



INMATE SERVICES
IMPACT REPORT
Fiscal Year 2022

CONTENTS

05 REENTRY SERVICES AND COGNITIVE PROGRAMMING

- Community and Employment Resources
- Services Provided to Offenders Prior to Release
- Peach Pass Partnership
- Residential Substance Abuse Treatment Program
- Family Reunification Program
- Supportive Services for Reentry Citizens Impacted by Domestic Violence Initiative
- Release Document Repository
- Admissions and Orientation

11 STAFF AND PROGRAM DEVELOPMENT UNIT

- Office of Reentry Services Program Training
- A Path Forward: Justice Involved Care Life Coach
- Audits and Site Visits
- Georgia School of Addiction Studies
- Addiction Certification Preparation Program
- Education and Reentry Conference
- Professional Development Training Series

17 CHAPLAINCY SERVICES

- Chaplaincy and Volunteer Services
- Volunteer Application Process
- Truett McConnell Seminary
- New Orleans Baptist Theological Seminary

21 ACADEMIC EDUCATION

- General Educational Development
- General Equivalency Diplomas
- Special Populations Served
- Cross Functional Monitoring
- Distance Learning
- Charter High School Graduates
- School Improvement Team
- Library Services

27 CAREER, TECHNICAL AND HIGHER EDUCATION

- Implemented Programs
- Career Pathway Completions
- Expanded Employer Partnerships
- Pathway Home Grant
- Career, Technical and Higher Education Career Completions
- Partnerships

Letter From the Commissioner

TIMOTHY C. WARD

On behalf of the dedicated team at the Georgia Department of Corrections (GDC), I am honored to present our Inmate Services Impact Report. As we move forward from many of the challenges of COVID-19, our agency has continued to restart programs while offering new programming to enrich the lives of offenders within the Georgia correctional system. Our staff continues to provide quality education, offender-based programming and reentry services that assist offenders as they return to society as productive citizens and support our mission.

During Fiscal Year 2022 (FY22), the GDC worked hard to set the standard for successful inmate rehabilitation by developing educational programs, job skills training and evidence-based programs that best meet the needs of the offender population.

The agency's partnership with the Technical College System of Georgia continues to expand our programming to assist offenders as they transition back into society. Through the assistance of all partnership programs, Career, Technical and High Education exceeded their goal of 25,000 career completions by more than 16.3%, for a total of 29,091 certificates achieved. FY22 saw another educational accomplishment as 1,450 General Equivalency Diplomas (GED) were awarded, accounting for 8% of the GEDs earned nationwide.

The Office of Reentry Services actively identifies and collaborates with over 400 community resources and services to support positive and successful offender reentry. In FY22, the agency continued its partnership with the Department of Driver Services and has now delivered 33,479 identification cards and driver's licenses to releasing offenders. The agency also provided over 7,546 job leads to offenders and 657 job offers were received from employers.

I am proud of the continued commitment of the GDC staff and the advancements we are making in our commitment to inmate rehabilitation, education and skills attainment. I look forward to working with our team to achieve even more success in the upcoming year.



A handwritten signature in white ink that reads "Timothy C. Ward". The signature is fluid and cursive, with a large, sweeping initial 'T'.

TREATMENT EFFECTS FROM PROGRAMS

According to the Rand Corporation and the Bureau of Justice Assistance (BJA) study, “How Effective is Correctional Education, and Where Do We Go from Here?”, offenders who participate in any kind of educational program behind bars—from remedial math to vocational auto shop to college-level courses—are up to 43 percent less likely to re-offend and return to prison. They also appear to be far more likely to find a job after their release and the social stability that comes with it, according to the study.

