SEATTLE WOMEN'S REENTRY

Seattle Women's Second Chance Reentry Grant Strategic Planning and Evaluation

FINAL REPORT

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Executive Summary

This report presents findings from the evaluation of the Seattle Women's Reentry (SWR) Initiative funded through Second Chance Act grant number 2015-CZ-BX-0013 awarded to the Seattle Police Department (SPD).

The SWR initiative involved development, implementation, and evaluation of pre- and post-release reentry programming and resource center delivered through the Seattle Police Department to women incarcerated at the Washington Corrections Center for Women released in 2017 and 2018 to King County, Washington. The SWR is an outgrowth and extension *The IF Project*, a crime reduction and crime prevention program. The IF Project is comprised of multiple components that bridge law enforcement, corrections, juvenile justice, schools, and community agencies[1]. The goal of SWR is to fill resource gaps to provide a continuum of care for women released to King County Washington with focus on self-efficacy and success, pre/post release continuity of care, and comprehensive personal/individualized case management support to ensure that women reentering their communities have effective strategies and coping skills. SWR programming is rooted in core IF principles with focus on self-Inventory to build awareness and coping skills moving the question posed by the IF Project – *If there was something someone could have said or done to change the path that led you here what would it be?,* to *If there is something YOU can do to enhance your success in the reentry process moving forward, what will it be?*

The targeted problem the SWR initiative addresses is to enhance reentry services for medium-high-risk women released from the Washington Corrections Center for Women (WCCW) returning to the Seattle, King County community from January 1, 2017 – December 31, 2018. The program goal is to improve opportunities for reentry success and to reduce recidivism as measured by return to WA DOC custody and arrests and citations three years post-release.

The evaluation method was a quasi-experimental design following 85 women (60 in the Experimental group released to King County, Washington and 25 in the comparison group released to Skagit, Snohomish, and Whatcom Counties) released from the Washington Corrections Center for Women in 2017 and 2018. Quantitative and qualitative methods were employed. The outcome variables included recidivism, program satisfaction, and personal change.

Results show:

- No significant difference between the experimental and comparison groups with respect to the primary outcome variable -- return to WA DOC custody.

[1] See: https://www.theifproject.org/

- A significant difference between the comparison and experimental groups with respect to recidivism as measured through citations and arrests with the experimental group less likely than the comparison group to be arrested and cited in the three years post-release.
- Most of the participants in the experimental group who recidivated did so in the first two years post-release whether by return to WA DOC custody or arrests/citations. In the comparison group, the majority of participants were arrested or cited within the first two years post-release.
- Factors associated with recidivism as measured by return to WA DOC custody in three years post-release are # of PREP pre-release classes attended, # of post-release SWR contacts, the more PREP classes and post-release contacts, the lower the likelihood of recidivism.
- Factors associated with recidivism as measured by return to citations and arrests three years post-release are # post-release SWR program contacts, and age, the higher age and number of post-release SWR contacts, the lower the LSCMI score, the lower the likelihood of recidivism.

In considering these findings, the small sample (the low *n* of 85 participants -60 in the experimental group + 25 comparison group) size should be taken into account.

The qualitative findings offer information about how the participants navigated the reentry process showing that there are distinct stages in the reentry process for women characterized by support (Months 1-4), Stability (Months 5-8), and Responsibility (Months 9-12). This information is valuable in understanding reentry from the perspective of women making their way through the process of reentering their communities.

In terms of the self-report of the experience with SWR services, the experimental group indicated that the SWR was a help to them in the reentry process in regard to support for their immediate needs upon release, assistance with financial help to pay for rent, assistance in obtaining a driver's license, bus pass, clothing, finding employment, and just simply being there for support. When asked what suggestions they would offer to improve SWR services, participants indicated that increasing opportunities for communication and improving in terms of timing in assisting with support such as paying rent and providing immediate needs upon release.

Targeted Problem

This report describes the targeted problem, community outreach and collaboration, strategies employed, evaluation and analysis, sustainability, lessons learned for the Seattle Women's Reentry (SWR) Initiative funded through Second Chance Act grant number 2015-CZ-BX-0013 awarded to the Seattle Police Department (SPD). The targeted problem the SWR initiative addresses is to enhance reentry services

for 845 medium-high-risk women released from the Washington Corrections Center for Women (WCCW) returning to the Seattle, King County community from January 1, 2017 – December 31, 2018.

The SWR initiative involved development, implementation, and evaluation of pre- and post-release reentry programming and resource center delivered through the Seattle Police Department to women incarcerated at the Washington Corrections Center for Women released to King County, Washington between January 1, 2017 and December 31, 2018. The SWR is an outgrowth and extension *The IF Project*, a crime reduction and crime prevention program co-founded and run by the Seattle Police Department's Detective Kim Bogucki. The IF Project centers around a prison-based writing program in which prisoners are asked to respond in writing to the IF Project question: *If there was something someone could have said or done to change the path that led you here what would it be?* Over its 10 years in existence, the IF Project has evolved to include multiple components that bridge law enforcement, corrections, juvenile justice, schools, and community agencies[2].

The goal of SWR is to fill resource gaps to provide a continuum of care for women released to King County Washington with focus on self-efficacy and success, pre/post release continuity of care, and comprehensive personal/individualized case management to support women reentering their communities after a period of imprisonment. SWR programming, delivered through the IF Project, is rooted in core IF principles with focus on self-Inventory to build awareness and coping skills moving the IF Project question to *If there is something YOU can do to enhance your success in the reentry process moving forward, what will it be?*

Nature and Extent of Problem

Every day millions of formerly incarcerated individuals attempt to re-enter communities after serving jail or prison sentences (Gunnison & Helfgott, 2013).[3] These individuals are faced with a barrage of challenges that hinder their success including difficulties in obtaining housing and employment, mental health and substance abuse treatment, legal obstacles, social support, and stigmatization (Gunnison & Helfgott, 2007, 2011; Gunnison, Helfgott, & Wilhelm, 2015; Helfgott, 1997; Helfgott & Gunnison, 2008). All people who have been formerly incarcerated struggle to succeed while re-entering society, however, women who have been incarcerated face unique challenges and obstacles that are not shared in equivalent ways by their male counterparts. Women entering jails and prisons disproportionally are more likely than

[2] See: https://www.theifproject.org/

[3] The vast majority (95%) of people incarcerated eventually return to their communities. In 2015, there were 641,000 people sentenced to federal and state prisons released to their communities and approximately 9 million people released from jail (National Reentry Resource Center, n.d.).

men entering jails and prisons to have custodial responsibility for their children, prior sexual abuse trauma, and low self-esteem and self-efficacy (Belknap, 2007; Gunnison, Bernat, & Goodstein, 2017).

Over the past several decades, researchers and policymakers have become increasingly aware of distinct needs and challenges faced by formerly incarcerated women reentering their communities and have implemented gender-informed and gender-responsive programming both in-prison and in the community to assist them (Salisbury, 2015; Stalans, 2009). However, there is limited research on the effectiveness of gender-based and gender-responsive reentry programs for women and a need for research evaluations that help to build evidence-based reentry programs for women. When women leave jail and prison and reenter their communities, they struggle with how to regain custody of their children, obtain mental health and substance abuse treatment that targets their distinct needs, and to find housing in a system that is structured to serve an incarcerated population that is largely male (Daly & Chesney-Lind, 1988). Women leaving jails and prisons reenter their communities within a societal framework of individual responsibility that does not acknowledge root social, political, and economic roots of criminalization that drive the lived realities of women returning to their communities after a period of incarceration (Burch, 2017); structures that are particularly destabilizing for women of color post-incarceration (Garcia-Hallet, 2019).

Literature Review

Between 1980 and 2016 the number of incarcerated women increased by over 700%, rising from a total of 26,378 in 1980 to 213,722 in 2016, The rate of female imprisonment in the United States has been double the rate of male incarceration since 1980 (The Sentencing Project, 2018). In Washington State, during this same time frame (1980-2016) there has been a steady increase in the incarceration of women, peaking in 2007 (The Vera Institute, 2018). Seattle is the largest city in Washington and has the highest number of reentrants. In 2014, the Washington State Department of Corrections (WA DOC) released 1,395 offenders from its institutions to King County, where Seattle is located. This represents almost 20% of total released offenders statewide including 7.6% women or 106 female reentrants.

Given the rise of female incarceration and reentry nationwide and in Washington State, there have been several programs implemented that seek to assist formerly incarcerated women reentering their communities. The IF Project, established in 2008 as a partnership between the Seattle Police Department, the Washington State Department of Corrections (WADOC), and other local government agencies and non-profits has worked to assist women, men, and youth in prisons, youth detention facilities, and in the community helping IF Project incarcerated participants succeed upon release. Process evaluation findings from evaluation of IF Project programming show that the IF Project is achieving its intended goals with respect to change in offender

motivation, self-awareness, and ability to identify needs and risks that have the potential to improve opportunities for success upon release (Helfgott, Gunnison, Collins, and Rice, 2017).

Police-led reentry programs have been studied by criminal justice researchers and practitioners who have concluded that urban police departments need to be involved in reentry due to high recidivism rates and because reentrants often return to the poorest and highest crime neighborhoods. Greater involvement of the police in reentry can promote public safety through more focused problem-oriented policing efforts and increase police legitimacy (Travis, Davis, & Lawrence, 2012). Since 2012, the SPD has participated on the WADOC Reentry Task Force identifying gaps in reentry planning and services, including service gaps for female offenders. Today, the SPD continues to participate on the Reentry Task Force and works inside the Washington Corrections Center for Women (WCCW) with prison administrators and other non-profits offering reentry mentoring, career, educational, health and wellness programs for women.

The gender-based needs and challenges of incarcerated women reentering their communities has increasingly become a focus of researchers and practitioners (Belknap, 2007; Gunnison et al., 2017). Research has shown that 85% to 90% of women who are either currently incarcerated or under the control of the justice system in the U.S. have a history of domestic and sexual abuse (Ajinkya, 2013). Over 60% of female prisoners were living with their children prior to incarceration, women experience a significant amount of anxiety and distress as a result of separation from their children, and prison-programming designed to connect women with their children while in prison have shown benefits including increased self-esteem and emotional empowerment (Sparks, Stauss, & Frant, 2017). Risk factors contributing to women's criminal behavior have been identified in national and international research including addiction, trauma, victimization, debt, family issues, mental illness, and homelessness (Gunnison, 2018; Gunnison et al., 2017; Sheehan, 2014). Women convicted of non-violent drug offenses represent the fastest growth in correctional populations as a result of harsh sanctions for using, selling, and transporting substances (Norton-Hawk, 2010). As a result of the unique needs and the growing WADOC female population, prison administrators are taking a closer look at the conditions and the needs of women in prison, including preparation for successful reentry.

