(2) 8.3%	(3)12.5%	24	1.88	1.12
1 year or more	(1) 4.5%	(3) 13.6%	(8) 36.4%	(5) 22.7%	(5)22.7%	22	2.45	1.43
Q2: Women here have used pressure or threats to collect on debts.								
Less than one year	(4) 16.7%	(8) 33.3%	(8) 33.3%	(1) 4.2%	(3)12.5%	24	1.63	1.21
1 year or more	(3) 13.6%	(3) 13.6%	(8) 36.4%	(6) 27.3%	(2) 9.1%	22	2.05	1.17
Q3: Women here have gotten into physical fights with other women inmates over debts.								
Less than one year	(7) 29.2%	(5) 20.8%	(10) 41.7%	(0) 0%	(2) 8.3%	24	1.38	1.73
1 year or more	(2) 9.1%	(3) 13.6%	(8) 36.4%	(6) 27.3%	(3)13.6%	22	2.23	1.15
Q4: Women here have used pressure or threats to steal from others.								
Less than one year	(9) 37.5%	(6) 25%	(4) 16.7%	(3) 12.5%	(2) 8.3%	24	1.29	1.33
1 year or more	(5) 22.7%	(4) 18.2%	(10) 45.5%	(0) 0%	(3)13.6%	22	1.64	1.26
Q5: Women here have gotten into physical fights over theft.								
Less than one year	(8) 33.3%	(4) 16.7%	(7) 29.2%	(3) 12.5%	(2) 8.3%	24	1.46	1.32
1 year or more	(3) 13.6%	(5) 22.7%	(10) 45.5%	(1) 4.5%	(3)13.6%	22	1.82	1.18
Q6: Women here have used physical force to steal from others.								
Less than one year	(9) 37.5%	(5) 20.8%	(7) 29.2%	(2) 8.3%	(1) 4.2%	24	1.21	1.18
1 year or more	(4) 18.2%	(9) 40.9%	(6) 27.3%	(0) 0%	(3)13.6%	22	1.50	1.22

Table 5b Inmate Sexual Violence (Length of Time in Prison)

Distribution of Responses: (Frequency) Percent

Survey Item	0= Not at All a Problem	1= Small Problem	2= Medium Problem	3= Big Problem	4= Very Big Problem	N	Mean (Average)	Standard Deviation
Q7: Women here have used physical force to touch, feel, or grab other women in a sexually threatening or uncomfortable way.								
Less than 1 year	(8)33.3%	(11)45.8%	(4)16.7%	(0)0.0%	(0)0.0%	23	0.83	0.72
1 year or more	(11)50.0%	(5)22.7%	(5)22.7%	(1)4.5%	(0)0.0%	22	0.82	0.96
Q8: Without using physical force, women here have touched, felt, or grabbed other women in a sexually threatening or uncomfortable way.								
Less than 1 year	(6)25.0%	(8)33.3%	(5)20.8%	(5)20.8%	(0)0.0%	24	1.38	1.10
1 year or more	(7)31.8%	(3)13.6%	(9)40.9%	(2)9.1%	(1)4.5%	22	1.41	1.18
Q9: Women here had to pay “protection” to other women in order to keep themselves safe from sexual assault.								
Less than 1 year	(15)62.5%	(9)37.5%	(0)0.0%	(0)0.0%	(0)0.0%	24	0.38	0.49
1 year or more	(15)68.2%	(6)27.3%	(1)4.5%	(0)0.0%	(0)0.0%	22	0.59	1.10
Q10: Women here have offered to protect other women to get them to perform UNWANTED sexual activity.								
Less than 1 year	(17)70.8%	(5)20.8%	(2)8.3%	(0)0.0%	(0)0.0%	24	0.38	0.65
1 year or more	(15)68.2%	(6)27.3%	(1)4.5%	(0)0.0%	(0)0.0%	22	0.41	0.73
Q11: Women here have asked other women to perform UNWANTED sexual activity.								
Less than 1 year	(12)50.0%	(8)33.3%	(3)12.5%	(1)4.2%	(0)0.0%	24	0.71	0.86
1 year or more	(11)50.0%	(11)50.0%	(0)0.0%	(0)0.0%	(0)0.0%	22	0.50	0.51

Q12: Women here have paid (with money, goods, or services) other women to perform UNWANTED sexual activity.								
Less than 1 year	(14)58.3%	(4)16.7%	(3)12.5%	(2)8.3%	(0)0.0%	23	0.70	1.02
1 year or more	(13)59.1%	(6)27.3%	(0)0.0%	(1)4.5%	(2)9.1%	22	0.77	1.27
Q13: Women here have threatened other women inmates with sexual violence.								
Less than 1 year	(16)66.7%	(6)25.0%	(2)8.3%	(0)0.0%	(0)0.0%	24	0.42	0.65
1 year or more	(13)59.1%	(6)27.3%	(3)13.6%	(0)0.0%	(0)0.0%	22	0.55	0.74
Q14: Weaker women have been sexually assaulted here by other women inmates.								
Less than 1 year	(14)58.3%	(7)29.2%	(3)12.5%	(0)0.0%	(0)0.0%	24	0.54	0.72
1 year or more	(15)68.2%	(5)22.7%	(2)9.1%	(0)0.0%	(0)0.0%	22	0.41	0.67
Q15: Women here have used physical violence to force other women to perform UNWANTED sexual activity.								
Less than 1 year	(15)62.5%	(8)33.3%	(1)4.2%	(0)0.0%	(0)0.0%	24	0.42	0.58
1 year or more	(14)63.6%	(7)31.8%	(1)4.5%	(0)0.0%	(0)0.0%	22	0.41	0.59
Q16: Women here involved in intimate relationships have used physical violence to force their partners or girlfriends to perform UNWANTED sexual activity.								
Less than 1 year	(16)66.7%	(5)20.8%	(3)12.5%	(0)0.0%	(0)0.0%	24	0.46	0.72
1 year or more	(12)54.5%	(5)22.7%	(5)22.7%	(0)0.0%	(0)0.0%	22	0.68	0.84
Q17: Women here have been sexually assaulted by other women inmates.								
Less than 1 year	(11)45.8%	(10)41.7%	(2)8.3%	(1)4.2%	(0)0.0%	24	0.71	0.81
1 year or more	(14)63.6%	(4)18.2%	(3)13.6%	(1)4.5%	(0)0.0%	22	0.59	0.91
Q18: Women here have been sexually assaulted by another woman acting alone.								
Less than 1 year	(13)54.2%	(8)33.3%	(2)8.3%	(1)4.2%	(0)0.0%	24	0.63	0.82
1 year or more	(13)59.1%	(5)22.7%	(4)18.2%	(0)0.0%	(0)0.0%	22	0.59	0.80
Q19: Women here have been sexually assaulted by a group of women inmates.								
Less than 1 year	(17)70.8%	(6)25.0%	(1)4.2%	(0)0.0%	(0)0.0%	24	0.33	0.56
1 year or more	(17)77.3%	(5)22.7%	(0)0.0%	(0)0.0%	(0)0.0%	22	0.23	0.43
Q20: Women here have to defend themselves from sexual assaults by other women inmates.								
Less than 1 year	(16)66.7%	(7)29.2%	(1)4.2%	(0)0.0%	(0)0.0%	24	0.38	0.58
1 year or more	(15)68.2%	(5)22.7%	(2)9.1%	(0)0.0%	(0)0.0%	22	0.41	0.67

Table 5c Inmate Physical Violence (Length of Time in Prison)

Distribution of Responses: (Frequency) Percent

Survey Item	0= Not at All a Problem	1= Small Problem	2= Medium Problem	3= Big Problem	4= Very Big Problem	N	Mean (Average)	Standard Deviation
Q21: Women here have verbally threatened other women inmates with physical violence.								
Less than 1 year	(4)16.7%	(1)4.2%	(6)25.0%	(8)33.3%	(5)20.8%	24	2.38	1.35
1 year or more	(4)18.2%	(1)4.5%	(5)22.7%	(4)18.2%	(8)36.4%	22	2.50	1.50
Q22: Women here have gotten into physical fights that started with arguments.								
Less than 1 year	(4)16.7%	(4)16.7%	(4)16.7%	(7)29.2%	(5)20.8%	24	2.21	1.41
1 year or more	(2)9.1%	(1)4.5%	(4)18.2%	(9)40.9%	(6)27.3%	22	2.73	1.20
Q23: Women here have had to pay “protection” to other women in order to keep themselves safe from physical assault.								
Less than 1 year	(12)50.0%	(6)25.0%	(5)20.8%	(0)0.0%	(1)4.2%	24	0.83	1.05
1 year or more	(8)36.4%	(6)27.3%	(6)27.3%	(0)0.0%	(2)9.1%	22	1.18	1.22
Q24: Women here have gotten into physical fights with other inmates they did not know.								
Less than 1 year	(8)33.3%	(2)8.3%	(8)33.3%	(4)16.7%	(2)8.3%	24	1.58	1.35
1 year or more	(3)13.6%	(2)9.2%	(9)40.9%	(5)22.7%	(3)13.6%	22	2.14	1.21
Q25: Women here have gotten into physical fights with their roommates/cellmates.								
Less than 1 year	(6)25.0%	(2)8.3%	(10)41.7%	(3)12.5%	(3)12.5%	24	1.79	1.32
1 year or more	(1)4.5%	(4)18.2%	(7)31.8%	(6)27.3%	(4)18.2%	22	2.36	1.14
Q26: Women here have gotten into physical fights with their friends/others they know.								
Less than 1 year	(6)25.0%	(1)4.2%	(8)33.3%	(6)25.0%	(3)12.5%	24	1.96	1.37
1 year or more	(2)9.2%	(4)18.2%	(8)36.4%	(5)22.7%	(3)13.6%	22	2.14	1.17
Q27: Women here have gotten into physical fights with their intimate partners or girlfriends.								
	(5)20.8%	(0)0.0%	(8)33.3%	(7)29.2%	(4)16.7%	24	2.21	1.35

Less than 1 year	(1)4.5%	(3)13.6%	(2)9.1%	(7)31.8%	(9)40.9%	22	2.91	1.23
1 year or more								
Q28: Women involved with gangs have gotten into physical fights here.								
Less than 1 year	(7)29.2%	(6)25.0%	(5)20.8%	(4)16.7%	(2)8.3%	24	1.50	1.32
1 year or more	(5)22.7%	(5)22.7%	(5)22.7%	(5)22.7%	(2)9.1%	22	1.73	1.32
Q29: Women here have hit, slapped, kicked, or bitten other women inmates.								
Less than 1 year	(6)25.0%	(2)8.3%	(7)29.2%	(6)25.0%	(3)12.5%	24	1.92	1.38
1 year or more	(1)4.5%	(4)18.2%	(5)22.7%	(8)36.4%	(4)18.2%	22	2.45	1.14
Q30: Women here have used a weapon to physically assault another woman inmate.								
Less than 1 year	(11)45.8%	(6)25.0%	(3)12.5%	(3)12.5%	(1)4.2%	24	1.04	1.23
1 year or more	(7)31.8%	(5)22.7%	(6)27.3%	(2)9.1%	(1)4.5%	21	1.29	1.19
Q31: Women here have to defend themselves from physical assaults by other women inmates.								
Less than 1 year	(7)29.2%	(4)16.7%	(8)33.3%	(3)12.5%	(2)8.3%	24	1.54	1.28
1 year or more	(3)13.6%	(9)40.9%	(5)22.7%	(4)18.2%	(1)4.5%	22	1.59	1.10