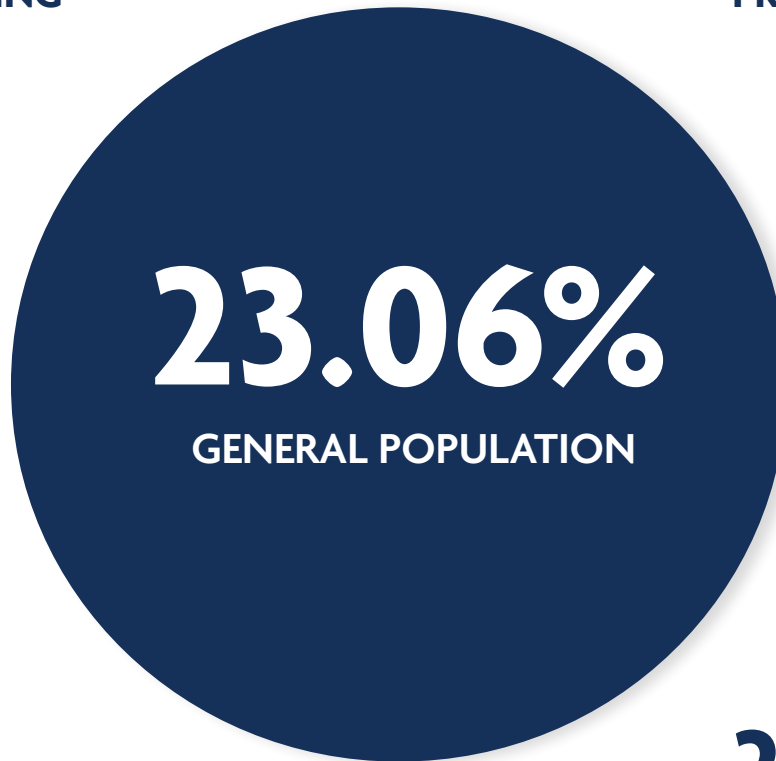
Every dollar invested in correctional education saves nearly five in re-incarceration costs over three years.

Three-Year Felony Reconviction Rates for Program Completions vs. General Population

Based on FY 2019 Releases

18.38%
EDUCATIONAL
PROGRAMMING

19.33%
COGNITIVE
PROGRAMMING



15.4%
VOCATIONAL
PROGRAMMING

25.16%
RESIDENTIAL
SUBSTANCE ABUSE
TREATMENT

A close-up, over-the-shoulder view of a man with a beard and glasses, wearing a blue shirt, looking at a document. The document is held in his hands and is slightly out of focus. The background shows an office environment with a yellow wall and a black chair. A light blue diagonal graphic element is overlaid on the bottom left of the image.

REENTRY SERVICES AND COGNITIVE PROGRAMMING

COMMUNITY AND EMPLOYMENT RESOURCES

The Office of Reentry Services (ORS) actively identifies and collaborates with community resources and services which support positive and successful offender reentry. These resources fall into the areas of:



400
RESOURCES

35
ADDITIONAL
COLLABORATIONS

During the first year, 400 resources were identified and in FY22 thirty-five additional collaborations in housing, employment, substance use and mentoring were added.

SERVICES PROVIDED TO OFFENDERS PRIOR TO RELEASE

Over 100 employers, staffing agencies and job training organizations are contacted monthly by ORS and given a list of individuals scheduled to be released within 60 days. The list includes names, the county to which they will be released, anticipated release dates and skills obtained while incarcerated.

11,223

Referrals of offenders on the monthly list to employers and/or organizations that provide job training