Typically, the WADOC begins release planning six months prior to an offender's exit from prison when they meet with a WADOC Reentry Counselor. If the offender has community custody, they complete an offender release plan which is reviewed by their Community Corrections Officer within 30 days. The WADOC is developing, but does not have, a comprehensive reentry planning process using a continuum of care model for men or women. Currently, the WADOC reentry planning process focuses on approving a residential release address for offenders prior to leaving prison. However, the WADOC wants to do more and has partnered with SPD over the past five years to pilot reentry

services and programs inside the WCCW prison, including the IF Project. Part of the WADOC goal to improve reentry services for women has been the partnership with SPD and the IF Project to develop and implement the Seattle Women's Reentry initiative.

Community Outreach and Collaboration

The Seattle Police Department and the IF Project, working in collaboration with WADOC, developed the Seattle Women's Reentry Programming and Resource Center to meet the unmet need for gender-based and gender-responsive reentry programming for women released from the Washington Corrections Center for Women to King County Washington. The SPD-led SWR Center is intended to strengthen in-reach efforts and help enhance focused outreach planning and services targeting women returning to the Seattle area. The SWR Center, a comprehensive reentry program focusing on the growing number of female offenders arrested, incarcerated, and returning back to the community was implemented by the SPD to reduce recidivism and enhance community reintegration for this targeted population.

Planning and development of the SWR was a cumulative and collaborative endeavor spanning a one-year period from March 2016 through April, 2017. The planning involved collaboration with representatives from multiple agencies including the Seattle Police Department, the IF Project, the Washington State Corrections Center for Women, Pioneer Human Services, King County Prosecuting Attorney's Office,1st Security Bank, Washington State Correctional Industries, Barton Family Foundation, the Seattle Mayor's Office, Columbia Legal Services, Freedom Education Prison Puget Sound, the Northwest Justice Project, the Group Health Foundation, the Seattle Police Foundation, King County Juvenile Court, City Survival, Harborview Medical Center; King County Adult and Juvenile Detention, King County Executive Office, City of Seattle, Treehouse, the Olive Garden, and the Inn at the Market Seattle who served on executive and developmental committees in the planning and development stage of the process. The executive committee was comprised of personnel from the Seattle Police Department, WADOC, Pioneer Human Services, and the King County Prosecuting Attorney's Office.

A primary objective of the planning and development stage involved completing a gap analyses for reentry services for women released from WCCW to King County, Washington and a strategic plan. The gap analysis identified key resources and gaps in reentry programming for women in King County including 118 agencies.[4] The strategic plan identified the vision, mission, values, and goals of the initiative (See Appendix A). The large developmental committee and collaboration across

[4] The gap analysis is a 68-page document describing the services provided by 118 agencies in King County, Washington including clients served, whether the services are specific to formerly incarcerated, type of agency (non-profit, for-profit, government, history, insurance/cost, address, phone, email, specific to King County. The document is available upon request.

governmental, non-profit, and private agencies that span the criminal justice system from policing, courts, corrections, and community provided depth and breadth in identifying reentry resources and gaps. The expertise of the committee was critical to the development of a rich and informed strategic planning document that was the product of extensive discussion of the resource gaps, central goals of the SWR initiative, and meaningful ways to assess program outcome.

Strategies Employed

The SWR initiative involved reentry programming pre- and post-release beginning 12 weeks prior to release and continuing 12-weeks post release followed by a one-year follow-up. The Pre-release programming involved a 12-week pre-release program consisting of classes on 10 content issues based on the literature on gender-based and gender-responsive reentry and consistent with the central IF Project goal of a unique collaboration involving police and prisoners working in partnership to help both incarcerated women and at-risk youth take a positive path. Post-release programming involved supporting women released from WCCW into King County, WA with resources and services geared toward individual needs identified in pre-release programming.

Key Strategies and Evidence-Based Practices

The key strategies employed included pre- and post-release programming designed to meet the individual reentry needs of program participants. Program components – the pre-release programming and post-release support were designed with attention to the literature on gender-based and gender-responsive reentry with input from the SWR developmental committee, WCCW staff, and women incarcerated at WCCW who served on a curriculum committee to assist in the development of program content.

For the in-prison programming, a 12-week curriculum was developed that all SWR participants were required to complete. The in-prison program was called "Personal Reentry Education Planning (P.R.E.P.)" and a workbook was created so that individual participants could identify their individual needs and challenges and develop a personal plan of action focused on their own strengths, weaknesses, needs, and challenges (See Appendix B for the PREP manual cover[5]). The pre-release programming and P.R.E.P workbook were developed in collaboration with incarcerated and formerly incarcerated individuals, and monitored under our researchers for evidential efficacy. These courses were designed to provide wrap-around resource reentry planning for our participants, and were reviewed during external client support upon release. The P.R.E.P. programming included a 12-week curriculum with the first session an

[5] The Personal Reentry Education Plan (PREP) Workbook was developed by members of the SWR executive committee and IF Project staff with input from a curriculum advisory committee comprised of women incarcerated at WCCW. The PRP workbook is a 64-page booklet including a description of the IF Project, the prison-based Prison Reentry Education Plan, and the SWR initiative, a "reentry checklist." and reflections and assignments for 12 sessions.

introductory session followed by 10 weeks of specialized courses on: 1) Goal Setting and Technology, 2) Housing and Transportation, 3)Access to Services, 4) Healthy Relationships, 5) Family Reunification, 6) Personal Responsibility, 7) Managing Stigma, 8) Finances, 9) Employment Readiness, and 10) Education and Union Employments and culminating in a final session with participant presentations. Participants also completed and Health and Wellness workshops.

The Post-release programming involved intensive support in the first 72 hours of release, followed by 12 weeks of support mirroring the pre-release content (i.e., assisting participants in navigating the needs, challenges, strengths, weaknesses identified in the 10 key reentry areas of focus in the pre-release programming), followed by one year follow-up where participants could utilize resources offered through the SWR Center and access SWR program staff for support to assist with any needs and challenges that came up for them in the year following release.

In response to emergent post-release needs, the SWR Center held weekly open office hours for participants to access resources, as well as community events, peer mentorship, and professional development workshops and internships to strengthen and continue participant engagement. SWR Program staff attempted to maintained contact with all participants and assisted those participants who utilized the SWR Center and staff to assist with their reentry needs and challenges post-release.

Data Usage and Innovations Employed

One of the distinct strengths of the IF Project historically has been the dynamic nature of the program. IF project staff are continually using feedback and data[6] to shape, improve, and improvise program content to meet the individual needs of program participants. This spirit of the IF Project has always been "do whatever it takes" in efforts to help those incarcerated and formerly incarcerated take a positive path.

Toward this end, the post-release SWR programming has taken shape in response to data and feedback from participants in terms of what they need in the reentry process. As an outgrowth of working with the women in the SWR post-release programming, SWR staff discovered that opportunities to "give back" or "pay it forward" became essential in continuing participant engagement post-release. As a result, a professional development internship program was developed and established as part of the post-prison reentry programming. This professional internship program utilizes peer mentorship as part of the SWR post-release reentry support resources. Selected SWR participants work as professional interns alongside staff to resource-share and provide peer mentoring support. This professional internship program has resulted in an increase in participants who have been out in the community for over a year re-engaging and accessing the expanding network of SWR resources and referrals.

[6] We are referring here to qualitative data collected by SWR program staff in the form of feedback from SWR participants. Quantitative and qualitative data collected as part of the SWR evaluation is reported in the next section and has not yet been reported or integrated into SWR operations. However, the plan is to utilize the findings from the evaluation to examine SWR programming with integration of these findings into SWR operations moving forward.

The SWR initiative highlighted the need for and implementation of a client management database system that enabled client tracking including contact points, expenditures, relationships, and basic profiles - streamlining access to information by compiling it in one tracking system. Volunteered demographic information was also collected and assessed as clients engaged in post-release programming, allowing a more complete picture of the program's impact on SWR clients.

Program development relied on the experiential data gathered in real time while clients moved through their reentry processes. Through engagement and reflection, program staff expanded external program offerings including instituting regular community gatherings and formalizing post-release reentry planning through a trial professional development internship program for highly engaged participants. This internship program offered a 3-6 month opportunity for 8 clients in the final year of the grant to engage regularly with staff and community to assess the efficacy of the reentry program modules and adapt them to meet the emergent concerns of the participants. This offered an opportunity for these highly engaged clients to contribute feedback to inform Reentry Center programs and also offered these clients an opportunity to serve as facilitators and event planners for community events and peer mentoring sessions in a pivotal role integrating the experiential data of the reentry process into SWR operations, resources, and community.

Analysis and Evaluation

Research Partner and Evaluation Method

The research partner was Seattle University Department of Criminal Justice/Crime & Justice Research Center (Jacqueline Helfgott, Principal Investigator and Elaine Gunnison, Co-Investigator). The role of the research partner was to coordinate and facilitate the developmental committee meetings, evaluate the SWR programming including data collection, analysis, and write-up of the final report.

The researchers employed a mixed–method quasi-experimental design. Subjects included an experimental group of 60 women released from the Washington Corrections Center for Women (WCCW) to King County, Washington and comparison group of 25 women released to Skagit, Whatcom, and Snohomish Counties in Washington State between January 1, 2017 and December 31, 2018. Outcome variables included recidivism, personal change, and program satisfaction. Data was collected for experimental and comparison groups through preliminary interview/file review, Psychopathy Checklist-Revised (PCL-R) and Level of Service-Case Management Inventory (LS/CMI) assessments, a self-report survey designed to measure key Seattle Women's Reentry (SWR) program components prior to release from prison at the WCCW. Following release, women were followed by monthly interviews for 12 months to assess the relationship between life events, programmatic elements, and individual

change. Recidivism data (violations, charges, convictions, and re-incarceration) was collected from the Washington State Department of Corrections and the Administrative Office of the Courts for the experimental and comparison groups.

Mixed methods designs are commonly used in criminal justice research to combine both quantitative and qualitative approaches in conducting program evaluations. Use of mixed method research designs has proliferated in the field over the past several decades (Bachman & Schutt, 2011; Feilzer, 2010; Tashakkori & Teddlie, 1998) in an attempt to capture measures of change beyond standard measures of recidivism. The research team collected qualitative data at monthly intervals for one-year post-release to supplement recidivism data as the primary quantitative outcome variable.