Table 6a Staff Verbal and Sexual Harassment

Distribution of Responses: (Frequency) Percent

Survey Item	0= Not at All a Problem	1= Small Problem	2= Medium Problem	3= Big Problem	4= Very Big Problem	N	Mean (Average)	Standard Deviation
Q32: Staff here have made disrespectful comments about women inmates when talking with other staff.	(15)30.0%	(5)10.0%	(5)10.0%	(11)22.0%	(14)28.0%	50	2.08	1.64
Q33: Staff here have made disrespectful comments to women inmates.	(10)20.0%	(11)22.0%	(6)12.0%	(9)18.0%	(14)28.0%	50	2.12	1.53
Q34: Staff here have cursed when speaking to women inmates.	(8)16.3%	(1)2.0%	(7)14.3%	(15)30.6%	(18)36.7%	49	2.69	1.42
Q35: Staff here have yelled or screamed at women inmates.	(6)12.0%	(3)6.0%	(10)20.0%	(12)24.0%	(19)38.0%	50	2.70	1.36
Q36: Staff here have made sexual gestures or noises in front of women inmates.	(26)52.0%	(8)16.0%	(8)16.0%	(4)8.0%	(4)8.0%	50	1.04	1.32

Table 6b Staff Sexual Misconduct

Distribution of Responses: (Frequency) Percent

Survey Item	0= Not at All a Problem	1= Small Problem	2= Medium Problem	3= Big Problem	4= Very Big Problem	N	Mean (Average)	Standard Deviation
Q37: Staff here have stared at women inmates' bodies.	(21)42.9%	(9)18.4%	(10)20.4%	(5)10.2%	(4)8.2%	49	1.22	1.33
Q38: Staff here have invaded more than what was necessary for them to do their jobs.	(11)22.4%	(10)20.4%	(13)26.5%	(8)16.3%	(7)14.3%	49	1.80	1.35
Q39: Staff here have touched women inmates in a sexual way.	(28)57.1%	(13)26.5%	(4)8.2%	(2)4.1%	(2)4.1%	49	0.71	1.06
Q40: Staff here have touched women inmates in a sexual way while searching them.	(28)57.1%	(13)26.5%	(3)6.1%	(1)2.0%	(4)8.2%	49	0.78	1.19
Q41: Staff here have exposed their genitals and/or breasts (if female staff) to women inmates.	(41)83.7%	(5)10.2%	(1)2.0%	(1)2.0%	(1)2.0%	49	0.29	0.79
Q42: Staff here have engaged in sexual activity with women inmates.	(26)52.0%	(13)26.0%	(7)14.0%	(2)4.0%	(2)4.0%	50	0.82	1.08
Q43: Staff here have pressured or threatened women inmates to engage in sexual activity.	(39)79.6%	(7)14.3%	(3)6.1%	(0)0.0%	(0)0.0%	49	0.27	0.57
Q44: Staff here have forced women inmates through physical violence to perform sexual activity.	(41)82.0%	(6)12.0%	(2)4.0%	(1)2.0%	(0)0.0%	50	0.26	0.63
Q45: Staff here have pressured or threatened women inmates with physical violence to keep quiet about staff-inmate sexual relationships.	(37)74.0%	(9)18.0%	(3)6.0%	(1)2.0%	(0)0.0%	50	0.36	0.69

Table 6c Staff Physical Violence

Distribution of Responses: (Frequency) Percent

Survey Item	0= Not at All a Problem	1= Small Problem	2= Medium Problem	3= Big Problem	4= Very Big Problem	N	Mean (Average)	Standard Deviation
Q46: Staff here have threatened women inmates with physical violence.	(23)46.0%	(11)22.0%	(9)18.0%	(3)6.0%	(4)8.0%	50	1.08	1.28
Q47: Staff here have used too much physical force while controlling women inmates.	(18)36.0%	(10)20.0%	(8)16.0%	(6)12.0%	(8)16.0%	50	1.52	1.49
Q48: Staff here have used too much force while searching women inmates.	(25)50.0%	(8)16.0%	(10)20.0%	(3)6.0%	(4)8.0%	50	1.06	1.30
Q49: Staff here have hit, slapped, kicked, or bitten women inmates.	(31)63.3%	(6)12.2%	(2)4.1%	(7)14.3%	(3)6.1%	49	0.88	1.35

Table 7a Staff Verbal and Sexual Harassment (Age)

Distribution of Responses: (Frequency) Percent

Survey Item	0= Not at All a Problem	1= Small Problem	2= Medium Problem	3= Big Problem	4= Very Big Problem	N	Mean (Average)	Standard Deviation
Q32: Staff here have made disrespectful comments about women inmates when talking with other staff.								
18-34 years old	(5)25.0%	(1)5.0%	(4)20.0%	(4)20.0%	(6)30.0%	20	2.25	1.59
35 years or older	(10)33.3%	(4)13.3%	(1)3.3%	(7)23.3%	(8)26.7%	30	1.97	1.69
Q33: Staff here have made disrespectful comments to women inmates.								
18-34 years old	(3)15.0%	(4)20.0%	(3)15.0%	(3)15.0%	(7)35.0%	20	2.35	1.53
35 years or older	(7)23.3%	(7)23.3%	(3)10.0%	(6)20.0%	(7)23.3%	30	1.97	1.54
Q34: Staff here have cursed when speaking to women inmates.								
18-34 years old	(3)15.0%	(1)5.0%	(1)5.0%	(6)30.0%	(9)45.0%	20	2.85	1.46
35 years or older	(5)16.7%	(0)0.0%	(6)30.0%	(9)30.0%	(9)30.0%	30	2.59	1.40
Q35: Staff here have yelled or screamed at women inmates.								
18-34 years old	(3)15.0%	(1)5.0%	(4)20.0%	(4)20.0%	(8)40.0%	20	2.65	1.46
35 years or older	(3)10.0%	(2)6.7%	(6)20.0%	(8)26.7%	(11)36.7%	30	2.73	1.31
Q36: Staff here have made sexual gestures or noises in front of women inmates.								
18-34 years old	(8)40.0%	(4)20.0%	(3)15.0%	(3)15.0%	(2)10.0%	20	1.35	1.42
35 years or older	(18)60.0%	(4)13.3%	(5)16.7%	(1)3.3%	(2)6.7%	30	0.83	1.23

Table 7b Staff Sexual Misconduct (Age)

Distribution of Responses: (Frequency) Percent

Survey Item	0= Not at All a Problem	1= Small Problem	2= Medium Problem	3= Big Problem	4= Very Big Problem	N	Mean (Average)	Standard Deviation
Q37: Staff here have stared at women inmates' bodies.								
18-34 years old	(6)30.0%	(5)25.0%	(4)20.0%	(2)10.0%	(2)10.0%	19	1.42	1.35
35 years or older	(15)50.0%	(4)13.3%	(6)20.0%	(3)10.0%	(2)6.7%	30	1.10	1.32
Q38: Staff here have invaded more than what was necessary for them to do their jobs.								
18-34 years old	(5)25.0%	(3)15.0%	(5)25.0%	(4)20.0%	(2)10.0%	19	1.74	1.37
35 years or older	(6)20.0%	(7)23.3%	(8)26.7%	(4)13.3%	(5)16.7%	30	1.83	1.37
Q39: Staff here have touched women inmates in a sexual way.								
18-34 years old	(7)35.0%	(8)40.0%	(2)10.0%	(1)5.0%	(1)5.0%	19	1.00	1.11
35 years or older	(21)70.0%	(5)16.7%	(2)6.7%	(1)3.3%	(1)3.3%	30	0.53	1.01
Q40: Staff here have touched women inmates in a sexual way while searching them.								
18-34 years old	(7)35.0%	(10)50.0%	(0)0.0%	(1)5.0%	(2)10.0%	20	1.05	1.23
35 years or older	(21)70.0%	(3)10.0%	(3)10.0%	(2)6.7%	(29)96.7%	29	0.59	1.15
Q41: Staff here have exposed their genitals and/or breasts (if female staff) to women inmates.								
18-34 years old	(13)65.0%	(4)20.0%	(1)5.0%	(1)5.0%	(1)5.0%	20	0.65	1.14
35 years or older	(28)93.3%	(1)3.3%	(0)0.0%	(0)0.0%	(0)0.0%	29	0.35	1.19
Q42: Staff here have engaged in sexual activity with women inmates.								
18-34 years old	(9)45.0%	(6)30.0%	(2)10.0%	(1)5.0%	(2)10.0%	20	1.05	1.32
35 years or older	(17)56.7%	(7)23.3%	(5)16.7%	(1)3.3%	(0)0.0%	30	0.67	0.88
Q43: Staff here have pressured or threatened women inmates to engage in sexual activity.								
18-34 years old	(14)75.0%	(4)20.0%	(1)5.0%	(0)0.0%	(0)0.0%	20	0.30	0.57
35 years or older	(24)80.0%	(3)10.0%	(2)6.7%	(0)0.0%	(0)0.0%	29	0.24	0.58
Q44: Staff here have forced women inmates through physical violence to perform sexual activity.								
18-34 years old	(15)75.0%	(3)15.0%	(2)10.0%	(0)0.0%	(0)0.0%	20	0.35	0.67
35 years or older	(26)86.7%	(3)10.0%	(0)0.0%	(1)3.3%	(0)0.0%	30	0.20	0.61

Q45: Staff here have pressured or threatened women inmates with physical violence to keep quiet about staff-inmate sexual relationships.								
18-34 years old	(14)70.0%	(3)15.0%	(3)15.0%	(0)0.0%	(0)0.0%	20	0.45	0.76
35 years or older	(23)76.7%	(6)20.0%	(0)0.0%	(1)3.3%	(0)0.0%	30	0.30	0.65

Table 7c Staff Physical Violence (Age)

Distribution of Responses: (Frequency) Percent

Survey Item	0= Not at All a Problem	1= Small Problem	2= Medium Problem	3= Big Problem	4= Very Big Problem	N	Mean (Average)	Standard Deviation
Q46: Staff here have threatened women inmates with physical violence.								
18-34 years old	(9)45.0%	(5)25.0%	(3)15.0%	(1)5.0%	(2)10.0%	20	1.10	1.33
35 years or older	(14)46.7%	(6)20.0%	(6)20.0%	(2)6.7%	(2)6.7%	30	1.07	1.26
Q47: Staff here have used too much physical force while controlling women inmates.								
18-34 years old	(6)30.0%	(4)20.0%	(5)25.0%	(1)5.0%	(4)20.0%	20	1.65	1.50
35 years or older	(12)40.0%	(6)20.0%	(3)10.0%	(5)16.7%	(4)13.3%	30	1.43	1.50
Q48: Staff here have used too much force while searching women inmates.								
18-34 years old	(9)45.0%	(4)20.0%	(4)20.0%	(1)5.0%	(2)10.0%	20	1.15	1.35
35 years or older	(16)53.3%	(4)13.3%	(6)20.0%	(2)6.7%	(2)6.7%	30	1.00	1.29
Q49: Staff here have hit, slapped, kicked, or bitten women inmates.								
18-34 years old	(11)55.0%	(5)25.0%	(1)5.0%	(0)0.0%	(2)10.0%	20	0.79	1.27
35 years or older	(20)66.7%	(1)3.3%	(1)3.3%	(7)23.3%	(1)3.3%	30	0.93	1.41