7,546

Job leads given to offenders prior to release

657

Job offers from employers to offenders to begin once they are released

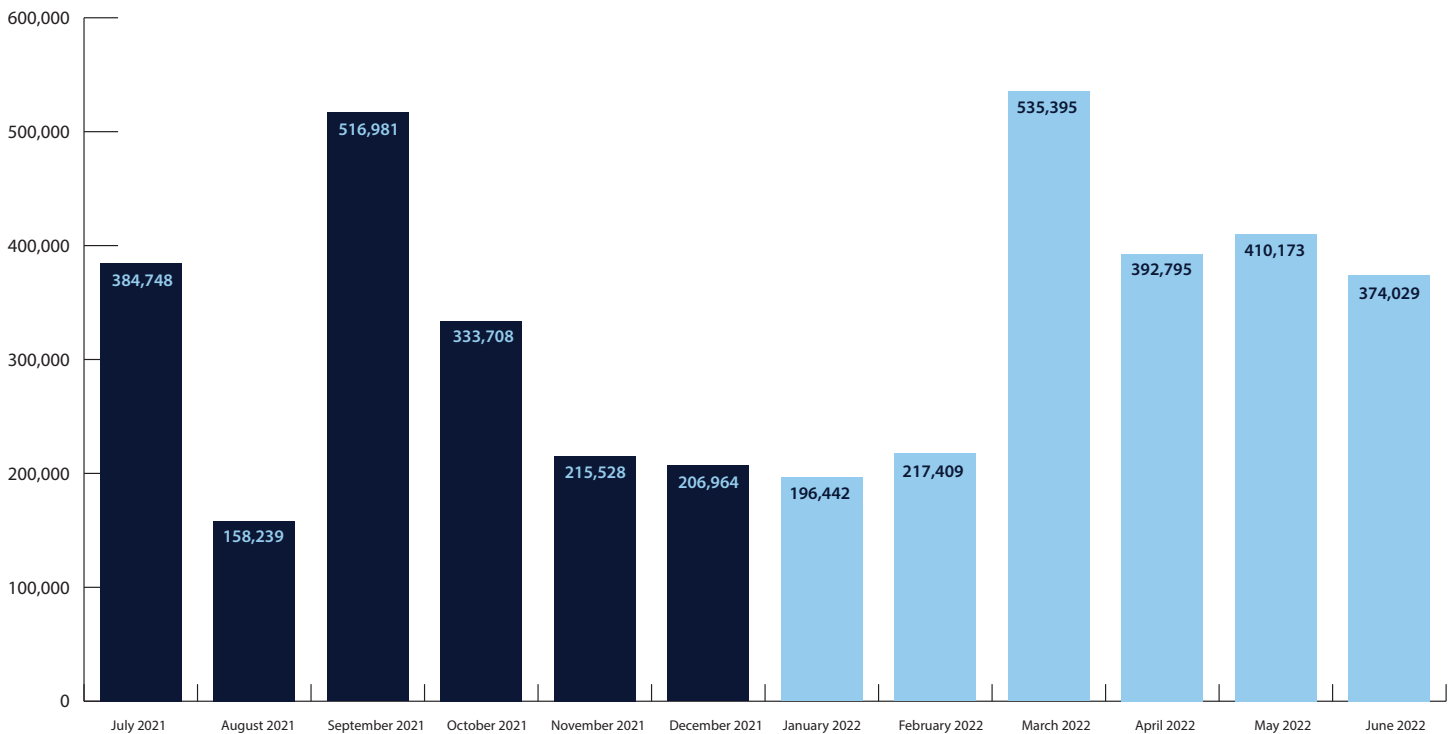
PEACH PASS PARTNERSHIP

The GDC and the State Road and Tollway Authority (SRTA) agreed to provide employment opportunities to returning female citizens housed at Metro Transitional Center (TC). The program was implemented in November 2018 and focuses on image review for the Peach Pass Lanes. The program at Metro TC allows for ten returning citizens, including long-term maintenance, to earn part-time wages and skills in data entry in preparation for release.

During FY22, the program expanded to Metro Reentry Facility and allowed an additional 12 returning citizens to participate in the program. These returning citizens were able to earn vocational credits towards certification, as well as possible employment with SRTA once released. Since deployment, three returning citizens have been successfully hired by SRTA.



FY2022 Peach Pass Images Reviewed



RESIDENTIAL SUBSTANCE ABUSE TREATMENT FACILITIES

RSAT Facilities

Bainbridge PSATC*
Bleckley PSATC*
Coastal State Prison
Coastal PSATC*
Johnson RSAT (A)
Johnson RSAT (B)
Lee Arrendale State Prison*
Northwest RSAT*
Paulding PSATC*
Pulaski State Prison
Turner RSAT*
Valdosta State Prison*

2,078
ENROLLMENTS

1,573
COMPLETIONS

89%
OVERALL
COMPLETION RATE

*Probation Substance Abuse Treatment Center

FAMILY REUNIFICATION PROGRAM

The Family Reunification Program (FRP) is an 18-week program designed as a wrap-around service under the Residential Substance Abuse Treatment (RSAT) Program.