The monthly interview responses were analyzed using an interpretivist/social constructivist grounded theory approach (Charmaz, 2006; Corbin & Strauss, 1990) to identify themes that emerged in responses to the questions. Members of the research team coded responses by implementing line-by-line coding to allow for more nuanced subcategories to emerge, given the rich detail of each interview response, and then through focused coding (Charmaz, 2006) the most significant codes revealed in the initial coding phase were used to categorize the remaining data. This process also consisted of continuously comparing data by checking segments within each code for convergence and recoding as necessary. Finally, individual codes became subcategories of larger code "families" as part of the theoretical coding process (Glaser, 1978). Memo writing facilitated analysis of the data and attendant codes throughout the project.

Participants

Participants were 85 women released from the WCCW to King, Skagit, Snohomish, and Whatcom Counties from January 2017 – December 31, 2018. Subjects included an experimental group of 60 women released to King County, Washington and comparison group of 25 women released to Skagit, Whatcom, and Snohomish Counties. Participants in the experimental group were required to have completed the 12-week pre-release PREP program at WCCW. At a minimum, to remain in the study, participants needed to complete at least three workshops.

The mean age of participants was 40 with the youngest participant age 23 and the oldest age 62 at the time of the onset of the study. The race/ethnicity of the participants was 47% White, 29% Black, and 24% Asian/Pacific Islander, North American Indian, Hispanic. The mean number of years in prison was 10.3 with a minimum of 5 months to 29 years. The participants were incarcerated for violent crimes (42%), property crimes (33%), and other types of crimes ranging from (See Table 1 for participant demographics).

Table 1
Participant Demographics

	Mean	*Median*	*SD*	*Min-Max*
AGE	40	38	9.7	23-62
YEARS IN PRISON	10.3	9	7.1	2-28
SENTENCE LENGTH *Months (Years)*	39 (3.23)	21 (1.27)	54.4 (4.5)	5-359 (<1-29)
			n	*%*
RACE	White		40	(47.1%)
	Black		25	(29.4%)
	Asian/Pacific Islander/N. American Indian/Hispanic*		20	(24%)
CRIME TYPE	Violent Crime		*36*	(42.4%)
	Property Crime		*28*	(32.9%)
	Other**		*13*	(15.3%)
WA DOC RISK	High***		*43*	(51%)
	Moderate		*17*	(20%)
	Low		*25*	(29%)

*Categories collapsed because n<10 are not displayed per WA DOC policy to protect privacy.
** Other crimes included drug offenses, arson, and sex crime.
***Categories collapsed because n<10 are not displayed per WA DOC policy to protect privacy. WA DOC has 10 risk categories --High Drug, High Non-Violent, High Property, High Violent, High Violent Property Drug, Low, and Moderate.

Instruments and Procedure

The SWR Program and participation in the study was advertised in the prison via solicitation flyers targeting women releasing to King County, Washington for the experimental group and women releasing to Skagit, Snohomish, and Whatcom Counties for the comparison group (See Appendix C for survey solicitation flyers). The research team (consisting of the Principal Investigator, Co-Investigator, and three research assistants) and program staff held several informational meetings where potential participants could learn about the study. During these meetings the women could make the decision to participate or not. If they elected to participate, they were asked to complete consent forms and a preliminary self-report survey. The self-report survey included 16 questions that asked the participants to indicate what county they were releasing to, programs they completed in prison, and their level of agreement on items related to their self-perceptions of self-efficacy, goal-setting, problem-solving, and self-esteem. The survey also incorporated gender-responsive questions that were not included on the other instruments used including questions about prior physical and

sexual trauma, whether or not they have children and their relationship with their children (See Appendix D for Self-Report Instrument).

Prior to subjects' participation in the PREP Program for experimental groups as well as for the comparison group that did not participate in PREP, all were privately interviewed in locations in WCCW using interview guides for the Level of Service-Case Management Inventory (LS/CMI)and the Psychopathy Checklist-Revised (PCL-R) assessments.[7] These instruments were used to establish baseline risk-need for each participant. The research team received formal training on both instruments prior to the assessment interview. The LS/CMI is a 41 item instrument that assesses the risk and need factors for subjects and includes assessment of items including: criminal history, education/employment, family/marital, leisure/recreation, companions, alcohol/drug problems, procriminal attitude/orientation, and antisocial pattern (Andrews, Bonta, & Wormith, 2019). The PCL-R is a 20-item instrument that determines the level of psychopathy in individuals based on the assessment of individual characteristics, criminal history, and marital relationships (Hare, 2019). The interviews took place at WCCW and lasted from 2-6 hours. To aid in the scoring of these assessments, WCCW permitted researchers to review all official files on participants. Files provided by WCCW varied in detail but included information such as, criminal history, crime committed, mental health status, medical health status, and violations while in custody. Researchers were assigned specific participants to score. LSCMI and PCL-R instruments were scored for each participant by the initial interviewer. To ensure inter-reliability between raters, subjects were re-assigned to other members of the research team to re-code score on both assessment tools.

After release from WCCW and contact was made between both experimental and control group participants by SWR Reentry Transition Specialists (RTS). The SWR RTS provided the research team with contact numbers to reach out to the participants. The research team interviewed all participants via phone for months 1-12 after their release date. For months 1-11 after release, subjects were asked: 1)Life Events – What is currently going on in your life?; 2) SWR – How is the SWR Program helping you in the reentry process?; 3) Needs/Challenges/Self-Efficacy -- What are your current needs and challenges? How are you responding/resolving these needs and challenges to enhance your success in the reentry process?; and 4) Personal Change--How do you see yourself changing? At the 12-month exit interview, the previous four questions were again asked along with the following questions: 1)Satisfaction with SWR --How Satisfied have you been with the assistance you have received as a client of SWR on a scale of 1-10 with 1 being highly unsatisfied and 10 highly satisfied?; 2)SWR Programmatic Components – What has been the most and least helpful components of the SWR Program?; 3) Suggestions for Improvement of SWR --What suggestion do you have for

[7] Participants were interviewed in various open rooms within the prison depending on availability including staff offices, private hallways, and living areas.

improvement of the SWR Program?; and 4)Other – Is there anything else you would like to add? (See Appendix E for monthly and exit interview guides).

Prior to being admitted into the SWR program, participants at WCCW completed the mandatory PREP Program and Health and Wellness workshops. The PREP program is a twelve-week program that covers topics including: Introduction; Goal Setting and Technology; Housing and Transportation; Access to Services; Healthy Relationships and Codependency; Family Reunification; Personal Responsibility; Managing Stigma; Finances; Employment Readiness; Education and Union Employment; and PREP Presentations. Due to release dates, participants were required to have at least participated in three PREP classes to be eligible for the SWR Program. Upon completion, participants met with both a SWR and DOC Reentry Transition Specialist (RTS)at a weekly reentry focus group at WCCW. The women were placed on the callout for the SWR Program as early as 6 months prior to release to develop an individual 72 hour release plan, receive referrals, applications and resources for housing, employment, education and other services. The focus group was held on Tuesday afternoons. The focus group was not a required program, but most participants attended three or more times prior to their release, with an uptick in attendance in the 2-3 months prior.

Prior to release from WCCW, SWR experimental group participants were given information about SWR standing open office hours in Seattle office prior to release. However, participant instructions were individual based on who picked them up at their release. For the SWR RTS who were picking them up, the SWR program was the first point of contact and assisted in the mandatory DOC check-ins and other appointments for services (DOL for licensing/IDs, DSHS for ORCA and EBT cards, mental health assessments and/or basic needs shopping). On the other hand, if participants were picked up by someone else, such as family or friends, the SWR Program asked that they check in at the center or via phone within the first 72 hours. IF the SWR Program had not heard from them within 72 hours, the RTS made the first contact. Participants were informed that the SWR Program provided a phone, so arrangements were made to meet with them as a part of their first day of release so we can hand them the phone we ordered for them. It should be noted that the control group participants received a phone but no additional assistance as noted above.

After initial contact with experimental group participants, and through a partnership with WELD, the SWR team got women placed in clean and sober housing if needed. The SWR team also work with them to extend rent support after their DOC voucher ends, or in place of it if they are ineligible. The SWR Program provided 3-6 months support with phone, ORCA monthly passes, and basic clothing/hygiene/housing needs. Additionally, the SWR team also takes the women through a post-PREP evaluation to make sure any resources they need or referrals that the team can give are addressed (e.g., this included directing them to job placement opportunities like ANEW, FareStart, MOD Pizza and Roadmap to Success, counseling referrals to one of their partners) and setting up bank accounts with their partner at 1st

Security Bank. Additionally, the SWR Program held a variety of workshops on Wednesdays during open office hours ranging from 30 minutes to two hours covering topics such as financial literacy and budgeting, job readiness and resume review, massage therapy and energy work, as well as inviting small business owners (salon, counseling, legal work) to speak about their field. The women were able to drop in any time during the open office hours, or make an appointment at another time throughout the week to address individual needs and concerns. The SWR team was in steady contact with those who have chosen to engage in their external programs and typically saw them face-to-face several times a month. They also reach out to everyone on their list 2-3 times per month. Support was given as soon as possible, but they are not equipped or trained to deal with very many truly emergency situations. Their work after an emergency with one of our women is in follow up - whether it's referrals to grief counseling, emergency dental work, housing placement or financial support to cover gaps in income these situations often incur.

The control, or comparison group, did not receive direct contact with the SWR team. The only contact that they SWR team had with women from this group is when these women reached out to them in need and we've made arrangements to support (e.g., housing referrals or a few months support with ORCA or rent).

Results

Participant Background Characteristics – Pre-Survey Findings

Baseline participant information was collected on the pre-survey to capture gender-responsive information including relationship with children, physical and sexual, abuse, self-efficacy, self-worth, and social support[8] Pre-survey findings show that 68% of the participants indicated they have at least one child with a mean number of children of 2.9 with a minimum of 0 and maximum of 9. Over half of the participants (51%/*n*=60) indicated that they had been physically abused under age 18, 63.5% (*n*=54) indicated they had witnessed physical abuse in their household, and 67% (n=57) indicated they had experienced unwanted sexual contact prior to age 18.

Risk/Need results from the LSCMI and PCL-R show that the majority of participants were moderate to high risk with 95.3% at medium-high risk. The mean LSCMI score was 25 and mean PCL-R score was 19 (See Table 2).