Table 8a Staff Verbal and Sexual Harassment (Race)

Distribution of Responses: (Frequency) Percent

Survey Item	0= Not at All a Problem	1= Small Problem	2= Medium Problem	3= Big Problem	4= Very Big Problem	N	Mean (Average)	Standard Deviation
Q32: Staff here have made disrespectful comments about women inmates when talking with other staff.								
Women of Color	(10)35.7%	(1)3.6%	(3)10.7%	(7)25.0%	(7)25.0%	28	2.00	1.68
White	(5)22.7%	(4)18.2%	(2)9.1%	(4)18.2%	(7)31.8%	22	2.18	1.62
Q33: Staff here have made disrespectful comments to women inmates.								
Women of Color	(7)25.0%	(5)17.9%	(3)10.7%	(6)21.4%	(7)25.0%	28	2.04	1.57
White	(3)13.6%	(6)27.3%	(3)13.6%	(3)13.6%	(7)31.8%	22	2.23	1.51
Q34: Staff here have cursed when speaking to women inmates.								
Women of Color	(5)17.9%	(1)3.6%	(2)7.1%	(8)28.6%	(11)39.3%	27	2.70	1.51
White	(3)13.6%	(0)0.0%	(7)31.8%	(7)31.8%	(7)31.8%	21	2.68	1.32
Q35: Staff here have yelled or screamed at women inmates.								
Women of Color	(4)14.3%	(1)3.6%	(5)17.9%	(6)21.4%	(12)42.9%	28	2.75	1.43
White	(2)9.1%	(2)9.1%	(5)22.7%	(6)27.3%	(7)31.8%	22	2.64	1.29
Q36: Staff here have made sexual gestures or noises in front of women inmates.								
Women of Color	(14)50.0%	(5)17.9%	(4)14.3%	(3)10.7%	(2)7.1%	28	1.07	1.33
White	(12)54.5%	(3)13.6%	(4)18.2%	(1)4.5%	(2)9.1%	22	1.00	1.35

Table 8b Staff Sexual Misconduct (Race)

Distribution of Responses: (Frequency) Percent

Survey Item	0= Not at All a Problem	1= Small Problem	2= Medium Problem	3= Big Problem	4= Very Big Problem	N	Mean (Average)	Standard Deviation
Q37: Staff here have stared at women inmates' bodies.	(9)32.1%	(6)21.4%	(8)28.6%	(1)3.6%	(3)10.7%	27	1.37	1.31
Women of Color	(12)54.5%	(3)13.6%	(2)9.1%	(4)18.2%	(1)4.5%	22	1.05	1.36
White								
Q38: Staff here have invaded more than what was necessary for them to do their jobs.								
Women of Color	(6)21.4%	(6)21.4%	(7)25.0%	(3)10.7%	(5)17.9%	27	1.81	1.42
White	(5)22.7%	(4)18.2%	(6)27.3%	(5)22.7%	(2)9.1%	22	1.77	1.31
Q39: Staff here have touched women inmates in a sexual way.								
Women of Color	(15)53.6%	(8)28.6%	(2)7.1%	(1)3.6%	(1)3.6%	27	0.70	1.03
White	(13)59.1%	(5)22.7%	(2)9.1%	(1)4.5%	(1)4.5%	22	0.73	1.12
Q40: Staff here have touched women inmates in a sexual way while searching them.								
Women of Color	(16)57.1%	(7)25.0%	(2)7.1%	(1)3.6%	(2)7.1%	28	0.79	1.20
White	(12)54.5%	(6)27.3%	(1)4.5%	(2)9.1%	(21)95.5%	21	0.76	1.22
Q41: Staff here have exposed their genitals and/or breasts (if female staff) to women inmates.								
Women of Color	(22)78.6%	(4)14.3%	(1)3.6%	(1)3.6%	(0)0.0%	28	0.32	0.72
White	(19)86.4%	(1)4.5%	(1)4.5%	(21)95.5%	(1)4.5%	21	0.24	0.89
Q42: Staff here have engaged in sexual activity with women inmates.								
Women of Color	(14)50.0%	(8)28.6%	(3)10.7%	(2)7.1%	(1)3.6%	28	0.86	1.11
White	(12)54.5%	(5)22.7%	(4)18.2%	(0)0.0%	(1)4.5%	22	0.77	1.07
Q43: Staff here have pressured or threatened women inmates to engage in sexual activity.								
Women of Color	(23)82.1%	(3)10.7%	(2)7.1%	(0)0.0%	(0)0.0%	28	0.25	0.59
White	(16)72.7%	(4)18.2%	(1)4.5%	(0)0.0%	(0)0.0%	21	0.29	0.56
Q44: Staff here have forced women inmates through physical violence to perform sexual activity.								
Women of Color	(24)85.7%	(2)7.1%	(2)7.1%	(0)0.0%	(0)0.0%	28	0.21	0.57
White	(17)77.3%	(4)18.2%	(0)0.0%	(1)4.5%	(0)0.0%	22	0.32	0.72

White								
Q45: Staff here have pressured or threatened women inmates with physical violence to keep quiet about staff-inmate sexual relationships.								
Women of Color	(22)78.6%	(4)14.3%	(2)7.1%	(0)0.0%	(0)0.0%	28	0.29	0.60
White	(15)68.2%	(5)22.7%	(1)4.5%	(1)4.5%	(0)0.0%	22	0.45	0.80

Table 8c Staff Physical Violence (Race)

Distribution of Responses: (Frequency) Percent

Survey Item	0= Not at All a Problem	1= Small Problem	2= Medium Problem	3= Big Problem	4= Very Big Problem	N	Mean (Average)	Standard Deviation
Q46: Staff here have threatened women inmates with physical violence.								
Women of Color	(12)42.9%	(7)25.0%	(6)21.4%	(1)3.6%	(2)7.1%	28	1.07	1.21
White	(11)50.0%	(4)18.2%	(3)13.6%	(2)9.1%	(2)9.1%	22	1.09	1.38
Q47: Staff here have used too much physical force while controlling women inmates.								
Women of Color	(10)35.7%	(6)21.4%	(5)17.9%	(5)17.9%	(2)7.1%	28	1.39	1.34
White	(8)36.4%	(4)18.2%	(3)13.6%	(1)4.5%	(6)27.3%	22	1.68	1.67
Q48: Staff here have used too much force while searching women inmates.								
Women of Color	(14)50.0%	(5)17.9%	(6)21.4%	(1)3.6%	(2)7.1%	28	1.00	1.25
White	(11)50.0%	(3)13.6%	(4)18.2%	(2)9.1%	(2)9.1%	22	1.14	1.39
Q49: Staff here have hit, slapped, kicked, or bitten women inmates.								
Women of Color	(18)64.3%	(4)14.3%	(1)3.6%	(3)10.7%	(1)3.6%	27	0.70	1.20
White	(13)59.1%	(2)9.1%	(1)4.5%	(4)18.2%	(2)9.1%	22	1.09	1.51

Table 9a Staff Verbal and Sexual Harassment (Length of Time in Prison)

Distribution of Responses: (Frequency) Percent

Survey Item	0= Not at All a Problem	1= Small Problem	2= Medium Problem	3= Big Problem	4= Very Big Problem	N	Mean (Average)	Standard Deviation
Q32: Staff here have made disrespectful comments about women inmates when talking with other staff.								
Less than 1 year	(9)37.5%	(3)12.5%	(1)4.2%	(6)25.0%	(5)20.8%	24	1.79	1.67
1 year or more	(6)27.3%	(1)4.5%	(4)18.2%	(3)13.6%	(8)36.4%	22	2.27	1.67
Q33: Staff here have made disrespectful comments to women inmates.								
Less than 1 year	(6)25.0%	(7)29.2%	(1)4.2%	(5)20.8%	(5)20.8%	24	1.83	1.55
1 year or more	(4)18.2%	(3)13.6%	(4)18.2%	(3)13.6%	(8)36.4%	22	2.36	1.56
Q34: Staff here have cursed when speaking to women inmates.								
Less than 1 year	(5)20.8%	(0)0.0%	(5)20.8%	(9)37.5%	(5)20.8%	24	2.38	1.41
1 year or more	(2)9.1%	(1)4.5%	(2)9.1%	(4)18.2%	(13)59.1%	22	3.14	1.32
Q35: Staff here have yelled or screamed at women inmates.								
Less than 1 year	(4)16.7%	(1)4.2%	(6)25.0%	(7)29.2%	(6)25.0%	24	2.42	1.38
1 year or more	(2)9.1%	(1)4.5%	(3)13.6%	(4)18.2%	(12)54.5%	22	3.05	1.33
Q36: Staff here have made sexual gestures or noises in front of women inmates.								
Less than 1 year	(16)66.7%	(2)8.3%	(3)12.5%	(2)8.3%	(1)4.2%	24	0.75	1.22
1 year or more	(9)40.9%	(6)27.3%	(4)18.2%	(0)0.0%	(3)13.6%	22	1.18	1.37

Table 9b Staff Sexual Misconduct (Length of Time in Prison)

Distribution of Responses: (Frequency) Percent

Survey Item	0= Not at All a Problem	1= Small Problem	2= Medium Problem	3= Big Problem	4= Very Big Problem	N	Mean (Average)	Standard Deviation
Q37: Staff here have stared at women inmates' bodies.								
Less than 1 year	(14)58.3%	(5)20.8%	(2)8.3%	(1)4.2%	(2)8.3%	24	0.83	1.27
1 year or more	(6)27.3%	(4)18.2%	(7)31.8%	(3)13.6%	(2)9.1%	22	1.59	1.30
Q38: Staff here have invaded more than what was necessary for them to do their jobs.								
Less than 1 year	(6)25.0%	(6)25.0%	(6)25.0%	(4)16.7%	(2)8.3%	24	1.58	1.28
1 year or more	(4)18.2%	(4)18.2%	(7)31.8%	(2)9.1%	(5)22.7%	22	2.00	1.41
Q39: Staff here have touched women inmates in a sexual way.								
Less than 1 year	(16)66.7%	(6)25.0%	(1)4.2%	(0)0.0%	(1)4.2%	24	0.50	0.93
1 year or more	(11)50.0%	(6)27.3%	(2)9.1%	(2)9.1%	(1)4.5%	22	0.91	1.19
Q40: Staff here have touched women inmates in a sexual way while searching them.								
Less than 1 year	(15)62.6%	(6)25.0%	(0)0.0%	(1)4.2%	(1)4.2%	23	0.57	1.04
1 year or more	(11)50.0%	(6)27.3%	(2)9.1%	(0)0.0%	(3)13.6%	22	1.00	1.38
Q41: Staff here have exposed their genitals and/or breasts (if female staff) to women inmates.								
Less than 1 year	(19)79.2%	(3)12.5%	(0)0.0%	(0)0.0%	(1)4.2%	23	0.30	0.88
1 year or more	(19)86.4%	(2)9.1%	(0)0.0%	(1)4.5%	(0)0.0%	22	0.23	0.69
Q42: Staff here have engaged in sexual activity with women inmates.								
Less than 1 year	(15)62.5%	(3)12.5%	(4)16.7%	(1)4.2%	(1)4.2%	24	0.75	1.51
1 year or more	(9)40.9%	(10)45.5%	(1)4.5%	(1)4.5%	(1)4.5%	22	0.86	1.04