Purpose of reunification counseling

- Repair the parent-child relationship within the context of a high conflict separation
- Re-establish family bonds
- Improve communication, and overall family satisfaction

The program has had 25 graduates return to their families and the community. In addition, 300 Narcan kits were distributed to participants that successfully completed RSAT programs.

The Domestic Violence Initiative and Family Reunification Program are supported through grant funding provided by the Criminal Justice Coordinating Council.

SUPPORTIVE SERVICES FOR RETURNING CITIZENS IMPACTED BY DOMESTIC VIOLENCE INITIATIVE

Supportive Services Returning Citizens Domestic Violence Criminal Justice Coordinating Council (CJCC) Grant provides female returning citizens impacted by domestic violence with the resources and tools necessary to become self-sufficient, reduce recidivism, address the trauma associated with exposure to domestic violence and support safety through enhanced collaboration among stakeholders.



Goals of the Program

- Conduct a gender-specific assessment
- Provide trauma-focused counseling
- Collaborate on case planning for housing and employment opportunities
- Facilitate trauma groups
- Research transitional housing assistance
- Support services designed to help survivors become self-sufficient

The CJCC Grant is in partnership with the Circle of Hope, a non-profit domestic violence organization funded by the CJCC.

RELEASE DOCUMENT REPOSITORY



33,479
IDENTIFICATION CARDS & DRIVER'S LICENSES

Issued since the inception of the Release Document Repository in 2016

The repository provides a secure location to collect and file reentry-related documents such as Department of Driver Services (DDS) identification cards, DDS driver's licenses and birth certificates, which are vital to an offender's successful reentry. The repository staff sends these documents to the facility 180 days before the offender's release date.