[8] Data from the pre-survey and risk/needs assessment will be used for subsequent academic publications focusing on the relationship between self-efficacy, self-esteem, risk/need and reentry for women returning to the community from prison.

Table 2
Participant Risk/Need Scores

	Mean	Median	SD	Min-Max
LSCMI SCORE	25	27	7.8	5-37
PCL-R SCORE	18	19	6.1	3-29
			n	%
LSCMI RISK LEVEL	Low-Medium*		18	21,2%
	High		37	43.5%
	Very High		30	35.3%

*Low and medium categories are collapsed because there n<10 for participants scored on the LSCMI as low risk per WA DOC policy to protect the privacy of participants.

Recidivism and Arrest/Citations

The evaluation outcome variables were recidivism and personal change and program satisfaction measured through the post-release interviews. Recidivism data (return to prison) was obtained from the Washington State Department of Corrections and citation/violation data was obtained from the Washington State Administrative Office of the Courts.

Recidivism is defined by the WA DOC as "any felony offense committed by an offender within 36-months of being at-risk in the community which results in a Washington State conviction" (Evans, 2010). In addition to reconviction data from WA DOC, Administrative Office of the Courts data on arrests, violations, and case filings were examined. Personal change and program satisfaction findings were drawn from analysis of qualitative monthly and exit interview data.

An independent samples t-test was conducted to compare the recidivism of the two groups using the primary outcome variable WA DOC return to custody and citations and arrests in the three years post-release. Results show no significant difference between the experimental and comparison groups in terms of return to WA DOC custody (t (83) =-.539, p=.59). In examining arrests and citations, results show a significant difference between the comparison and experimental groups with the experimental group less likely than the comparison group to be arrested and cited in the three years post-release (t (83) =-2.94, p=.004) (See Table 3). Most of the participants in the experimental group who recidivated did so in the first two years post-release whether by return to WA DOC custody (18%, n=11) or arrests/citations (35%, n= 21). In the comparison group, 68% (n=17) of participants were arrested or cited within the first two years post-release.

Framing the results in terms of frequency of success (the %/n of women who did not recidivate in the three years post-release), 83% (n=50) of the experimental group and 88% (n=22) of the comparison group did not recidivate in the three years post-release. With respect to citations and arrests, 61.7% (n=37) of the experimental group

did not get arrested or cited in the three years post-release while a small percentage of women in the comparison group were not arrested or cited (*n*<10)[9] with the majority of the comparison group (72%, *n*=18) arrested or cited in the three years post-release (See Table 3).

The crimes for which participants were arrested and cited ranged from traffic citations (e.g., speeding, driving without a license, operating a motor vehicle without insurance, no valid operating license, and failure to wear a seat belt, improper lane usage, failure to renew tabs, and Driving Under the Influence) to property crimes (burglary, theft of a motor vehicle, theft, organized retail theft, money laundering,) to public order crimes (trespassing, possession of drug paraphernalia, possession of a controlled substance, alcohol in a public place, possession of a dangerous weapon, escape, obstructing a law enforcement officer, and attempt to allude police) to person crimes (assault, kidnapping, robbery, harassment/threaten to kill), Tables 3 and Figures 1-3 show recidivism and arrest/citations by experimental and comparison groups.

Table 3
Recidivism -Return to WA DOC and Arrest/Citations

	DOC RECIDIVISM (*t*(83)=-.54, *p*=.59)				**ARRESTS/CITATIONS** (*t*(83)=-2.94, *p*=..00)*			
	TOTAL	**1YR**	**2YR**	**3YR**	**TOTAL**	**1YR**	**2YR**	**3YR**
TOTAL (*N*=85)	15.3% (*n*=13)	--%** (*n*<10)*	--%** (*n*<10)*	--%** (*n*<10)	48% (*n*=41)	36% (*n*-31)	--%** (*n*<10)*	--%** (n<10)*
	Mean days to recidivism = 444 (*SD*=221/*Min*=148/*Max*=855)				Mean days to recidivism = 260 (*SD*=221/*Min*=1/*Max*=930)			
EXPERIMENTAL (*n*=60)	16.7% (*n*=10)	--%** (*n*<10)*	--%** (*n*<5)*	--%** (*n*<10)*	38% (*n*=23)	28% (*n*=17)	--%** (n<10)*	--%** n<10)*
	Mean days to recidivism =397 (*SD*=198/*Min*=1/*Max*=810)				Mean days to recidivism =250 (*SD*=/*Min*=1/*Max*=810)			
COMPARISON (*n*=25)	--%** (*n*<10)*	--%** (*n*<10)*	--%** (*n*<10)*	--%** (*n*<10)*	72% (*n*=18)	56% (*n*=14)	--%** (*n*<10)*	--%** *n*<10)*
	Mean days to recidivism =601 (*SD*=258/*Min*=338/*Max*=854)				Mean days to recidivism = 273 (*SD*=195/*Min*=30/*Max*=930)			

*Significant difference p<.05
++Per WA DOC policy, n<10 is not displayed. To protect subject privacy/ ** t-test - Days to recidivism

[9] Actual n/% cannot be presented when *n*<10 per WA DOC policy.

Figure 1

Recidivism - Length of Time – Return to WA DOC by Group (Bar Chart)

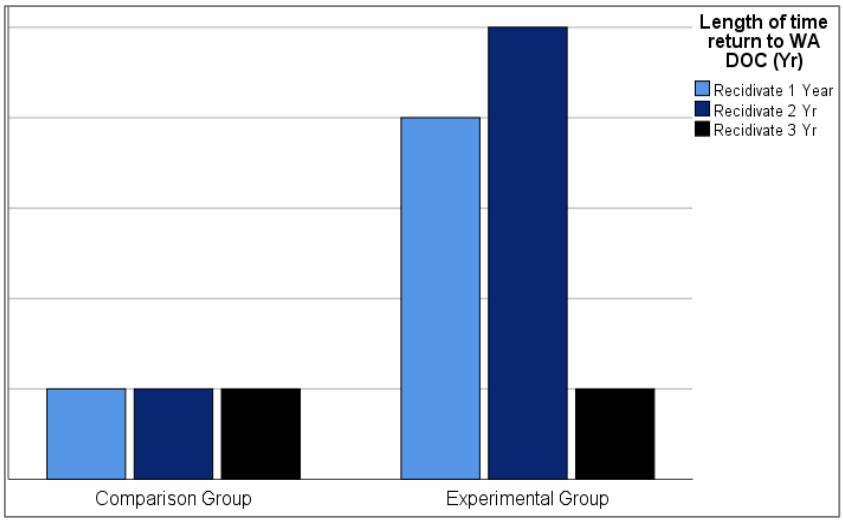


Figure 2

Recidivism - Length of Time – Return to WA DOC (Line Graph)

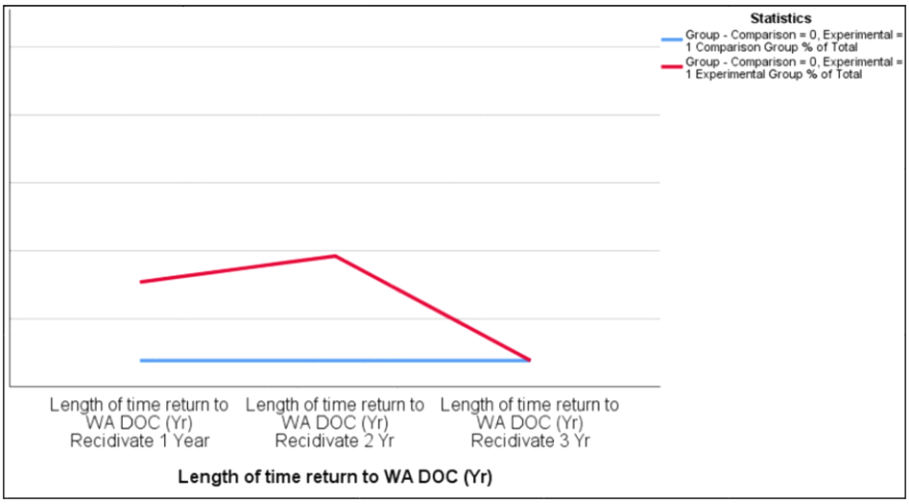


Figure 3

Length of Time Citations and Arrests (Bar Chart)

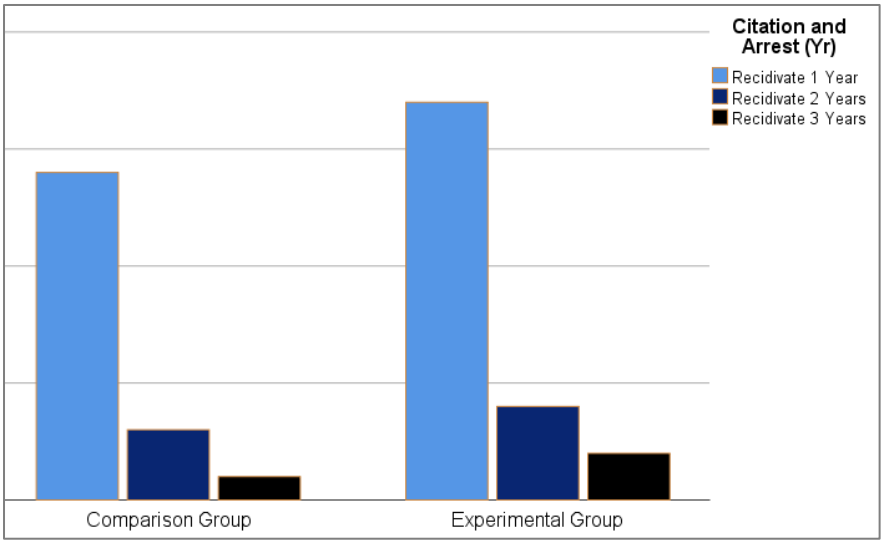
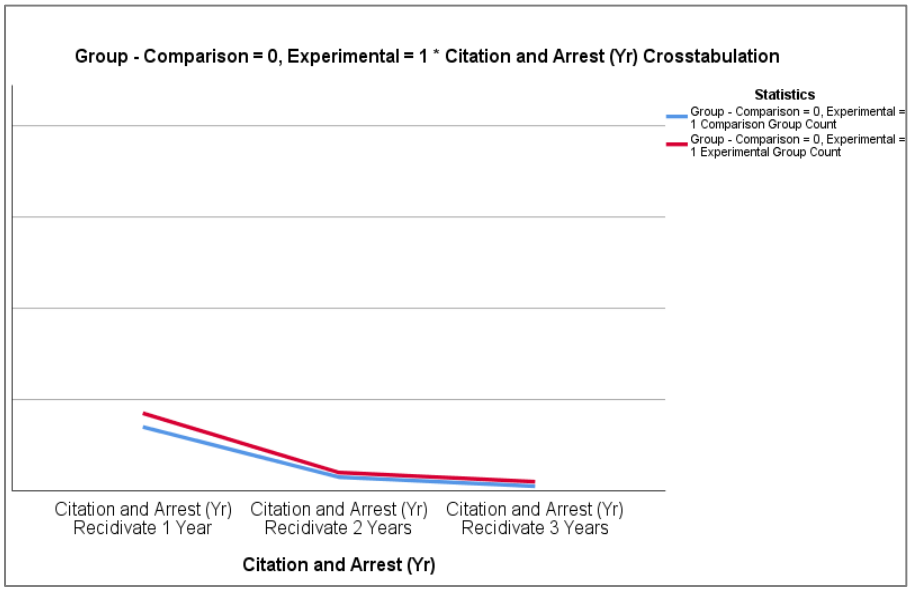