Q43: Staff here have pressured or threatened women inmates to engage in sexual activity.								
Less than 1 year	(19)79.2%	(3)12.5%	(1)4.2%	(0)0.0%	(0)0.0%	23	0.22	0.52
1 year or more	(17)77.3%	(3)13.6%	(2)9.1%	(0)0.0%	(0)0.0%	22	0.32	0.65
Q44: Staff here have forced women inmates through physical violence to perform sexual activity.								
Less than 1 year	(20)83.3%	(3)12.5%	(0)0.0%	(1)4.2%	(0)0.0%	24	0.25	0.68
1 year or more	(18)81.8%	(3)13.6%	(1)4.5%	(0)0.0%	(0)0.0%	22	0.23	0.53
Q45: Staff here have pressured or threatened women inmates with physical violence to keep quiet about staff-inmate sexual relationships.								
Less than 1 year	(18)75.0%	(4)16.7%	(1)4.2%	(1)4.2%	(0)0.0%	24	0.38	0.77
1 year or more	(17)77.3%	(4)18.2%	(1)4.5%	(0)0.0%	(0)0.0%	22	0.27	0.55

Table 9c Staff Physical Violence (Length of Time in Prison)

Distribution of Responses: (Frequency) Percent

Survey Item	0= Not at All a Problem	1= Small Problem	2= Medium Problem	3= Big Problem	4= Very Big Problem	N	Mean (Average)	Standard Deviation
Q46: Staff here have threatened women inmates with physical violence.								
Less than 1 year	(12)50.0%	(5)20.8%	(5)20.8%	(1)4.2%	(1)4.2%	24	0.92	1.14
1 year or more	(9)40.9%	(4)18.2%	(4)18.2%	(2)9.1%	(3)13.6%	22	1.36	1.47
Q47: Staff here have used too much physical force while controlling women inmates.								
Less than 1 year	(10)41.7%	(4)16.7%	(3)12.5%	(3)12.5%	(4)16.7%	24	1.46	1.56
1 year or more	(6)27.3%	(5)22.7%	(14)18.2%	(3)13.6%	(4)18.2%	22	1.73	1.49
Q48: Staff here have used too much force while searching women inmates.								
Less than 1 year	(13)54.2%	(3)12.5%	(5)20.8%	(2)8.3%	(1)4.2%	24	0.96	1.23
1 year or more	(9)40.9%	(4)18.2%	(5)22.7%	(1)4.5%	(3)13.6%	22	1.32	1.43
Q49: Staff here have hit, slapped, kicked, or bitten women inmates.								
Less than 1 year	(15)62.5%	(2)8.3%	(2)8.3%	(4)16.7%	(1)4.2%	24	0.92	1.35
1 year or more	(14)63.6%	(3)13.6%	(0)0.0%	(3)13.6%	(2)9.1%	22	0.91	1.44

Table 10a Likelihood of Violence

Distribution of Responses: (Frequency) Percent

Survey Item	1= Strongly Disagree	2= Somewhat Disagree	3= Neither Agree nor Disagree	4= Somewhat Agree	5= Strongly Agree	N	Mean (Average)	Standard Deviation
Q50: Women here are likely to be sexually harassed by one or more women inmates.	(18)36.0%	(6)12.0%	(9)18.0%	(14)28.0%	(3)6.0%	50	2.56	1.39
Q51: Women here are likely to be <i>physically</i> assaulted by one or more women inmates.	(13)26.5%	(3)6.1%	(11)22.4%	(15)30.6%	(7)14.3%	49	3.00	1.43
Q52: Women here are likely to be <i>sexually</i> assaulted by one or more women inmates.	(19)38.0%	(7)14.0%	(15)30.0%	(5)10.0%	(4)8.0%	50	2.36	1.31
Q53: Women here are likely to be sexually harassed by one or more staff.	(19)38.8%	(4)8.2%	(14)28.6%	(7)14.3%	(5)10.2%	49	2.49	1.40
Q54: Women here are likely to be <i>physically</i> assaulted by one or more staff.	(16)32.0%	(8)16.0%	(15)30.0%	(6)12.0%	(5)10.0%	50	2.52	1.33
Q55: Women here are likely to be <i>sexually</i> assaulted by one or more staff.	(24)48.0%	(5)10.0%	(12)24.0%	(6)12.0%	(3)6.0%	50	2.52	1.32

Table 10b Physical and Sexual Violence in Units

Distribution of Responses: (Frequency) Percent

Survey Item	1= Not Violent	2	3	4	5	6	7	8	9	10= Very Violent	Number of Cases	Standard Deviation	Mean (Average)
Q56 How physically violent is this unit?	(14) 28.0%	(15) 30.0%	(8) 16.0%	(2) 4.0%	(10) 20.0%	(1) 2.0%	(0) 0.0%	(0) 0.0%	(0) 0.0%	(0) 0.0%	50	1.54	2.64
Q57 How sexually violent is this unit?	(34) 68.0%	(12) 24.0%	(2) 4.0%	(0) 0.0%	(0) 0.0%	(1) 2.0%	(1) 2.0%	(0) 0.0%	(0) 0.0%	(0) 0.0%	50	1.16	1.54

Table 11a Likelihood of Violence (Age)

Distribution of Responses: (Frequency) Percent

Survey Item	1= Strongly Disagree	2= Somewhat Disagree	3= Neither Agree nor Disagree	4= Somewhat Agree	5= Strongly Agree	N	Mean (Average)	Standard Deviation
Q50: Women here are likely to be sexually harassed by one or more women inmates.								
18-34 years old	(5)25.0%	(3)15.0%	(4)20.0%	(7)35.0%	(1)5.0%	20	2.80	1.32
35 years or older	(13)43.3%	(3)10.0%	(5)16.7%	(7)23.3%	(2)6.7%	30	2.40	1.43
Q51: Women here are likely to be <i>physically</i> assaulted by one or more women inmates.								
18-34 years old	(6)30.0%	(2)10.0%	(4)20.0%	(6)30.0%	(2)10.0%	20	2.80	1.44
35 years or older	(7)23.3%	(1)3.3%	(7)23.3%	(9)30.0%	(5)16.7%	29	3.14	1.43
Q52: Women here are likely to be <i>sexually</i> assaulted by one or more women inmates.								
18-34 years old	(7)35.0%	(3)15.0%	(8)40.0%	(1)5.0%	(1)5.0%	20	2.30	1.17
35 years or older	(12)40.0%	(4)13.3%	(7)23.3%	(4)13.3%	(3)10.0%	30	2.40	1.40
Q53: Women here are likely to be sexually harassed by one or more staff.								
18-34 years old	(6)30.0%	(3)15.0%	(4)20.0%	(4)20.0%	(2)10.0%	19	2.63	1.42
35 years or older	(13)43.3%	(1)3.3%	(10)33.3%	(3)10.0%	(3)10.0%	30	2.40	1.40
Q54: Women here are likely to be <i>physically</i> assaulted by one or more staff.								
18-34 years old	(5)25.0%	(4)20.0%	(8)40.0%	(2)10.0%	(1)5.0%	20	2.50	1.15
35 years or older	(11)36.7%	(4)13.3%	(7)23.3%	(4)13.3%	(4)13.3%	30	2.53	1.46
Q55: Women here are likely to be <i>sexually</i> assaulted by one or more staff.								
18-34 years old	(9)45.0%	(1)5.0%	(7)35.0%	(2)10.0%	(1)5.0%	20	2.25	1.29
35 years or older	(15)50.0%	(4)13.3%	(5)16.7%	(4)13.3%	(2)6.7%	30	2.13	1.36

Table 11b Physical and Sexual Violence in Units (Age)

Distribution of Responses: (Frequency) Percent

Survey Item	1= Not Violent	2	3	4	5	6	7	8	9	10= Very Violent	N	Mean (Average)	Standard Deviation
Q56 How physically violent is this unit?													
18-34 years old	(5)25.0%	(6)30.0%	(3)15.0%	(2)10.0%	(4)20.0%	(0)0.0%	(0)0.0%	(0)0.0%	(0)0.0%	(0)0.0%	20	2.70	1.49
35 years or older	(9)30.0%	(9)30.0%	(5)16.7%	(0)0.0%	(6)20.0%	(1)3.3%	(0)0.0%	(0)0.0%	(0)0.0%	(0)0.0%	30	2.60	1.59
Q57 How sexually violent is this unit?													
18-34 years old	(11)55.0%	(7)35.0%	(1)5.0%	(0)0.0%	(0)0.0%	(0)0.0%	(1)5.0%	(0)0.0%	(0)0.0%	(0)0.0%	20	1.75	1.37
35 years or older	(23)76.7%	(5)16.7%	(1)3.3%	(1)3.3%	(0)0.0%	(0)0.0%	(0)0.0%	(0)0.0%	(0)0.0%	(0)0.0%	30	1.40	1.00

Table 12a Likelihood of Violence (Race)

Distribution of Responses: (Frequency) Percent

Survey Item	1= Strongly Disagree	2= Somewhat Disagree	3= Neither Agree nor Disagree	4= Somewhat Agree	5= Strongly Agree	N	Mean (Average)	Standard Deviation
Q50: Women here are likely to be sexually harassed by one or more women inmates.								
Women of Color	(10)35.7%	(3)10.7%	(6)21.4%	(7)25.0%	(2)7.1%	28	2.57	1.40
White	(8)36.4%	(3)13.6%	(3)13.6%	(7)31.8%	(1)4.5%	22	2.54	1.41
Q51: Women here are likely to be <i>physically</i> assaulted by one or more women inmates.								
Women of Color	(7)25.0%	(2)7.1%	(6)21.4%	(8)28.6%	(4)14.3%	27	3.00	1.44
White	(6)27.3%	(1)4.5%	(5)22.7%	(7)31.8%	(3)13.6%	22	3.00	1.45
Q52: Women here are likely to be <i>sexually</i> assaulted by one or more women inmates.								
Women of Color	(11)39.3%	(3)10.7%	(8)28.6%	(3)10.7%	(3)10.7%	28	2.43	1.40
White	(8)36.4%	(4)18.2%	(7)31.8%	(2)9.1%	(1)4.5%	22	2.27	1.20
Q53: Women here are likely to be sexually harassed by one or more staff.								
Women of Color	(11)39.3%	(1)3.6%	(10)35.7%	(2)7.1%	(3)10.7%	27	2.44	1.40
White	(8)36.4%	(3)13.6%	(4)18.2%	(5)22.7%	(2)9.1%	22	2.55	1.44
Q54: Women here are likely to be <i>physically</i> assaulted by one or more staff.								
Women of Color	(8)28.6%	(3)10.7%	(11)39.3%	(3)10.7%	(3)10.7%	28	2.64	1.31
White	(8)36.4%	(5)22.7%	(4)18.2%	(3)13.6%	(2)9.1%	22	2.36	1.36
Q55: Women here are likely to be <i>sexually</i> assaulted by one or more staff.								
Women of Color	(14)50.0%	(2)7.1%	(7)25.0%	(2)7.1%	(3)10.7%	28	2.21	1.42
White	(10)45.5%	(3)13.6%	(5)22.7%	(4)18.2%	(0)0.0%	22	2.14	1.21

Table 12b Physical and Sexual Violence in Units (Race)