8,417
DOCUMENTS MAILED

Release documents mailed to facilities

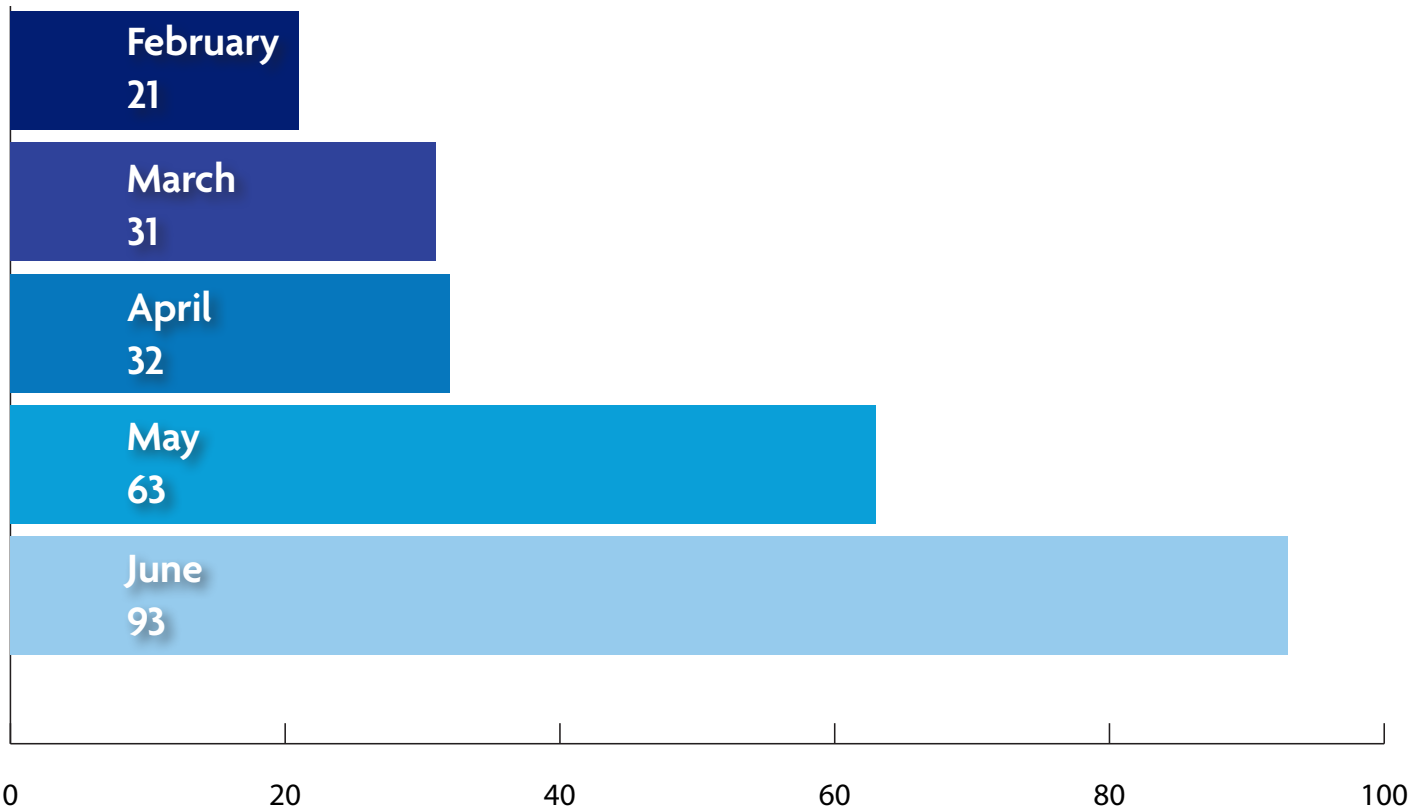


ADMISSION AND ORIENTATION

During FY22, GDC began the new, enhanced Admission and Orientation (AO) process at Central State Prison. This process provides our offenders with a formal orientation upon intake and admission within GDC facilities. All offenders undergo a thorough screening and assessment as they enter their assigned facilities. This process includes a comprehensive orientation to the facility's procedures, rules, programs and services. The enhancement consists of interventions that will assist our offenders with making better choices and understanding the assigned facility to assist with transition into the general population.

The AO process utilizes trained peer mentors to provide interventions and support to assist new arrivals at each facility with making pro-social choices and mentally prepare them for their length of stay in prison and beyond. Based on the success of the program at Central State Prison, the program is now being implemented at Pulaski State Prison, Dooly State Prison, Valdosta State Prison and Telfair State Prison. GDC plans to implement the enhanced process in all GDC state facilities within FY23.

FY22 Admission and Orientation Completions





STAFF AND PROGRAM DEVELOPMENT UNIT

OFFICE OF REENTRY SERVICES PROGRAM TRAININGS

The Office of Reentry Services (ORS) is responsible for providing training for all Cognitive, Substance Abuse and Risk Reduction programs throughout the state. They also offer special training assignments at specific facilities as needed, such as Creating a Culture of Care training which consists of The Art of Exceptional Customer Service and Motivational Interviewing.

During FY 22, ORS provided virtual and in-person training to new and current Behavioral Health Counselors and Multi-functional Correctional Officers with 1,639 participants.

Training Conducted	Number of Participants
Addiction Certification Preparation Program	150
Creating a Culture of Care	162
Effective Communication	67
Initial Correctional Counseling Training	97
Matrix	28
Moral Reconation Therapy/Booster	58
Motivation for Change	90
Motivational Interviewing	178
Offenders Under Transition	18
Pathfinders	47
Sex Offender Psycho-Educational Program	32
Thinking for a Change/Booster	44
Chief Counselors Training	15
Deputy Warden Care and Treatment Academy	17
Reentry Repository Training	184
Anger Management	15
Reentry TOPPSTEP	133
Active Parenting	12
Moving On	8
Problem Solving Skills in Action	27
Reentry Checklist Training	227
Office of Reentry Services Annual Training	30
Totals	1,639