Figure 4
Length of Time Citations and Arrests (Line Graph)



Linear regression was conducted to examine the relationship between risk scores (PCL-R and LSCMI scores), program dosage (# of PREP classes attended pre-release and post-release program contacts), age, number of years in prison, and recidivism (both return to WA DOC custody and arrests and citations). For return to WA DOC custody, results show that SWR program dosage is significantly related to reduced recidivism. Regression results show that number of PREP classes attended pre-release

and the number of post-release contacts with SWR program staff are associated with recidivism, the more PREP classes and post-release contacts, the less likely to recidivate (See Table 4). With respect to citations and arrests, results show that age and number of post-release contacts with SWR program staff are associated with recidivism. The higher age and number of post-release SWR contacts, the lower the LSCMI score, the lower the likelihood of recidivism (See Table 5).

Table 4

Factors associated with Recidivism – Return to WA DOC Custody within 3 Years
*Significant *p*<.05

	B	***SD***	***Beta***	***t***	***Sig.***
(Constant)	-.248	.247		-1.002	.319
PCL-R Rater 1	.009	.008	.149	1.128	.263
LSCMI Rater 1	.005	.007	.113	.799	.427
# of PREP classes attended (12 classes total, but some participants completed more than one session)	.029	.008	.415	3.559	.001*
# of post-release contacts	-.011	.003	-.374	-3.248	.002*
Age	.000	.004	-.003	-.028	.978

*Significant p<.05

Table 5
Factors associated with Recidivism – Citations and Arrests

	B	*SD*	*Beta*	*t*	*Sig.*
(Constant)	1.128	.318		3.548	.001
PCL-R Rater 1	.001	.010	.013	.109	.913
LSCMI Rater 1	.011	.009	.174	1.323	.190
# of PREP classes attended (12 classes total, but some participants completed more than one session)	-.015	.010	-.156	-1.450	.151
# of post-release contacts	-.009	.004	-.234	-2.199	.031
Age	-.016	.006	-.316	-2.838	.006
YRSPRISON	-.011	.008	-.160	-1.408	.163

*Significant $p<.05$

Qualitative Interview Results

The qualitative analyses proceeded in several stages. Specifically, data from the qualitative interviews were analyzed in distinct stages as follows: 1-4 months (n=48), 5-8 months (*n*=37), and 9-12 months (*n*=30). The following sections report the results from these distinct analyses. (See Table 4 for select comments.)

Months 1-4

In months 1-4, women reported the SWR Program provided a wide range of support and services including: 1) social support (i.e., either being reach out to or having someone for the subjects to reach out to); 2) documentation assistance (e.g., obtaining a birth certificate) 3) providing transportation vouchers; 4) financial support to take tests (e.g., apprenticeship); 5) clothing; and 6) housing referrals. These initial contacts were crucial for women to gain a more solid footing in their communities and foster the foundation for successful reentry.

In these initial months post-release, the subjects reported numerous needs and challenges that they were experiencing. Reports of needs during this time included: 1) a full-time job; 2) housing; 3) assistance with food & money, laundry; 4) transportation; 5) obtaining a driver's license; 6) outpatient treatment; 7) hygiene products; 8) other needs (foods for special diet); and 9) work release support. Challenges the subjects faced were: 1) choices; 2) stress; 3) money management; and 4) staying sober. For instance, choices were particularly challenging for some women as they became

overwhelmed with the responsibility to make choices about their own lives but also for other loves ones such as children. Other women felt immense pressure to make the right choice, such as the choice to stay clean and sober.

Even at these stages of release, women were beginning to report on their personal change in terms of their: 1) attitude/well-being; 2) taking ownership; and 3) goal setting. Several women noted how they felt an increased sense of calm and reduction in their anger levels. Others indicated that they found their voice, learning to articulate and verbalize their needs and establishing boundaries.

Months 5-8

In months 5-8, women reported the SWR Program provided a wide range of support and services including: 1) social support; 2) partial rent; 3) assistance in getting needs met; 4) transportation; and 5) assisting in documents (ex. getting license from restricted to regular and documentation for court proceedings). Some of the women were still struggling with getting basic needs met such as transportation, phone, or rent assistance. Other women were needing support for court.

In these months post-release, the women reported numerous needs and challenges that they were experiencing. Reports of needs during this time included: 1) education; 2) finding a church; 3) transportation; 4) housing; 5) wanting better health; 6) relationship with family; 7) job; and 8) financial assistance (ex. for a license). Challenges the subjects faced were: 1) health; 2) staying sober; and 3) education and training. Several women reported that they needed to focus on getting healthy, either physically or mentally, before they could focus on other life tasks, such as finding employment.

During these stages of release, women were beginning to report on their personal change in terms of their: 1) self-esteem; 2) confidence; and 3) responsibility. For example, some women recognized that they were becoming more responsible or being responsible for the first time in their lives.

Months 9-12

In months 9-12, women reported the SWR Program provided a wide range of support and services including: 1) social support; and 2) assistance in getting needs met (ex. rent/partial rent; transportation; clothing; phone). Women expressed gratitude to the SWR team for being their pillar of strength when they needed it and for providing assistance for all the little items, such as license assistance, to the larger items, such as rent assistance. Such assistance was crucial for women to avoid responding to their stress with criminal or self-destructive behaviors.

In these months post-release, the women reported numerous needs and challenges that they were experiencing. Reports of needs during this time included: 1) financial; 2) job; 3) getting a car; and 4) navigating a computer. Challenges the subjects faced were: 1) employment; 2) family; and 3) treatment/therapy. That is, for some women, the challenge to obtain a job was still ongoing. For other women,

building positive connections with family members was still a struggle or finding community partners that could help with their individual personal situation (ex. transgender support).

At the one-year post stage of release, women were beginning to report on their personal change in terms of their: 1) attitude/well-being; 2) connectedness; and 3) responsibility. For instance, women were better equipped to handle stress due to their new found ability to take difficult moments in stride and optimism about the future.

Table 4

Experimental and Control Groups Reports of Support, Challenges, Needs and Personal Change: Months 1-12

Months 1-4: **Support/Challenges/Needs/Change**	Months 5-8: **Support/Challenges/Needs/Change**	Months 9-12: **Support/Challenges/Needs/Change**
Support *I call them a lot, let them know how I'm doing mentally emotionally & physically. Whatever they don't help with they have given me the resources to help me. (E)* *It's a nice sense to have that community support –people actually care and want to see me do good. I have incentive already but now even have that support too... (E)* *I just feel like what we need as individuals...when they take a certain group of people and tell them they will be there from the first step and they are not, it doesn't help. (E)* Challenges/Needs *Biggest challenge is choices –overwhelming making them. (E)* *It is really stressful to make it to classes on time, learning the schedule, financial difficulties, which limit schooling and jobs. (E)* *Getting back in the game is going to be my challenge. (E)* *Managing money, now that she is out, she thinks maybe "oh I want that" but bills must come first. (E)*	Support *They have been really helpful with giving me resume help, but I have not been able to communicate with them as well with everything that I have doing. (E)* *She helped with documentation support and getting me early on court docket….offering her things she needs such as phone and basic support. (E)* Challenges/Needs *Getting clean and sober and my mental health. I would like to go to school and get a job, but I cannot do that until I am well. (E)* *Finding a job has been difficult, put that on the back burner as my health has not been good. (E)* *I want to have better health so I can do more. (C)* *I had to back out of school because no computer to make it work so just backed out so that's going to have to wait. (C)* Self-Change	Support *Yeah they help me – they paid my rent for 6 months. When I was in all those wrecks they got me shorts and sweat outfits to stay warm and get around in and just mentally and emotionally they are there all the time.* *X contacted her a couple of days ago and got her phone updated until next September.* *They were always there to talk to –…for them to help me get license was incredible cant thank them enough...and paying my rent – it was a huge stress –so for them to be able to help and take a load off – I was able to sit down and breathe for a couple months and get myself together* Challenges/Needs *My current need and challenge is getting a job. (E)* *Other than MIL with cancer, trying to find time to connect with kids as I work on weekends, hard to find time to connect with them. (E)* *My aunt is demanding money. I thought everything she bought me was*

I haven't been clean before ever and I have had to deal with things and feel. (E) Self-Change *My sarcasm is not a necessity, so I have toned that down a bit; I am more at ease, calm, I am not worried about things as much as I was. (E)* *Instead of arguing or comparing with anyone else, she just lives for herself and her kids everyday. (E)* *I'm a lot more positive. I've calmed down a lot with my anger. (C)* *I would say I see myself being more responsible, taking care of everything… before would go with flow…I'm making effort to be prepared in everything I do.(E)* *I am learning to say what I need. I am learning to follow through with what I say I am going to do which is a major accomplishment for me. (E)* *I'm totally moving forward, making goals and completing them, creating a budget, making Dr appts and mental health appts…looking at the future…setting boundaries (E)*	*In the past, I did not try to fix problems. I never had a job where I felt I had a career. I feel so fortunate. (E)* *I have more self esteem and confidence. (C)* *I am being more responsible, more patient. I know what I need to do to stay out of prison. You have to want to change in order for change to happen. (E)* *I am more responsible. I am taking care of my bills, paying off my LFOs, and saving money. (E)* *I am becoming more and more responsible daily and making right choices. (E)* *Selling drugs and drinking are no longer in my life. I am closer to my family and my kids, and I like it. (E)*	*a gift when I got out of prison but she has informed that I owe you. She got me everything I needed (pots, pans, fridge, etc.) she demanding $2500. (E)* *I need someone more educated with my needs. I am trying to find a transgender support, but it is difficult in Spokane. (C)* Self-Change *In comparison with before locked up…was very hot headed before locked up…in prison worked on that I don't know if you've ever been there…learned how to work on that – try not to let it overload me… (E)* *I would say I feel grounded. Connected, not as lonely. (E)* *I am being more responsible. I am working on budgeting my money and getting rent paid. I had a few bills like buying a medical bed for her MIL and gave money to her son to go to … for training at [X] Airlines, otherwise she is trying to save money. (E)* *I am still optimistic and accepting things that aren't going my way… I am learning how to handle when things don't go my way. I crochet, and I do it a lot. I enjoy my life and what was given to me. .. I do not want to do anything bad again as I don't want to go to prison again. (E)*

Upon further analysis of the qualitative data at each of the categorized months, overarching themes emerged: 1) Social Support; 2) Stability; and 3) Responsibility. (See Table 5 for overarching themes and select comments).