Distribution of Responses: (Frequency) Percent

Survey Item	1= Not Violent	2	3	4	5	6	7	8	9	10= Very Violent	N	Mean (Average)	Standard Deviation
Q56 How physically violent is this unit?													
Women of Color	(8)28.6%	(9)32.1%	(2)7.1%	(2)7.1%	(6)21.4%	(1)3.6%	(0)0.0%	(0)0.0%	(0)0.0%	(0)0.0%	28	2.71	1.65
White	(6)27.3%	(6)27.3%	(6)27.3%	(0)0.0%	(4)18.2%	(0)0.0%	(0)0.0%	(0)0.0%	(0)0.0%	(0)0.0%	22	2.55	1.41
Q57 How sexually violent is this unit?													
Women of Color	(19)67.9%	(7)25.0%	(1)3.6%	(0)0.0%	(0)0.0%	(0)0.0%	(1)3.6%	(0)0.0%	(0)0.0%	(0)0.0%	28	1.54	1.20
White	(15)68.2%	(5)22.7%	(1)4.5%	(0)0.0%	(0)0.0%	(1)4.5%	(0)0.0%	(0)0.0%	(0)0.0%	(0)0.0%	22	1.55	1.14

Table 13a Likelihood of Violence (Length of Time in Prison)

Distribution of Responses: (Frequency) Percent

Survey Item	1= Strongly Disagree	2= Somewhat Disagree	3= Neither Agree nor Disagree	4= Somewhat Agree	5= Strongly Agree	N	Mean (Average)	Standard Deviation
Q50: Women here are likely to be sexually harassed by one or more women inmates.								
Less than 1 year	(9)37.5%	(4)16.7%	(2)8.3%	(8)33.3%	(1)4.2%	24	2.50	1.41
1 year or more	(6)27.3%	(2)9.1%	(6)27.3%	(6)27.3%	(2)9.1%	22	2.82	1.37
Q51: Women here are likely to be <i>physically</i> assaulted by one or more women inmates.								
Less than 1 year	(7)29.2%	(1)4.2%	(5)20.8%	(7)29.2%	(3)12.5%	23	2.91	1.47
1 year or more	(4)18.2%	(6)27.3%	(0)0.0%	(8)36.4%	(4)18.2%	22	3.36	1.33
Q52: Women here are likely to be <i>sexually</i> assaulted by one or more women inmates.								
Less than 1 year	(8)33.3%	(4)16.7%	(7)29.2%	(3)12.5%	(2)8.3%	24	2.46	1.32
1 year or more	(8)36.4%	(3)13.6%	(7)31.8%	(2)9.1%	(2)9.1%	22	2.41	1.33
Q53: Women here are likely to be sexually harassed by one or more staff.								
Less than 1 year	(9)37.5%	(1)4.2%	(7)29.2%	(4)16.7%	(3)12.5%	24	2.63	1.47
1 year or more	(8)36.4%	(3)13.6%	(6)27.3%	(3)13.6%	(2)9.1%	22	2.45	1.37
Q54: Women here are likely to be <i>physically</i> assaulted by one or more staff.								
Less than 1 year	(7)29.2%	(5)20.8%	(7)29.2%	(4)16.7%	(1)4.2%	24	2.46	1.22
1 year or more	(7)31.8%	(3)13.6%	(6)27.3%	(2)9.1%	(4)18.2%	22	2.68	1.49
Q55: Women here are likely to be <i>sexually</i> assaulted by one or more staff.								
Less than 1 year	(11)45.8%	(4)16.7%	(6)25.0%	(2)8.3%	(1)4.2%	24	2.08	1.21
1 year or more	(10)45.5%	(1)4.5%	(5)22.7%	(4)18.2%	(2)9.1%	22	2.41	1.47

Table 13b Physical and Sexual Violence in Units (Length of Time in Prison)
Distribution of Responses: (Frequency) Percent

Survey Item	1= Not Violent	2	3	4	5	6	7	8	9	10= Very Violent	N	Mean (Average)	Standard Deviation
Q56 How physically violent is this unit?													
Less than 1 year	(8)33.3%	(6)25.0%	(3)12.5%	(1)4.2%	(6)25.0%	(0)0.0%	(0)0.0%	(0)0.0%	(0)0.0%	(0)0.0%	24	2.63	1.61
1 year or more	(4)18.2%	(9)40.9%	(3)13.6%	(1)4.5%	(4)18.2%	(1)4.5%	(0)0.0%	(0)0.0%	(0)0.0%	(0)0.0%	22	2.77	1.54
Q57 How sexually violent is this unit?													
Less than 1 year	(18)75.0%	(3)12.5%	(2)8.3%	(0)0.0%	(0)0.0%	(1)4.2%	(0)0.0%	(0)0.0%	(0)0.0%	(0)0.0%	24	1.50	1.14
1 year or more	(13)59.1%	(8)36.4%	(0)0.0%	(0)0.0%	(0)0.0%	(0)0.0%	(1)4.5%	(0)0.0%	(0)0.0%	(0)0.0%	22	1.64	1.29

Table 14a Staff Harassment of Inmates Who Report

Distribution of Responses: (Frequency) Percent

Survey Item	1= Strongly Disagree	2= Somewhat Disagree	3= Neither Agree nor Disagree	4= Somewhat Agree	5= Strongly Agree	N	Mean (Average)	Standard Deviation
Q59a: Staff harass women inmates who make reports about inmate physical violence.	(13)26.0%	(8)16.0%	(12)24.0%	(12)24.0%	(5)10.0%	50	2.76	1.35
Q59b: Staff harass women inmates who make reports about inmate sexual violence.	(16)32.0%	(3)6.0%	(21)42.0%	(8)16.0%	(2)4.0%	50	2.54	1.22
Q59c: Staff harass women inmates who make reports about staff sexual misconduct.	(12)24.5%	(6)12.2%	(18)36.7%	(8)16.3%	(5)10.2%	49	2.76	1.28
Q59d: Staff harass women inmates who make reports about staff physical violence.	(11)22.0%	(5)10.0%	(15)30.0%	(14)28.0%	(5)10.0%	50	2.94	1.30

Table 14b Inmate Harassment of Inmates Who Report

Distribution of Responses: (Frequency) Percent

Survey Item	1= Strongly Disagree	2= Somewhat Disagree	3= Neither Agree nor Disagree	4= Somewhat Agree	5= Strongly Agree	N	Mean (Average)	Standard Deviation
Q60a: Other women inmates harass inmates who make reports about inmate physical violence.	(4)8.0%	(1)2.0%	(13)26.0%	(17)34.0%	(15)30.0%	50	3.76	1.15
Q60b: Other women inmates harass inmates who make reports about inmate sexual violence.	(5)10.0%	(3)6.0%	(18)36.0%	(10)20.0%	(14)28.0%	50	3.50	1.25
Q60c: Other women inmates harass inmates who make reports about staff sexual misconduct.	(9)18.0%	(4)8.0%	(22)44.0%	(9)18.0%	(6)12.0%	50	2.98	1.22
Q60d: Other women inmates harass inmates who make reports about staff physical violence.	(8)16.0%	(3)6.0%	(26)52.0%	(8)16.0%	(5)10.0%	50	2.98	1.13

Table 14c Staff Reporting Climate

Distribution of Responses: (Frequency) Percent

Survey Item	1= Strongly Disagree	2= Somewhat Disagree	3= Neither Agree nor Disagree	4= Somewhat Agree	5= Strongly Agree	N	Mean (Average)	Standard Deviation
Q61: The staff here have done a good job of handling women's complaints about sexual safety.	(6)12.0%	(6)12.0%	(21)42.0%	(12)24.0%	(5)10.0%	50	3.08	1.12
Q62: Staff members here are concerned about the sexual safety of women inmates.	(8)16.0%	(6)12.0%	(23)46.0%	(10)20.0%	(3)6.0%	50	2.88	1.10
Q63: If a woman inmate believes she will be sexually attacked, the custody housing staff here will protect her.	(6)12.0%	(6)12.0%	(22)44.0%	(12)24.0%	(4)8.0%	50	3.04	1.09
Q64: The custody line staff here are concerned about the sexual safety of women inmates.	(7)14.0%	(8)16.0%	(22)44.0%	(8)16.0%	(5)10.0%	50	2.92	1.14
Q65: The administrative staff here are concerned about the sexual safety of women inmates.	(4)8.0%	(3)6.0%	(23)46.0%	(14)28.0%	(6)12.0%	50	3.30	1.04
Q66: There are programs at this facility to help women inmates deal with sexual safety problems.	(5)10.0%	(5)10.0%	(18)36.0%	(14)28.0%	(8)16.0%	50	3.30	1.16
Q67: Staff here would report other staff who are involved sexually with women inmates.	(4)8.0%	(8)16.0%	(24)48.0%	(10)20.0%	(4)8.0%	50	3.04	1.01

Table 15a Staff Harassment of Inmates Who Report (Age)

Distribution of Responses: (Frequency) Percent

Survey Item	1= Strongly Disagree	2= Somewhat Disagree	3= Neither Agree nor Disagree	4= Somewhat Agree	5= Strongly Agree	N	Mean (Average)	Standard Deviation
Q59a: Staff harass women inmates who make reports about inmate physical violence.								
18-34 years old	(6)30.0%	(4)20.0%	(4)20.0%	(3)15.0%	(3)15.0%	20	2.65	1.46
35 years or older	(7)23.3%	(4)13.3%	(8)26.7%	(9)30.0%	(2)6.7%	30	2.83	1.29
Q59b: Staff harass women inmates who make reports about inmate sexual violence.								
18-34 years old	(6)30.0%	(1)5.0%	(10)50.0%	(3)15.0%	(0)0.0%	20	2.50	1.10
35 years or older	(10)33.3%	(2)6.7%	(11)36.7%	(5)16.7%	(2)6.7%	30	2.57	1.30
Q59c: Staff harass women inmates who make reports about staff sexual misconduct.								
18-34 years old	(4)20.0%	(3)15.0%	(6)30.0%	(4)20.0%	(2)10.0%	19	2.84	1.30
35 years or older	(8)26.7%	(3)10.0%	(12)40.0%	(4)13.3%	(3)10.0%	30	2.70	1.29
Q59d: Staff harass women inmates who make reports about staff physical violence.								
18-34 years old	(4)20.0%	(2)10.0%	(6)30.0%	(7)35.0%	(1)5.0%	20	2.95	1.23
35 years or older	(7)23.3%	(3)10.0%	(9)30.0%	(7)23.3%	(4)13.3%	30	2.93	1.36

Table 15b Inmate Harassment of Inmates Who Report (Age)

Distribution of Responses: (Frequency) Percent

Survey Item	1= Strongly Disagree	2= Somewhat Disagree	3= Neither Agree nor Disagree	4= Somewhat Agree	5= Strongly Agree	N	Mean (Average)	Standard Deviation
Q60a: Other women inmates harass inmates who make reports about inmate physical violence.								
18-34 years old	(1)5.0%	(1)5.0%	(5)25.0%	(6)30.0%	(7)35.0%	20	3.85	1.14
35 years or older	(3)10.0%	(0)0.0%	(8)26.7%	(11)36.7%	(8)26.7%	30	3.70	1.18
Q60b: Other women inmates harass inmates who make reports about inmate sexual violence.								
18-34 years old	(2)10.0%	(1)5.0%	(9)45.0%	(3)15.0%	(5)25.0%	20	3.40	1.23
35 years or older	(3)10.0%	(2)6.7%	(9)30.0%	(7)23.3%	(9)30.0%	30	3.57	1.28
Q60c: Other women inmates harass inmates who make reports about staff sexual misconduct.								
18-34 years old	(3)15.0%	(1)5.0%	(10)50.0%	(4)20.0%	(2)10.0%	20	3.05	1.15
35 years or older	(6)20.0%	(3)10.0%	(12)40.0%	(5)16.7%	(4)13.3%	30	2.93	1.28
Q60d: Other women inmates harass inmates who make reports about staff physical violence.								
18-34 years old	(2)10.0%	(1)5.0%	(11)55.0%	(4)20.0%	(2)10.0%	20	3.15	1.04
35 years or older	(6)20.0%	(2)6.7%	(15)50.0%	(4)13.3%	(3)10.0%	30	2.87	1.20