A PATH FORWARD: JUSTICE-INVOLVED CARE LIFE COACH

Beginning January 2022, four GDC staff enrolled in the Morehouse School of Medicine’s Justice-Involved Care Life Coach program. This certification program consists of four monthly online modules aimed at equipping staff with the critical skills needed to better address the complex issues of offenders. These modules cover the following areas:

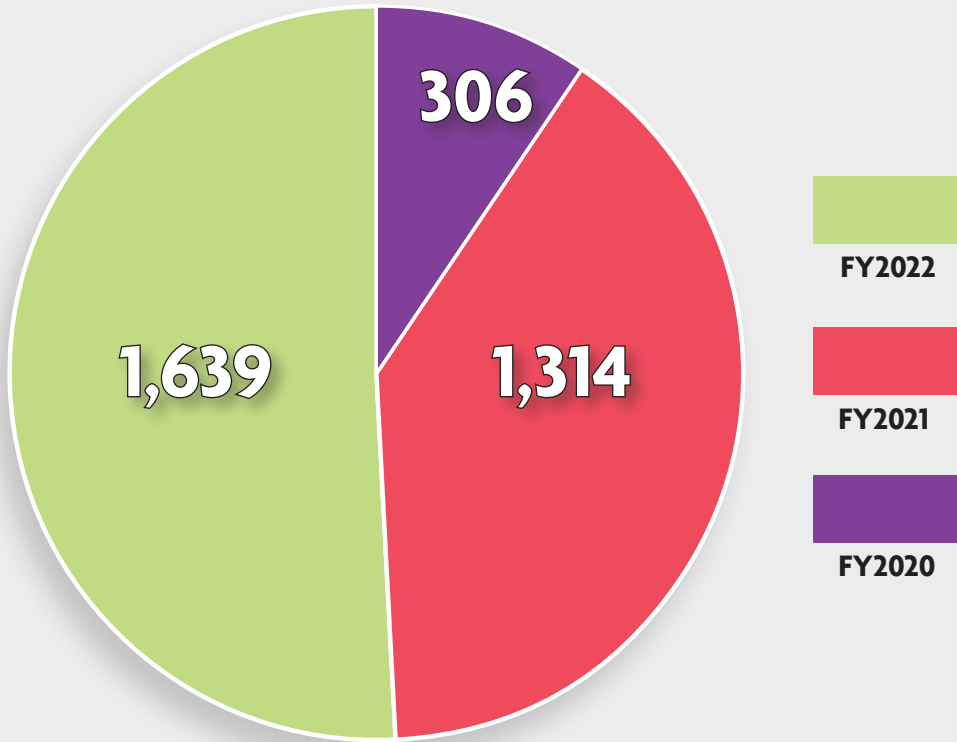
**Overview of U.S. Justice System:
The Social Determinants of Reentry**

**Is there a Problem:
The Importance of Data Collection**

**Connecting the Dots:
Decreasing Recidivism Barriers**

**Accessing Behavioral Health Services:
Promoting Mental Health Equity**

FY20 - 22 Office of Reentry Services Training Completions



AUDITS AND SITE VISITS

60

AUDITS

Social Service Program Consultants attend all facility audits. These audits cover areas of Care and Treatment and Performance Incentive Credits. During the audits, facilities are scored based on how well they follow policies and directives.