Summary of Themes: Social Support, Stability, & Responsibility, Months 1-12

Months 1-4

In Months 1-4, Theme 1 of Social support was apparent. Specifically, the women needed to be reached out to or having someone to reach out to. For many women in

our study, they had no other support system, thus, being able to connect with SWR team members was a critical life line. The support needed included support for financial and legal needs, and/or accesses to necessities (e.g., bus pass) as well as emotional support for the women in making both simple and difficult choices.

Table 5

Experimental and Control Groups: Summary of Themes, Months 1-12

Months 1-4: **Support**	Months 5-8: **Stability**	Months 9-12: **Responsibility**

• Basic Resources/ Primary Needs
• Getting Started
  • Logistical
  • Financial
  • Emotional
  • Social
  • Legal
	• Gaining Foundation/ Building Community
	• Navigating Reentry
	  • Housing
	  • Employment
	  • Education/Training
	  • Staying Clean
	  • Health
	  • Relationships
		• Accountability for choices/Self-Trust
		• Personal Growth
		  • Self-Efficacy
		  • Confidence
		  • Self-Esteem
		  • Belonging
		  • Identity

It's a nice sense to have that community support –people actually care and want to see me do good. I have incentive already but now even have that support too... (E) *but part of the reason I had gotten involved in this is I needed the support, not just financial, but also a hey how are you… (E)* *Just met with X today & he & X are amazing, I call them a lot, let them know how I'm doing mentally emotionally & physically. (E)* *Met with X, talked with X, her IF mentor, both have been supportive. She is not sure how her life will turn out and states that she needs all the support she can get. (E)* *They're just really supportive, they're just there, they show up and call and follow through. (E)*	*Transportation, getting reestablished out here is real hard, the struggle is real. (E)* *I can only do what I can do and one thing at time. But things are great just trying to stay positive. (E)* *things are going really well….just staying sober and continuing to work on myself…I just got into a program through my doctor to get good therapy –mental and physical… (C)* *I think I've just let a lot of limitations I've put on myself go…I don't think I have a lot of the fears…starting to know I can do anything if I put my mind to it and starting to do the work if put energy in. Just finally in a place where my dreams are coming true – meeting the people – getting connected (C)* *Getting my life together is something that I should have done a long time ago. I am more mature with my boundaries and setting healthy boundaries… (E)*	*I think I've just calmed down – see that its going to take time – cant get everything done in one day. (E)* *I would say I feel grounded. Connected, not as lonely. (E)* *I am changing. I have gotten better at thinking things through and being resourceful (in the past, I didn't use resources even if they were there).* *I am still optimistic and accepting things that aren't going my way… I am learning how to handle when things don't go my way. I crochet, and I do it a lot. I enjoy my life and what was given to me. .. I do not want to do anything bad again as I don't want to go to prison again. (E)* *I am being more responsible. I am working on budgeting my*

…just spoke with X today and am going to meet with him. He has been very supportive…mostly support – checking in. (E) *They have helped me oh my goodness, X took me to get bus pass and is paid for 2 months… (E)* *Just being able to talk about any kind of issues, including interactions with people and how things in life go. It is good to be prepared for everyday interactions. (E)* *They are great. They have continuously contacted her and asking her what she needs and how they can help her. They call once per week. (E)* *In constant contact with X to ask questions and get resources "they are pretty amazing" (E)*	*I know what I need to do to stay out of prison. You have to want to change in order for change to happen. Selling drugs and drinking are no longer in my life. I am closer to my family and my kids, and I like it. (E)* *It is very important to be clean and sober. I am going to use the steps that have worked out for other people and use them. I see myself in a positive manner and being confident in myself and making my family and children proud as I definitely have embarrassed them tremendously. (E)* *By taking in what I have learned, setting it forth. I am sober, older, and wiser. (E)* *I see myself becoming more a serious person. I am not more silly I see reality for what it is. (E)* *Right now I am reconnecting with family and reestablishing relationships. (E)* *The biggest thing that is so phenomenal about this is that I am really empowering myself differently (E)* *Staying away from alcohol, friends, scenery, take my medication when I am supposed to, I am trying to stick to a schedule (E)* *I'm just right now in a place that I'm starting to heal physically, and mentally and feeling a little plucked in finally overwhelmed with emotion of happiness and feeling grateful this month (E)*	*money and getting rent paid (E)* *I changed a lot in WCCW, I worked on my thought processes; I am making my own decisions, I don't have time for men right now, that will just confuse my situation; I used to scared before a job interview, it doesn't faze me anymore (E)* *Staying positive and working on moving forward with my life. I am being productive and not using drugs and doing crimes. (E)* *Learning how to deal with life on my terms in adult manner and learning that you get out what you put in and if you put the energy, good energy will return. I am doing things the right way. (E)* *becoming more responsible. When I wrecked my car, I took care of it. Then, I called my Dad a few days later, and he said come get my car. This is something that he would have never said or ever let me borrow in the past. I got teary eyed and he got teary-eyed when he saw me, he said, "Do you know how many years I was waiting for you to be responsible so that I could tell you something like that? (E)* *Becoming more grown up, handling difficulties, having more structure in my life (E)*

Months 5-8

In Months 5-8, Theme 2 of Stability emerged. While many women in our study were still struggling in a myriad of ways, they all were gaining footing in their communities and stabilizing more. Many of the crises they had in previous months had been resolved or they had a concrete plan on how to tackle their obstacles. The women were navigating reentry successfully. For instance, the women were building a new foundation by staying sober, finding employment, acquiring transportation, and reaching out for community support, which for many, was a skill that they did not use. Several women clearly recognized what they needed to do to stay on a successful reentry pathway such as staying positive, setting boundaries, and letting go of fears that they may have had.

Months 9-12

In Months 9-13, Theme 3 of Responsibility emerged. For many women, a metamorphosis had taken place. The women were self-aware that they had changed, were connected to work and/or family, and were navigating choices in their life successfully (ex. whom to disassociate with, which job to select, staying clean). Many of the women cited responsibility as a key change in their lives and stated that they were tackling items in their lives that they weren't able to before such as budgeting their finances, paying bills on times, and allowing their lives to be structured. They were holding themselves accountable, increasing their self-esteem, were feeling a sense of belonging in society, their communities, and in their families, and were forging a new prosocial identity.

Finally, the women were queried about their satisfaction with SWR and suggestions for SWR Program improvement. Since the research team had much difficulty in following up with the women at 12 months post-release, comments were limited due to not only sample size but also because some of the women the researchers spoke to were in the control groups and did not receive SWR Program Services. In regard to satisfaction, women, who were in the experimental group, reported satisfaction on a scale of 1-10 where 1 was very unsatisfied and 10 was very satisfied and stated:

> *The biggest dilemma is when out didn't get contact info…biggest challenge (E)*
>
> *I think that they helped me…like a 9…#1 they owe me nothing, #2 because it's taken SS so long, stepping up to pay rent has really helped me out – just being there – calling me, texting me, and a couple times a few of them came out to see me so it's been nice… (E)*
>
> *10. They have there for everything, good, bad, ups and downs, they helped me with finding solutions and if they couldn't help me, they put me on a path to find a solution (E)*

A 10. They have done everything to help us, and they continue to. A few of the obstacles that I had, I wouldn't have gotten through without the IF program. (E)

In terms of suggestions for SWR Program improvement, subjects noted:

they should know exactly where releasing, conditions of environment releasing to…if things they need first day…someone to be there with them…a lot of people aren't as fortunate as I am going to family…learn exactly what their living conditions they are in that same day – bam I'm here to support you not weeks later…because some people get out to absolutely nothing no family no food no money and they don't know which way to go it's really hard if you don't have someone's number that was the biggest mishap. (E)

I just think they could get better at paying on time instead of making people wait. Not everyone is going to be so kind – just so happens the people I live with trust me but not everyone is going to be in those situations. (E)

Integration and Sustainability

Changes to Policy and Practice

Post-release programming was changed to a contractual agreement with obligations for the participant in order to receive financial support. SWR program staff implemented an application for resources and a client contract to document and track these requests and obligations.

Organizational Changes, Developments, and Adjustments

In the final year of the grant, an internship program was developed with staff oversight. This was an adjustment made to address the need for longer-term career, educational, and financial planning for highly engaged participants.

Sustainable Outcomes

Post-release reentry planning that mirrors P.R.E.P. will be sustained with future clients. This post-release programming will include structured modules that adapt pre-release plans to the shifting needs and issues that arise post-release to strengthen participants' ability to advocate for resources while expanding options for support beyond their original planning. The internship program developed in the last year of the grant has received funding toward its sustainability and will be incorporated into the budget for the organization moving forward.

Summary and Conclusions

Key Process and Outcome Evaluation Findings

The key findings show no significant difference between comparison and experimental groups in terms of recidivism as measured by return to WA DOC and citations and arrests. However, results examining arrests and citation as an outcome variable show that there is a significant difference between the experimental and comparison groups with the experimental group significantly less likely to be arrested and cited in the three years post-release. Additionally, results showing that program dosage (# of PREP pre-release classes and # of post-release SWR contacts) are associated with lower recidivism as measured by return to WA DOC custody are promising and suggest that the SWR programming at pre and post-release have a significant impact on participants. The finding that increased post-release programming and age (older) are associated with lower recidivism as measured by citations and arrest are also promising results that suggest that the SWR program is associated with reduced citations and arrests in the three years post-release. These findings are promising. The recidivism for the SWR participants is well below the 43% 3 year recidivism rate for women released from WA DOC (Knoth et al., 2019).