Table 15c Staff Reporting Climate (Age)

Distribution of Responses: (Frequency) Percent

Survey Item	1= Strongly Disagree	2= Somewhat Disagree	3= Neither Agree nor Disagree	4= Somewhat Agree	5= Strongly Agree	N	Mean (Average)	Standard Deviation
Q61: The staff here have done a good job of handling women's complaints about sexual safety.								
18-34 years old	(2)10.0%	(3)15.0%	(8)40.0%	(4)20.0%	(3)15.0%	20	3.15	1.18
35 years or older	(4)13.3%	(3)10.0%	(13)43.3%	(8)26.7%	(2)6.7%	30	3.03	1.10
Q62: Staff members here are concerned about the sexual safety of women inmates.								
18-34 years old	(3)15.0%	(5)25.0%	(6)30.0%	(5)25.0%	(1)5.0%	20	2.80	1.15
35 years or older	(5)16.7%	(1)3.3%	(17)56.7%	(5)16.7%	(2)6.7%	30	2.93	1.08
Q63: If a woman inmate believes she will be sexually attacked, the custody housing staff here will protect her.								
18-34 years old	(2)10.0%	(3)15.0%	(9)45.0%	(5)25.0%	(1)5.0%	20	3.00	1.03
35 years or older	(4)13.3%	(3)10.0%	(13)43.3%	(7)23.3%	(3)10.0%	30	3.07	1.14
Q64: The custody line staff here are concerned about the sexual safety of women inmates.								
18-34 years old	(3)15.0%	(3)15.0%	(9)45.0%	(3)15.0%	(2)10.0%	20	2.90	1.17
35 years or older	(4)13.3%	(5)16.7%	(13)43.3%	(5)16.7%	(3)10.0%	30	2.93	1.14
Q65: The administrative staff here are concerned about the sexual safety of women inmates.								
18-34 years old	(2)10.0%	(0)0.0%	(10)50.0%	(6)30.0%	(2)10.0%	20	3.30	1.03
35 years or older	(2)6.7%	(3)10.0%	(13)43.3%	(8)26.7%	(4)13.3%	30	3.30	1.06
Q66: There are programs at this facility to help women inmates deal with sexual safety problems.								
18-34 years old	(1)5.0%	(2)10.0%	(5)25.0%	(9)45.0%	(3)15.0%	20	3.55	1.05
35 years or older	(4)13.3%	(3)10.0%	(13)43.3%	(5)16.7%	(5)16.7%	30	3.13	1.22

Q67: Staff here would report other staff who are involved sexually with women inmates.

18-34 years old	(1)5.0%	(5)25.0%	(9)45.0%	(4)20.0%	(1)5.0%	20	2.95	0.94
35 years or older	(3)10.0%	(3)10.0%	(15)50.0%	(6)20.0%	(3)10.0%	30	3.10	1.06

Table 16a Staff Harassment of Inmates Who Report (Race)

Distribution of Responses: (Frequency) Percent

Survey Item	1= Strongly Disagree	2= Somewhat Disagree	3= Neither Agree nor Disagree	4= Somewhat Agree	5= Strongly Agree	N	Mean (Average)	Standard Deviation
Q59a: Staff harass women inmates who make reports about inmate physical violence.								
Women of Color	(6)21.4%	(3)10.7%	(8)28.6%	(9)32.1%	(2)7.1%	28	2.93	1.27
White	(7)31.8%	(5)22.7%	(4)18.2%	(3)13.6%	(13)6.6%	22	2.55	1.44
Q59b: Staff harass women inmates who make reports about inmate sexual violence.								
Women of Color	(7)25.0%	(0)0.0%	(16)57.1%	(5)17.9%	(0)0.0%	28	2.68	1.06
White	(9)40.9%	(3)13.6%	(5)22.7%	(3)13.6%	(2)9.1%	22	2.36	1.40
Q59c: Staff harass women inmates who make reports about staff sexual misconduct.								
Women of Color	(5)17.9%	(1)3.6%	(14)50.0%	(6)21.4%	(2)7.1%	28	2.96	1.14
White	(7)31.8%	(5)22.7%	(4)18.2%	(2)9.1%	(3)13.6%	21	2.48	1.44
Q59d: Staff harass women inmates who make reports about staff physical violence.								
Women of Color	(5)17.9%	(0)0.0%	(13)46.4%	(9)32.1%	(1)3.6%	28	3.04	1.10
White	(6)27.3%	(5)22.7%	(2)9.1%	(5)22.7%	(4)18.2%	22	2.82	1.53

Table 16b Inmate Harassment of Inmates Who Report (Race)

Distribution of Responses: (Frequency) Percent

Survey Item	1= Strongly Disagree	2= Somewhat Disagree	3= Neither Agree nor Disagree	4= Somewhat Agree	5= Strongly Agree	N	Mean (Average)	Standard Deviation
Q60a: Other women inmates harass inmates who make reports about inmate physical violence.								
Women of Color	(2)7.1%	(1)3.6%	(10)35.7%	(9)32.1%	(6)21.4%	28	3.57	1.10
White	(2)9.1%	(0)0.0%	(3)13.6%	(8)36.4%	(9)40.9%	22	4.00	1.20
Q60b: Other women inmates harass inmates who make reports about inmate sexual violence.								
Women of Color	(2)7.1%	(2)7.1%	(15)53.6%	(3)10.7%	(6)21.4%	28	3.32	1.12
White	(3)13.6%	(1)4.5%	(3)13.6%	(7)31.8%	(8)36.4%	22	3.73	1.39
Q60c: Other women inmates harass inmates who make reports about staff sexual misconduct.								
Women of Color	(5)17.9%	(0)0.0%	(16)57.1%	(5)17.9%	(2)7.1%	28	2.96	1.10
White	(4)18.2%	(4)18.2%	(6)27.3%	(4)18.2%	(4)18.2%	22	3.00	1.38
Q60d: Other women inmates harass inmates who make reports about staff physical violence.								
Women of Color	(5)17.9%	(0)0.0%	(18)64.3%	(3)10.7%	(2)7.1%	28	2.89	1.07
White	(3)13.6%	(3)13.6%	(8)36.4%	(5)22.7%	(3)13.6%	22	3.09	1.23

Table 16c Staff Reporting Climate (Race)

Distribution of Responses: (Frequency) Percent

Survey Item	1= Strongly Disagree	2= Somewhat Disagree	3= Neither Agree nor Disagree	4= Somewhat Agree	5= Strongly Agree	N	Mean (Average)	Standard Deviation
Q61: The staff here have done a good job of handling women's complaints about sexual safety.								
Women of Color	(1)3.6%	(4)14.3%	(15)53.6%	(7)25.0%	(1)3.6%	28	3.11	0.83
White	(5)22.7%	(2)9.1%	(6)27.3%	(5)22.7%	(4)18.2%	22	3.05	1.43
Q62: Staff members here are concerned about the sexual safety of women inmates.								
Women of Color	(3)10.7%	(5)17.9%	(14)50.0%	(6)21.4%	(0)0.0%	28	2.82	0.90
White	(5)22.7%	(1)4.5%	(9)40.9%	(4)18.2%	(3)13.6%	22	2.95	1.33
Q63: If a woman inmate believes she will be sexually attacked, the custody housing staff here will protect her.								
Women of Color	(1)3.6%	(6)21.4%	(14)50.0%	(7)25.0%	(0)0.0%	28	2.96	0.79
White	(5)22.7%	(0)0.0%	(8)36.4%	(5)22.7%	(4)18.2%	22	3.14	1.39
Q64: The custody line staff here are concerned about the sexual safety of women inmates.								
Women of Color	(1)3.6%	(8)28.6%	(14)50.0%	(4)14.3%	(1)3.6%	28	2.86	0.85
White	(6)27.3%	(0)0.0%	(8)36.4%	(4)18.2%	(4)18.2%	22	3.00	1.45
Q65: The administrative staff here are concerned about the sexual safety of women inmates.								
Women of Color	(0)0.0%	(3)10.7%	(14)50.0%	(10)35.7%	(1)3.6%	28	3.32	0.72
White	(4)18.2%	(0)0.0%	(9)40.9%	(4)18.2%	(5)22.7%	22	3.27	1.35

Q66: There are programs at this facility to help women inmates deal with sexual safety problems.								
Women of Color	(3)10.7%	(3)10.7%	(11)39.3%	(9)32.1%	(2)7.1%	28	3.14	1.08
White	(2)9.1%	(2)9.1%	(7)31.8%	(5)22.7%	(6)27.3%	22	3.50	1.26
Q67: Staff here would report other staff who are involved sexually with women inmates.								
Women of Color	(1)3.6%	(6)21.4%	(15)53.6%	(6)21.4%	(0)0.0%	28	2.93	0.77
White	(3)13.6%	(2)9.1%	(9)40.9%	(4)18.2%	(4)18.2%	22	3.18	1.26

Table 17a Staff Harassment of Inmates Who Report (Length of Time in Prison)
Distribution of Responses: (Frequency) Percent

Survey Item	1= Strongly Disagree	2= Somewhat Disagree	3= Neither Agree nor Disagree	4= Somewhat Agree	5= Strongly Agree	N	Mean (Average)	Standard Deviation
Q59a: Staff harass women inmates who make reports about inmate physical violence.								
Less than 1 year	(6)25.0%	(3)12.5%	(8)33.3%	(4)16.7%	(3)12.5%	24	2.79	1.35
1 year or more	(5)22.7%	(3)13.6%	(4)18.2%	(8)36.4%	(2)9.1%	22	2.95	1.36
Q59b: Staff harass women inmates who make reports about inmate sexual violence.								
Less than 1 year	(7)29.2%	(2)8.3%	(10)41.7%	(4)16.7%	(1)4.2%	24	2.58	1.21
1 year or more	(7)31.8%	(0)0.0%	(10)45.5%	(4)18.2%	(1)4.5%	22	2.64	1.26
Q59c: Staff harass women inmates who make reports about staff sexual misconduct.								
Less than 1 year	(5)20.8%	(3)12.5%	(9)37.5%	(3)12.5%	(3)12.5%	23	2.83	1.30
1 year or more	(6)27.3%	(2)9.1%	(8)36.4%	(4)18.2%	(2)9.1%	22	2.73	1.32
Q59d: Staff harass women inmates who make reports about staff physical violence.								
Less than 1 year	(5)20.8%	(3)12.5%	(7)29.2%	(7)29.2%	(2)8.3%	24	2.92	1.28
1 year or more	(5)22.7%	(1)4.5%	(7)31.8%	(6)27.3%	(3)13.6%	22	3.05	1.36