545

FACILITY SITE VISITS

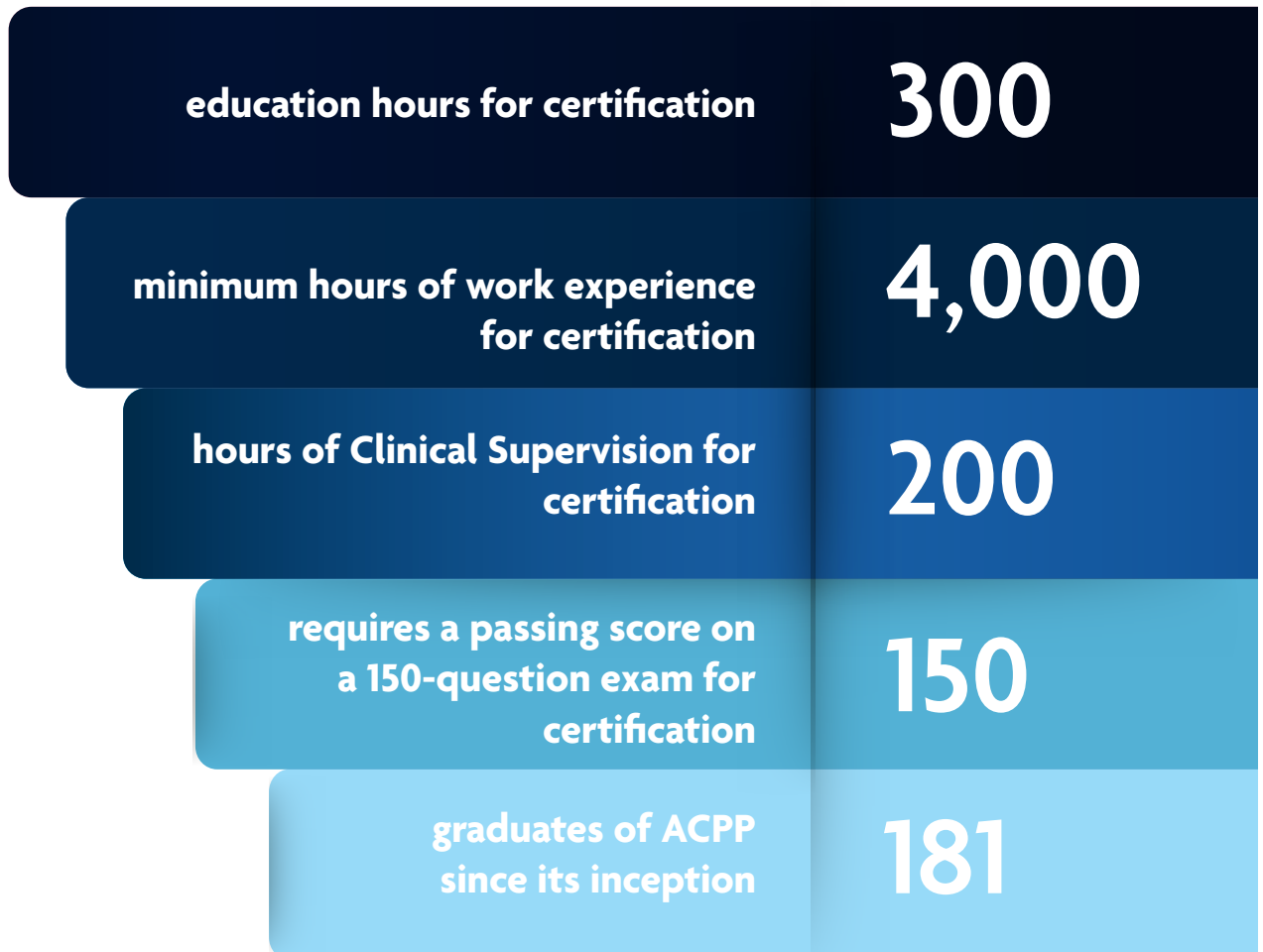
In addition to facility audits, routine site visits are conducted to support and provide recommendations regarding care and treatment operations. During these site visits, the consultants review offender programming, case notes, classification and staffing. The site visits help the facilities maintain policy compliance throughout the year.

GEORGIA SCHOOL OF ADDICTION STUDIES CONFERENCE

In August 2021, several ORS teammates attended the 14th annual Georgia School of Addiction Studies (GSAS) Conference in Savannah, Georgia. The conference theme was Success Through Synergy: Prevention, Treatment and Recovery, and included over 450 participants. GSAS is composed of many organizations, agencies, associations and boards working together to provide professional development and continuing education for professionals practicing substance abuse prevention, treatment and recovery. GDC has been a supporting partner and has represented on the board of GSAS for over 10 years.