The small sample size should be taken into consideration in contextualizing the findings. The small n (60 experimental group + 25 in the comparison group) makes it difficult to quantitatively evaluate the effect of the SWR programming. In looking closely at the results, the experimental group appeared to be more likely to return to WA DOC while the comparison group was more likely to be arrested and cited. The additional findings showing the effect of program dosage and the qualitative findings suggest that the SWR program is effective in achieving the goal of reduced recidivism in particular related to arrests and citations.

The qualitative findings offer information about how the participants navigated the reentry process. This information is valuable in understanding reentry from the perspective of women making their way through the process of reentering their communities. The findings show that there are distinct stages in the reentry process for women characterized by support (Months 1-4), Stability (Months 5-8), and Responsibility (Months 9-12).

In terms of the self-report of the experience with SWR services, the experimental group indicated that the SWR was a help to them in the reentry process in regard to support for their immediate needs upon release, assistance with financial help to pay for rent, assistance in obtaining a driver's license, bus pass, clothing, finding employment, and just simply being there for support. When asked what suggestions they would offer to improve SWR services, participants indicated that increasing opportunities for communication and improving in terms of timing in assisting with support such as paying rent and providing immediate needs upon release.

Lessons Learned and Recommendations for Future Programs

Clearly defined expectations for participants receiving financial support, along with an explicit path to follow to request resources has been crucial in streamlining and maintaining client requests. Focusing on hard skills and best-use practices to assist clients in identifying need and researching/accessing resources on their own is also essential - the more we moved toward modeling *how* to access resources, the more our clients were empowered to seek out support to supplement and move beyond what we provided.

Consistent and engaged participants is the hardest roadblock to this work - without an incentive to engage, most moved on from the immediate survival of reentry and settled into their family and lives without staying connected. Creating clearly defined incentive markers and providing concrete benefits for highly-engaged participants led to the kind of personal connection that brought them to non-essential community events and an appreciation for their place in a community beyond meeting needs.

Limitations of Current Study

Despite the study's initial design strengths, several methodological challenges and weaknesses emerged resulting in several limitations of the current study. One problem was that several women in the study, changed their post-release counties. That is, women went from being slated to receive no SWR services, but changed their county of release and then were eligible for SWR Program support. Alternatively, some subjects were in the experimental group, but then moved, making them no longer eligible for continued SWR Program support. Another difficulty of the study were the IRB requirements that subjects could not receive any compensation. This requirement made it difficult to recruit subjects and then keep recruited subjects engaged and continuing to accept monthly phone calls from the research team. Relatedly, another challenge the research team has was tracking participants post-release for the monthly interviews as their phone numbers changed often. It was not uncommon for a member to reach out to a subject for a monthly interview only to find that their number was disconnected or no longer accepting calls from our phones. On some occasions, members of the research team called the subject and spoke with her briefly with the subject asking the research member to call back at a specified time. When the researcher called back at the designated time, the phone was not answered. Additionally, sometimes the researcher would make contact with the subject, but the subject would pretend not to be the actual subject. The researchers had an exceptionally difficult time in obtaining the final 12 month interview with subjects, and, due to this difficulty, the researchers had to abandon the original plan for obtaining the interview for the final LS/CMI re-administration.

From the SWR Program standpoint, there were several challenges that the team faced. For instance, obtaining good working contact numbers posed a continued challenge which sometimes stemmed from the subject being re-arrested or going missing. Because of this, it was difficult for the team to track down subjects for services or continued services. Additionally, the SWR team had to provide a wide range of services as subjects needs different supports at distinct points of time. One challenge that subjects reported was that they had to report to the center for classes. At times, this was difficult for subjects as they had a work conflict, transportation difficulties, or other conflict. Finally, a continued concern for the SWR team was obtaining funding to foster sustainability of services in the future.

Implications and Future Research

The findings form the current study offer data to help to better understand the reentry process for women. There is scant data available specifically examining reentry for women. While the findings presented here are based on a small sample of 85 women that was not large enough to make quantitative comparisons and ultimately the quantitative analysis did not show a significant difference between the two groups, the quantitative findings suggest that the SWR program was effective in helping participants in the reentry process.

Future research is needed to examine the relationship between participant characteristics, such as self-efficacy and risk/need to determine how individual characteristics impact recidivism and reentry. The data collected in this study will be used to further examine these questions. Future research is also needed to better understand the experience of women in the reentry process in terms of personal change. This study is one of the few to attempt to capture qualitative interview data on a month-to-month basis post-release. Understanding the lived reality of women reentering their communities after a period of incarceration may be best approached through the collection of qualitative rather than quantitative data. Future research is needed to build on the qualitative findings presented here to better understand the experience of women in the reentry process.

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Appendix A

Strategic Plan

Seattle Women's Reentry Program

Second Chance Act Reentry Program Strategic Plan 2016-18

STRATEGIC ANCHORS

Our vision:
Reduce recidivism for women returning to King County and the greater Seattle community.

Our mission:
To enhance reentry services for women releasing from the Washington Corrections Center for Women to King County and the greater Seattle community.

Our commitment:
We will serve medium to high risk women from Washington Corrections Center for Women with the goal of reducing recidivism rates by 50%.

OUR VALUES

Hope:
We provide opportunities for optimism and positive outcomes through support and mentorship.

Self-Esteem:
We promote opportunities to build self-esteem and confidence.

Respect:
We recognize the value of diverse backgrounds and perspectives; we treat Everyone with dignity, fairness, and understanding

Leadership:
We establish a clear vision, share that vision with others and provide the knowledge and methods to realize that vision.

Self-Efficacy:
We promote self-efficacy through evidence based programs and Introspective workshops.

GOAL AREA | 2016–18 GOALS/INITIATIVES

PROGRAM
To provide a continuum of care by ensuring that women have effective strategies and coping skills with a focus on self-efficacy and success to support reentry.

Program Goal
The program focus is on self-Inventory to build awareness and coping skills – moving the question posed by the IF Project:

- *If there was something someone could have said or done to change the path that led you here what would it be?*
- *If there is something YOU can do to enhance your success in the reentry process moving forward, what will it be?*

Create a Program that doesn't currently exist with focus on success with link inside/outside and development of comprehensive personal/individualizing client needs, personal gap analysis.

CASE MANAGEMENT
Individualized case management for both pre and post release sessions.

Pre and Post Release Program
The program will be comprised of a 12-week in-prison/pre-release program component where women will have the opportunity to explore personal skillsets and barriers to success with focus on self-efficacy around key aspects of the reentry process. Pre-release/prison-based sessions will include focus on the same reentry themes through individualized case management.

Program tools will include a workbook that the women will use to identify personal needs and challenges and barriers to success focusing on key program themes addressed in the pre-release and post-release program including a reflection journal and strategy board to assist them in developing a Personalized Re-Entry Plan (PREP).

SWR
Create a safe space for women to work on or receive reentry services and programming.

Seattle Women's Reentry Center (SWR)
The SWR Center is a reentry center and program for women operated by the Seattle Police Department (SPD) in collaboration with the Washington State Department of Corrections (WADOC). The SWR Center is an outgrowth and extension the IF Project, a crime reduction and crime prevention program that involves multiple components that bridge law enforcement, corrections, juvenile justice, schools, and community agencies. The overarching goal of SWR is to fill resource gaps to provide a continuum of care for women released to King County Washington with focus on self-efficacy and success, pre/post release continuity of care, and comprehensive personal/individualized case management support to ensure that women reentering their communities have effective strategies and coping skills.

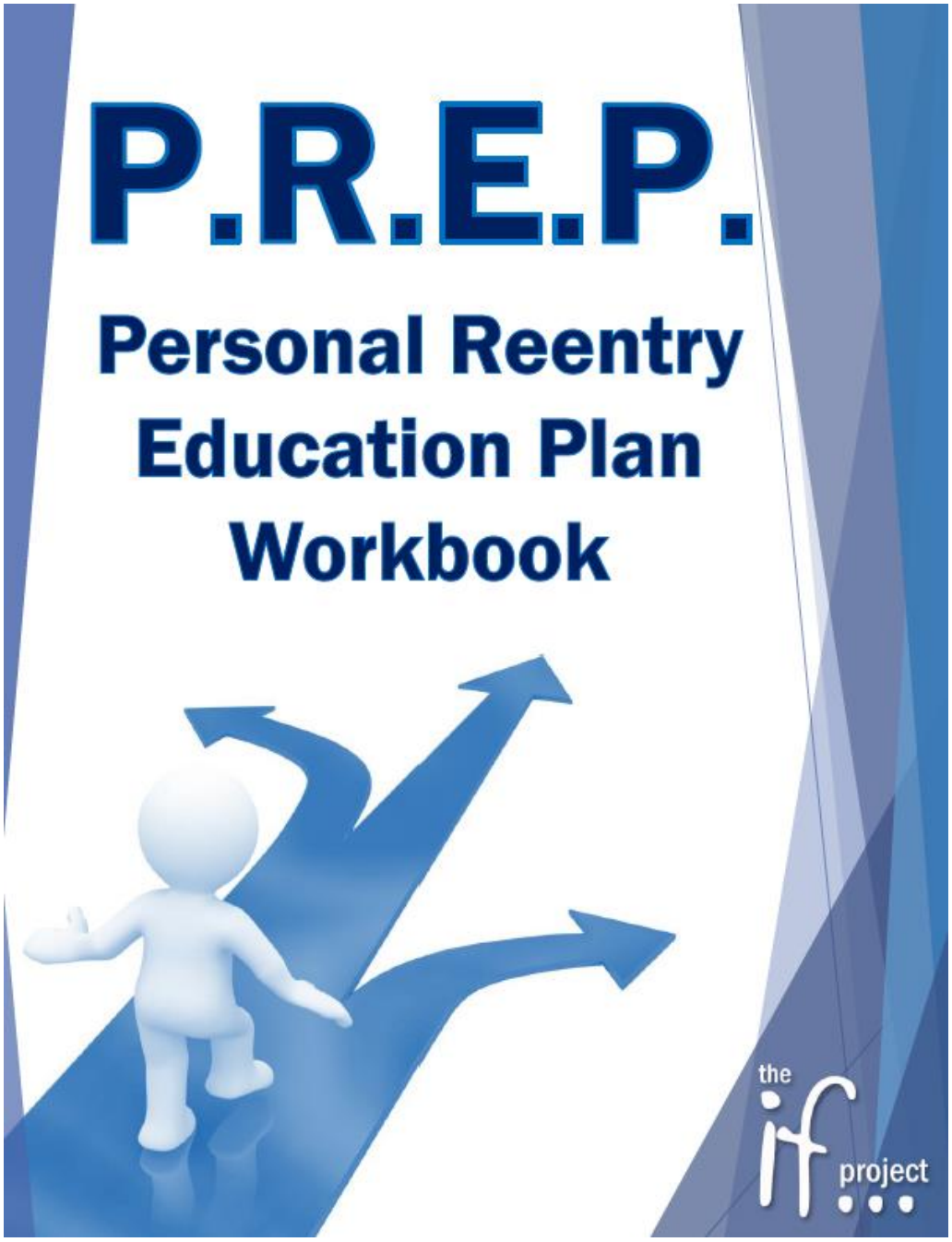
EVALUATION
Evaluation to be conducted by Seattle University.