Table 17b Inmate Harassment of Inmates Who Report (Length of Time in Prison)

Distribution of Responses: (Frequency) Percent

Survey Item	1= Strongly Disagree	2= Somewhat Disagree	3= Neither Agree nor Disagree	4= Somewhat Agree	5= Strongly Agree	N	Mean (Average)	Standard Deviation
Q60a: Other women inmates harass inmates who make reports about inmate physical violence.								
Less than 1 year	(3)12.5%	(0)0.0%	(6)25.0%	(7)29.2%	(8)33.3%	24	3.71	1.30
1 year or more	(0)0.0%	(1)4.5%	(6)27.3%	(8)36.4%	(7)31.8%	22	3.95	0.90
Q60b: Other women inmates harass inmates who make reports about inmate sexual violence.								
Less than 1 year	(4)16.7%	(1)4.2%	(8)33.3%	(4)16.7%	(7)29.2%	24	3.38	1.41
1 year or more	(0)0.0%	(2)9.1%	(8)36.4%	(5)22.7%	(7)31.8%	22	3.77	1.02
Q60c: Other women inmates harass inmates who make reports about staff sexual misconduct.								
Less than 1 year	(6)25.0%	(1)4.2%	(9)37.5%	(4)16.7%	(4)16.7%	24	2.96	1.40
1 year or more	(2)9.1%	(2)9.1%	(12)54.5%	(4)18.2%	(2)9.1%	22	3.09	1.02
Q60d: Other women inmates harass inmates who make reports about staff physical violence.								
Less than 1 year	(5)20.8%	(0)0.0%	(12)50.0%	(3)12.5%	(4)16.7%	24	3.04	1.30
1 year or more	(2)9.1%	(2)9.1%	(12)54.5%	(5)22.7%	(1)4.5%	22	3.05	0.95

Table 17c Staff Reporting Climate (Length of Time in Prison)

Distribution of Responses: (Frequency) Percent

Survey Item	1= Strongly Disagree	2= Somewhat Disagree	3= Neither Agree nor Disagree	4= Somewhat Agree	5= Strongly Agree	N	Mean (Average)	Standard Deviation
Q61: The staff here have done a good job of handling women's complaints about sexual safety.								
Less than 1 year	(4)16.7%	(2)8.3%	(11)45.8%	(4)16.7%	(3)12.5%	24	3.00	1.22
1 year or more	(2)9.1%	(4)18.2%	(9)40.9%	(5)22.7%	(2)9.1%	22	3.05	1.09
Q62: Staff members here are concerned about the sexual safety of women inmates.								
Less than 1 year	(5)20.8%	(2)8.3%	(12)50.0%	(3)12.5%	(2)8.3%	24	2.79	1.18
1 year or more	(2)9.1%	(4)18.2%	(10)45.5%	(5)22.7%	(1)4.5%	22	2.95	1.00
Q63: If a woman inmate believes she will be sexually attacked, the custody housing staff here will protect her.								
Less than 1 year	(3)12.5%	(3)12.5%	(9)37.5%	(6)25.0%	(3)12.5%	24	3.13	1.19
1 year or more	(3)13.6%	(3)13.6%	(12)54.5%	(3)13.6%	(1)4.5%	22	2.82	1.01
Q64: The custody line staff here are concerned about the sexual safety of women inmates.								
Less than 1 year	(3)12.5%	(3)12.5%	(10)41.7%	(5)20.8%	(3)12.5%	24	3.08	1.18
1 year or more	(3)13.6%	(5)22.7%	(11)50.0%	(1)4.5%	(2)9.1%	22	2.73	1.08
Q65: The administrative staff here are concerned about the sexual safety of women inmates.								
Less than 1 year	(2)8.3%	(0)0.0%	(10)41.7%	(8)33.3%	(4)16.7%	24	3.50	1.06
1 year or more	(2)9.1%	(3)13.6%	(12)54.5%	(3)13.6%	(2)9.1%	22	3.00	1.02
Q66: There are programs at this facility to help women inmates deal with sexual safety problems.								
Less than 1 year	(2)8.3%	(2)8.3%	(8)33.3%	(7)29.2%	(5)20.8%	24	3.46	1.18
1 year or more	(2)9.1%	(3)13.6%	(8)36.4%	(6)27.3%	(3)13.6%	22	3.23	1.15
Q67: Staff here would report other staff who are involved sexually with women inmates.								
Less than 1 year	(2)8.3%	(3)12.5%	(11)45.8%	(5)20.8%	(3)12.5%	24	3.17	1.09
1 year or more	(1)4.5%	(5)22.7%	(12)54.5%	(3)13.6%	(1)4.5%	22	2.90	0.87

Table 18a Facility Procedures for Protecting Women

Distribution of Responses: (Frequency) Percent

Survey Item	1= Strongly Disagree	2= Somewhat Disagree	3= Neither Agree nor Disagree	4= Somewhat Agree	5= Strongly Agree	N	Mean (Average)	Standard Deviation
Q58a: The facility's procedures are successful in protecting women inmates here from inmate physical violence.	(8)16.3%	(13)26.5%	(10)20.4%	(12)24.5%	(6)12.2%	49	2.90	1.29
Q58b: The facility's procedures are successful in protecting women inmates here from inmate sexual violence.	(8)16.3%	(7)14.3%	(14)28.6%	(16)32.7%	(4)8.2%	49	3.02	1.22
Q58c: The facility's procedures are successful in protecting women inmates here from staff sexual misconduct.	(5)10.2%	(6)12.2%	(19)38.8%	(13)26.5%	(6)12.2%	49	3.18	1.13
Q58d: The facility's procedures are successful in protecting women inmates here from staff physical violence.	(8)16.3%	(6)12.2%	(18)36.7%	(9)18.4%	(8)16.3%	49	3.06	1.28

Table 19a Facility Procedures for Protecting Women (Age)

Distribution of Responses: (Frequency) Percent

Survey Item	1= Strongly Disagree	2= Somewhat Disagree	3= Neither Agree nor Disagree	4= Somewhat Agree	5= Strongly Agree	N	Mean (Average)	Standard Deviation
Q58a: The facility's procedures are successful in protecting women inmates here from inmate physical violence.								
18-34 years old	(3)15.0%	(8)40.0%	(2)10.0%	(3)15.0%	(3)15.0%	19	2.74	1.37
35 years or older	(5)16.7%	(5)16.7%	(8)26.7%	(9)30.0%	(3)10.0%	30	3.00	1.26
Q58b: The facility's procedures are successful in protecting women inmates here from inmate sexual violence.								
18-34 years old	(3)15.0%	(5)25.0%	(3)15.0%	(6)30.0%	(2)10.0%	19	2.95	1.31
35 years or older	(5)16.7%	(2)6.7%	(11)36.7%	(10)33.3%	(2)6.7%	30	3.07	1.17
Q58c: The facility's procedures are successful in protecting women inmates here from staff sexual misconduct.								
18-34 years old	(3)15.0%	(3)15.0%	(6)30.0%	(5)25.0%	(2)10.0%	19	3.00	1.25
35 years or older	(2)6.7%	(3)10.0%	(13)43.3%	(8)26.7%	(4)13.3%	30	3.30	1.06
Q58d: The facility's procedures are successful in protecting women inmates here from staff physical violence.								
18-34 years old	(3)15.0%	(4)20.0%	(7)35.0%	(3)15.0%	(2)10.0%	19	2.84	1.21
35 years or older	(5)16.7%	(2)6.7%	(11)36.7%	(6)20.0%	(6)20.0%	30	3.20	1.32

Table 20a Facility Procedures for Protecting Women (Race)
Distribution of Responses: (Frequency) Percent

Survey Item	1= Strongly Disagree	2= Somewhat Disagree	3= Neither Agree nor Disagree	4= Somewhat Agree	5= Strongly Agree	N	Mean (Average)	Standard Deviation
Q58a: The facility's procedures are successful in protecting women inmates here from inmate physical violence.								
Women of Color	(6)21.4%	(6)21.4%	(7)25.0%	(6)21.4%	(2)7.1%	27	2.70	1.27
White	(2)9.1%	(7)31.8%	(3)13.6%	(6)27.3%	(4)18.2%	22	3.14	1.32
Q58b: The facility's procedures are successful in protecting women inmates here from inmate sexual violence.								
Women of Color	(6)21.4%	(3)10.7%	(11)39.3%	(6)21.4%	(1)3.6%	27	2.74	1.16
White	(2)9.1%	(4)18.2%	(3)13.6%	(10)45.5%	(3)13.6%	22	3.36	1.22
Q58c: The facility's procedures are successful in protecting women inmates here from staff sexual misconduct.								
Women of Color	(3)10.7%	(3)10.7%	(15)53.6%	(6)21.4%	(0)0.0%	27	2.89	0.89
White	(2)9.1%	(3)13.6%	(4)18.2%	(7)31.8%	(6)27.3%	22	3.55	1.30
Q58d: The facility's procedures are successful in protecting women inmates here from staff physical violence.								
Women of Color	(5)17.9%	(4)14.3%	(13)46.4%	(5)17.9%	(0)0.0%	27	2.67	1.00
White	(3)13.6%	(2)9.1%	(5)22.7%	(4)18.2%	(8)36.4%	22	3.55	1.44

Table 21a Facility Procedures for Protecting Women (Length of Time in Prison)

Distribution of Responses: (Frequency) Percent

Survey Item	1= Strongly Disagree	2= Somewhat Disagree	3= Neither Agree nor Disagree	4= Somewhat Agree	5= Strongly Agree	N	Mean (Average)	Standard Deviation
Q58a: The facility's procedures are successful in protecting women inmates here from inmate physical violence.								
Less than 1 year	(3)12.5%	(4)16.7%	(8)33.3%	(5)20.8%	(4)16.7%	24	3.13	1.26
1 year or more	(4)18.2%	(9)40.9%	(1)4.5%	(6)27.3%	(2)9.1%	22	2.68	1.32
Q58b: The facility's procedures are successful in protecting women inmates here from inmate sexual violence.								
Less than 1 year	(4)16.7%	(3)12.5%	(6)25.0%	(9)37.5%	(2)8.3%	24	3.08	1.25
1 year or more	(3)13.6%	(4)18.2%	(7)31.8%	(6)27.3%	(2)9.1%	22	3.00	1.20
Q58c: The facility's procedures are successful in protecting women inmates here from staff sexual misconduct.								
Less than 1 year	(2)8.3%	(1)4.2%	(8)33.3%	(10)41.7%	(3)12.5%	24	3.46	1.06
1 year or more	(2)9.1%	(5)22.7%	(10)45.5%	(2)9.1%	(3)13.6%	22	2.95	1.13
Q58d: The facility's procedures are successful in protecting women inmates here from staff physical violence.								
Less than 1 year	(3)12.5%	(2)8.3%	(9)37.5%	(6)25.0%	(4)16.7%	24	3.25	1.22
1 year or more	(4)18.2%	(4)18.2%	(8)36.4%	(3)13.6%	(3)13.6%	22	2.86	1.28