Program Effectiveness
Program effectiveness will be measured through mixed-method data collection.

Outcome variables will include: Recidivism (nature of re-offense, time between re-offense, reconviction, re-incarceration, technical violations while on supervision, infractions while in prison), attitudinal change – hope, self-efficacy, self-esteem, criminogenic thinking, enhanced ability for problem solving, and ability to meet short and long-term goals, and personal transformation/phenomenological change.

Appendix B

Personal Reentry Education Plan Workbook (PREP)



Appendix C

Solicitation Flyers

The IF Project's NEW P.R.E.P. Class

(Personal Reentry Plan)

Sign up for The IF Project's NEW 12-week reentry pilot program for people releasing to ***King County*** in 2017—2018! This innovative new curriculum will be run by The IF Project, in partnership with DOC. Students will receive reentry workbook once complete and a certificate of completion.

Tuesday Nights Beginning in Sep. 2016

To Sign up Kite Ms. Figueira at Box 2

The IF Project's NEW P.R.E.P. Program

(Personal Reentry Plan)

Sign up for The IF Project's NEW 12-week reentry pilot program for people releasing to ***Skagit, Snohomish, & Whatcom*** in 2017—2018! Please join us and participate in our project as we begin to collect data and develop our new process. Students will receive reentry workbook once complete and a certificate of completion.

Tuesday Nights Beginning in Sep. 2016

To Sign up Kite Ms. Figueira at Box 2

Appendix D

Seattle Women's Reentry – Second Chance Act Adult Reentry Demonstration Program

DIRECTIONS: You have been asked to participate in a study on the reentry experiences of women in Washington State. The results of this study will be utilized to enhance reentry services for women. Your participation is voluntary. *Thank you for your time!*

Part 1: Background Questions:

1) What County are you releasing to?

☐ King ☐ Snohomish ☐ Whatcom ☐ Skagit Other_

2) What programs have you completed while in prison? Please List.

3) Please check the box that best describes you:

STATEMENT	Never	Seldom	Sometimes	Often
1. When you make plans, are you fairly certain that you can make them work?				
2. Do you have problems getting down to work when you should?				
3. Are you pretty persistent --- like if you can't do a job the first time, do you keep trying until you can?				
4. When you set important goals for yourself, do you have trouble achieving them?				
5. Do you give up on things before completing them?				
6. Do you avoid facing difficulties?				
7. When something looks complicated, do you avoid trying to do it?				
8. When you have something unpleasant to do, do you stick to it until you finish it?				
9. When you decide to do something, do you go right to work on it?				
10. When you try to learn something new, do you tend to give up if you are not initially successful?				
11. When unexpected problems occur, do you handle them well?				
12. Do you avoid trying to learn new things when they look too difficult?				
13. Does failure just make you try harder?				
14. Do you feel insecure about your ability to do things?				
15. Can you depend on yourself?				
16. Do you give up easily?				
17. Do you feel capable of dealing with most problems that come up in life?				

4) Please check the box based on your level of agreement.

STATEMENT	Strongly Disagree	Disagree	Agree	Strongly Agree
1. I feel that I am a person of worth, at least on an equal plane with others.				
2. I feel that I have a number of good qualities.				
3. All in all, I am inclined to feel that I am a failure.				
4. I am able to do things as well as most other people.				
5. I feel I do not have much to be proud of.				
6. I take a positive attitude toward myself.				
7. On the whole, I am satisfied with myself.				
8. I wish I could have more respect for myself.				
9. I certainly feel useless at times.				
10. At times I think I am no good at all.				

5) Please read each item carefully. Using the scale shown below, please indicate by checking which best describes you in the blank provided.

STATEMENT	Definitely False	Mostly False	**Mostly True**	**Definitely True**
1. I can think of many ways to get out of a jam.				
2. I energetically pursue my goals.				
3. I feel tired most of the time.				
4. There are lots of ways around any problem.				
5. I am easily downed in an argument.				
6. I can think of many ways to get the things in life that are most important to me.				
7. I worry about my health.				
8. Even when others get discouraged, I know I can find a way to solve the problem.				
9. My past experiences have prepared me well for the future.				
10. I've been pretty successful in life.				
11. I usually find myself worrying about something.				
12. I meet the goals I set for myself.				

6) Please check the box based on your level of agreement.

STATEMENT	Strongly Disagree	Disagree	Agree	Strongly Agree
1. Most of the time, I feel like an outsider.				
2. I feel like I am treated differently because of my background.				
3. I feel that society is as much to blame for how my life has turned out as I am.				

4. The only one to blame for how my life has turned out is me.				
5. It is up to me to repair the harm caused by crime I have been convicted of committing.				
6. I am willing to do whatever it takes to pay back society for the crime I have been convicted of committing.				
7. I feel powerless when it comes to helping myself succeed in life.				
8. I find it difficult to understand other people's feelings.				
9. I find it difficult to understand my own feelings.				
10. I worry that I might not be able to succeed outside of prison.				
11. When I think about my past I feel ashamed.				
12. When I think about the work I have done to improve myself I feel proud.				
13. When I think about my future I feel hopeful.				
14. I feel that most people can't be trusted.				
15. I have people I trust who I can rely on.				

7. When you were *under the age of 18*, did you ever experience any unwanted sexual contact?

_____ 1) No (If NO, skip to question #10) _____ 2) Yes

8. When you were *under the age of 18,* how often did this contact happen?

_____ 1) Once _____ 2) 2 to 5 times _____ 3) 6 or more times

9. What was your relationship to the person who behaved this way? (Check all that apply.)

_____ 1) Boyfriend
_____ 2) Girlfriend
_____ 3) Mother
_____ 4) Father
_____ 5) Stepmother
_____ 6) Stepfather
_____ 7) Guardian
_____ 8) Friend
_____ 9) Brother/sister
_____ 10) Spouse
_____ 11) Other (_____)

10. When you were *under the age of 18*, did you ever witness physical abuse in your household (ex., mother or father hitting, slapping, pushing, shoving, kicking, or choking one another)? _____ 1) No _____ 2) Yes

11. When you were *under the age of 18*, were you ever physically abused (ex., hitting, slapping, pushing, shoving, kicking, choking) ?

_____ 1) No (If NO, skip to question #14) _____ 2) Yes

12. When you were *under the age of 18*, how often did this contact happen?

_____ 1) Once _____ 2) 2 to 5 times _____ 3) 6 or more times

13. What was your relationship to the person who physically abused you? (Check all that apply.)

_____ 1) Boyfriend
_____ 2) Girlfriend
_____ 3) Mother
_____ 4) Father
_____ 5) Stepmother
_____ 6) Stepfather
_____ 7) Guardian
_____ 8) Friend
_____ 9) Brother/sister
_____ 10) Spouse
_____ 11) Other (_____)

14. Where do your child(ren) under 18 live now? (Check all that apply.)

_____ 1) Father/Stepfather
_____ 2) Grandparents
_____ 3) Other relative
_____ 4) Friends
_____ 5) Foster home
_____ 6) Agency or Institution
_____ 7) Alone
_____ 8) Other (specify_____)

15. Prior to your prison sentence, how much did you enjoy being with your child/children?

_____ 1) A great deal
_____ 2) Quite a bit
_____ 3) Some
_____ 4) Not too much
_____ 5) Very little

16. Before your prison sentence, how satisfied were you with your relationship with your child/children?

_____ 1) Very Satisfied
_____ 2) Somewhat Satisfied
_____ 3) Neither Satisfied nor Dissatisfied
_____ 4) Somewhat Dissatisfied
_____ 5) Very Dissatisfied

Thank you for completing this preliminary survey and for being willing to participate in this study.
We look forward to working with you as a participant in the Seattle Women's Reentry Evaluation Project.

Appendix E

Seattle Women's Reentry

MONTHLY INTERVIEW

Background/Program Status

Client Name:		
Months Out		
☐ Month 1 ☐ Month 2 ☐ Month 3 ☐ Month 4	☐ Month 5 ☐ Month 6 ☐ Month 7 ☐ Month 8	☐ Month 9 ☐ Month 10 ☐ Month 11 ☐ Month 12

Interview Questions

1) ***Life Events*** *– What is currently going on in your life?*
2) ***SWR*** *– How is the SWR Program helping you in the reentry process?*
3) ***Needs/Challenges/Self-Efficacy*** *-- What are your current needs and challenges? How are you responding/resolving these needs and challenges to enhance your success in the reentry process?*
4) ***Personal Change****--How do you see yourself changing?*

12-MONTH EXIT INTERVIEW

Background/Program Status

Client Name:		
Monthly interviews completed		
☐ Month 1 ☐ Month 2 ☐ Month 3 ☐ Month 4	☐ Month 5 ☐ Month 6 ☐ Month 7 ☐ Month 8	☐ Month 9 ☐ Month 10 ☐ Month 11 ☐ Month 12

Interview Questions

5) ***Life Events*** *– What is currently going on in your life?*
6) ***SWR*** *– How is the SWR Program helping you in the reentry process?*
7) ***Needs/Challenges/Self-Efficacy*** *-- What are your current needs and challenges? How are you responding/resolving these needs and challenges to enhance your success in the reentry process?*
8) ***Personal Change****--How do you see yourself changing?*
9) ***Satisfaction with SWR*** *--How Satisfied have you been with the assistance you have received as a client of SWR on a scale of 1-10 with 1 being highly unsatisfied and 10 highly satisfied?*
10) ***SWR Programmatic Components*** *– What has been the most and least helpful components of the SWR Program?*
11) ***Suggestions for Improvement of SWR*** *--What suggestion do you have for improvement of the SWR Program?*
12) ***Other*** *– Is there anything else you would like to add?*