Appendix F: WCSS Subscale Means by Each Racial Group

Table 25 Safety Subscale Mean Scores by Racial Group

Scale (Range)	N	Mean Score
Inmate Economic Conflict (0-4)		
White	22	1.76
Black or African American	7	1.89
Hispanic or Latina	6	1.28
Native American or American Indian	4	0.88
Asian/Pacific Islander	5	2.63
Other/Mixed	6	1.44
Inmate Sexual Violence (0-4)		
White	22	0.61
Black or African American	7	0.45
Hispanic or Latina	6	0.26
Native American or American Indian	4	0.70
Asian/Pacific Islander	5	1.20
Other/Mixed	6	0.41
Inmate Physical Violence (0-4)		
White	22	2.07
Black or African American	7	1.74
Hispanic or Latina	6	1.15
Native American or American Indian	4	0.93
Asian/Pacific Islander	5	2.49
Other/Mixed	6	2.23
Staff Verbal and Sexual Harassment (0-4)		
White	22	2.15
Black or African American	7	2.20
Hispanic or Latina	6	1.66
Native American or American Indian	4	1.10
Asian/Pacific Islander	5	2.92
Other/Mixed	6	2.46
Staff Sexual Misconduct (0-4)		
White	22	0.71
Black or African American	7	0.56
Hispanic or Latina	6	0.34
Native American or American Indian	4	0.83
Asian/Pacific Islander	5	1.71
Other/Mixed	6	0.63
Staff Physical Violence (0-4)		
White	22	1.25
Black or African American	7	1.07
Hispanic or Latina	6	0.72
Native American or American Indian	4	0.81
Asian/Pacific Islander	5	1.80
Other/Mixed	6	0.83
Likelihood of Violence (1-5)		
White	22	2.48
Black or African American	7	2.60
Hispanic or Latina	6	2.08
Native American or American Indian	4	2.21
Asian/Pacific Islander	5	3.07
Other/Mixed	6	2.75

Physical Violence in Units (1-10)		
White	22	2.55
Black or African American	7	2.14
Hispanic or Latina	6	2.00
Native American or American Indian	4	1.50
Asian/Pacific Islander	5	4.20
Other/Mixed	6	3.67
Sexual Violence in Units (1-10)		
White	22	1.55
Black or African American	7	1.15
Hispanic or Latina	6	1.33
Native American or American Indian	4	1.25
Asian/Pacific Islander	5	2.80
Other/Mixed	6	1.33
Facility Procedures for Protecting Women* (1-5)		
White	22	3.40
Black or African American	7	2.68
Hispanic or Latina	6	3.35
Native American or American Indian	4	2.56
Asian/Pacific Islander	5	2.50
Other/Mixed	6	2.67
Staff Harassment of Inmates Who Report (1-5)		
White	22	2.55
Black or African American	7	3.07
Hispanic or Latina	6	2.50
Native American or American Indian	4	2.81
Asian/Pacific Islander	5	3.65
Other/Mixed	6	2.54
Inmate Harassment of Inmates Who Report (1-5)		
White	22	3.46
Black or African American	7	2.86
Hispanic or Latina	6	3.09
Native American or American Indian	4	3.50
Asian/Pacific Islander	5	3.45
Other/Mixed	6	3.25
Staff Reporting Climate* (1-5)		
White	22	3.16
Black or African American	7	2.85
Hispanic or Latina	6	3.40
Native American or American Indian	4	2.96
Asian/Pacific Islander	5	2.94
Other/Mixed	6	2.93

Note: *Denotes that the higher the score in this scale translates to more positive perceptions.

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**Curriculum Vitae
Jackie Parker Keen, Ph.D.**

Business Address

Bowling Green State University
257 Health and Human Services
Bowling Green, OH 43403

Business email: keenj@bgsu.edu

Personal email: jackiebpkeen@gmail.com

Academic Degrees

2022

Doctor of Philosophy (Ph.D.) in Criminal Justice

- *University of Nevada, Las Vegas*
- Comprehensive exam topic: *Rethinking therapeutic communities for incarcerated women*
- Dissertation topic: *Measuring perceptions of safety among staff and women clients in a prison substance abuse program*

2016

Master of Science (MS) in Criminal Justice

- *University of Cincinnati*

2015

Bachelor of Arts (BA) in Psychology and Spanish

- *University of Toledo*
-

Academic Positions

2021 to present

Assistant Teaching Professor

- *Bowling Green State University*

2018 to 2021

Criminal Justice Adjunct Instructor

- *Nevada State College*

2016 to 2021

Graduate Teaching Assistant/Adjunct Instructor

- *University of Nevada, Las Vegas*
-

Non-academic Positions

2019 to 2021

District Court Truancy Diversion Program- Advocate

- Provides positive and collaborative services for children in Truancy Diversion program with goals to reduce absenteeism and increase graduation rates for students.

2017 to 2018

Florence McClure Women's Correctional Center- Substance Abuse Counselor- Intern

- All-custody level state prison for female inmates in Las Vegas, NV.
- Responsibilities included managing a caseload of 10 women in the Sisters Together Achieving Recovery and Sobriety (STARS) program, administering intake paperwork, which included assessments (NRAS, ASI, TCU, DSM-5), facilitating cognitive-behavioral therapy (CBT) curriculum and skills groups.

Professional Development

Conference Participation

Belisle, L., **Keen, J.**, & Salisbury, E. (2021). "Focusing on Girls: Programing, Placement, and Pathways into the System." Thematic Panel. Presented at American Society of Criminology Annual Conference. American Society of Criminology, Chicago, Illinois.

Keen, J., Belisle, L., & Trejbalová, T. (2020). "Experiencing the Big House: Learning about Corrections Beyond the Classroom." Presented at Annual Teaching for Learning Conference. Teaching for Learning, Provo, Utah.

Keen, J. (2020). "Are Women Safe in Prison?: Measuring How Women Use Prison Capital to Navigate their Incarceration." Presented at Annual Graduate & Professional Student Research Forum. Graduate & Professional Student Research Forum, Las Vegas, Nevada.

Keen, J. (2019). "Rethinking Therapeutic Communities for Incarcerated Women: The Importance of Shifting to an Empowerment Community When Targeting Substance Abuse in Treatment." Presented at the Annual Graduate & Professional Student Research Forum Annual Forum. Graduate & Professional Student Research Forum, Las Vegas, Nevada.

Parker, J., & Salisbury, E. J. (2017). "Evaluating the Need for Gender-Responsive Curricula for Juvenile Girls." Presented at Western Society of Criminology Annual Conference. Western Society of Criminology, Las Vegas, Nevada.

Workshop

Salisbury, E. J., Van Dieten, M., & **Parker, J.** (2017). "The Evaluation of Gender-Responsive Curriculum for Juvenile Girls: Identifying Gaps and Strengths." Presented at the Association for Justice-Involved Females and Organizations Bi-Annual Conference. Association for Justice-Involved Females and Organizations, Santa Clara, California.

Roundtable discussions

Boppre, B., Belisle, L., **Keen, J.**, & Trejbalová, T. (2019). "Implementing Experiential Learning Techniques into Corrections Courses." Presented at the American Society of Criminology Annual Conference. American Society of Criminology, San Francisco, California.

Boppre, B., **Keen, J.**, Reed, S., Trejbalová, T., Belisle, L., & Salisbury, E. J. (2018). "New Developments in the Feminist Pathways Perspective." Presented at the American Society of Criminology Annual Conference. American Society of Criminology, Atlanta, Georgia.

Trainings

2020	Women's Risk Needs Assessment Tool (WRNA)
2020	Mentorship Certification <ul style="list-style-type: none">• <i>University of Nevada, Las Vegas</i>
2018	Graduate College Teaching Certification <ul style="list-style-type: none">• <i>University of Nevada, Las Vegas</i>
2017	Trauma Informed to Trauma Responsive
2017	Nevada Risk Assessment System (NRAS) Certified
2017	Cognitive Behavioral Interventions (CBI) Certified
2017	Motivational Interviewing (MI) Certified
2015	Ohio Risk Assessment System (ORAS) and Ohio Youth Assessment System (OYAS) Trained
2013 to present	CITI Certified
2013	HIPPA Certified

Research Interests

- Correctional Rehabilitation and Programming
 - Risk/Needs Assessments
 - Gender-Responsive Strategies
 - Substance Addiction Treatment.
-

Publications

Journal Articles

Belisle, L., Salisbury, E. J., & **Keen, J.** (2021). Did they move on? An outcome evaluation of the gender-responsive program, Girls...Moving On. *Feminist Criminology*, 0 (0), 1-29. <https://doi.org/10.1177/15570851211065900>

Belisle, L., Boppre, B., **Keen, J.**, & Salisbury, E. J. (2019). Bringing course material to life through experiential learning: Impacts on students' learning and perceptions in a corrections course. *Journal of Criminal Justice Education*, published online, <https://doi.org/10.1080/10511253.2019.1684537>.

Book Chapters

Belisle, L., **Keen, J.**, Trejbalova, T., Kelly, B., & Salisbury, E. J. (2021). "Advances in female offender risk assessment". In Brown, S.L. & Gelsthorpe, L. *The Wiley Handbook on What Works with Female Offenders: A Critical Review of Theory, Practice and Policy*.

Boppre, B., Salisbury, E. J., & **Parker, J. B.** (2018). "Pathways to crime". In *Oxford Research Encyclopedia of Criminology and Criminal Justice*. Henry Pontell. New York: Oxford University Press.

Encyclopedia Entries

Parker, J. B. (2019). Best Practices for Women in Corrections. In M. Schmeisser (Eds.) *Encyclopedia of Women and Crime*.

Parker, J. B. (2019). Best Practices for Women on Probation. In M. Schmeisser (Eds.) *Encyclopedia of Women and Crime*.

Research in Brief- Stats Sheet

Keen, J. (2018). Incarceration costs in Nevada: A comparison of state and national expenditure 2010-2015 (Research in Brief).

Service

University

2021 to present

Interprofessional Education Committee

- *Bowling Green State University*
- Criminal Justice Representative

2021 to present

Faculty Representative

- *Bowling Green State University*
- Commencement Ceremonies

2019-2020

Rebel Research and Mentorship Program

- *University of Nevada, Las Vegas*

2016

Effective Practices in Community Supervision (EPICS)

- *University of Cincinnati*

2014

Forensic Development Lab

- *University of Toledo*
- Department of Psychology

2014

Cognitive Lab

- *University of Toledo*
- Department of Psychology

2013 to 2014

Clinical Forensic Lab

- *University of Toledo*
- Department of Psychology

Professional

2018 to 2019

Friends and Family of Incarcerated Persons (FFIP)

- *Board Member*

Community

2017

Nevada Department of Public Safety, Parole and Probation

- Administered a training workshop with Emily J. Salisbury, Ph.D. titled, *Building Capacity for Evidence- Based Corrections in Nevada* to the Division of Parole and Probation.
- The training assisted the Southern Command of Parole and Probation implement Effective Practices in Community Supervision (EPICS).

2015

Hillcrest Academy

- Male juvenile detention center in Cincinnati, OH.
- Worked one-on-one with the juveniles at the detention center while attending The University of Cincinnati under the direction of Paula Smith, Ph.D.
- Responsibilities included assessing juvenile's risk through the OYAS assessment tool and leading cognitive-behavioral therapy (CBT) groups (such as, Thinking for a Change).

Awards

2022

UNLV Medallion Recipient

2020

Summer Doctoral Research Fellowship

- \$7,000 award
- *University of Nevada, Las Vegas*

2020

Graduate and Professional Student Service Award 2020

- \$300 stipend
- *University of Nevada, Las Vegas*

2019

Outstanding Forum Presentation Award

- *First Place*, social science platform
 - Graduate and Professional Student Research Forum
-