ADDICTION CERTIFICATION PREPARATION PROGRAM

The Addiction Certification Preparation Program (ACPP) was created to identify, train and develop staff into certified addiction counselors. This intensive 12-month program provides participants with the educational hours required for certification. Graduates who pass the exam become Certified Alcohol and Drug Counselors through the International Certification and Reciprocity Consortium. The Office of Reentry Services launched ACPP Group 10 in January of 2022, during which 14 Counselors embarked on their certification journey and have acquired 157.5 of the required 300 educational hours for certification.



EDUCATION AND REENTRY CONFERENCE



First in-person GDC conference since COVID-19 pandemic - was held at the Columbus Trade and Convention Center on April 26 – 27, 2022. The conference hosted over 325 attendees.



Partnered with other state agencies to present quality professional development – Department of Education, Department of Juvenile Justice, Georgia Virtual School, Georgia Public Library System, Foothills Education Charter High School, Georgia Library Services for the Blind and Print Disabled, State Board of Pardons and Parole



Conference expanded to include additional GDC staff members involved in education and renamed the Education and Reentry Training Conference.

PROFESSIONAL DEVELOPMENT TRAINING SERIES

A quarterly professional development training series was created to provide staff with knowledge and skills to continue the investment in evidence-based practices. The first featured training kicked off in June 2022 with Effective Communication/Motivational Interviewing Techniques (ECMI). ECMI is a set of evidenced-based communication skills for any corrections staff interacting with offenders. ECMI has extensive research showing that staff who utilize the skills have more compliance from offenders, decreased stress and reduced recidivism. The training was conducted in all three regions with 58 staff completions.

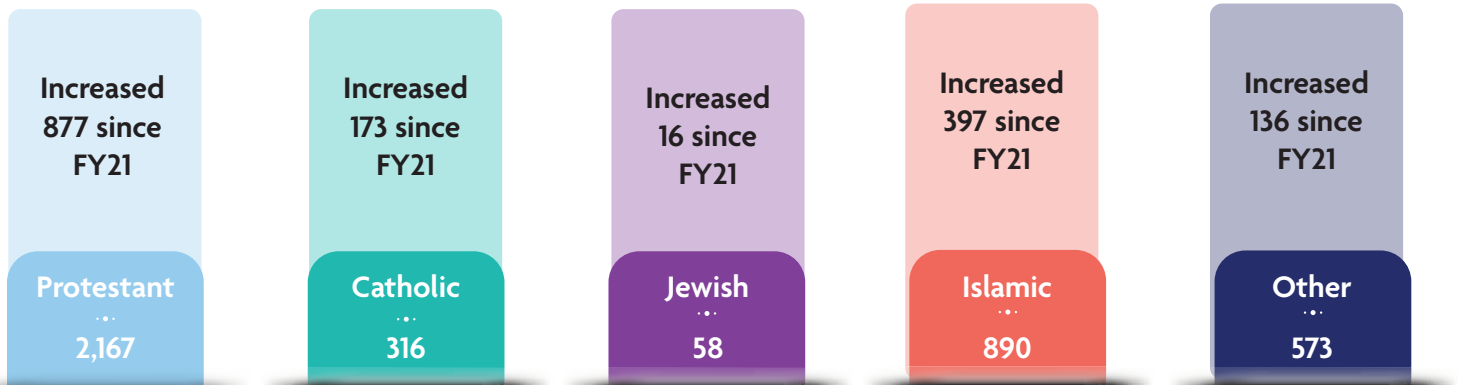
A hand holding an open book with a blurred background of a person in a white coat. The image is overlaid with a light blue diagonal line and a gold-to-white gradient triangle in the top right corner.

CHAPLAINCY SERVICES

CHAPLAINCY AND VOLUNTEER SERVICES

Chaplaincy and Volunteer Services are integral parts of the programming that takes place in GDC facilities. Chaplains provide pastoral care to inmates and staff, facilitate worship, education, counseling, spiritual direction and support and crisis intervention. The Volunteer Services team assists the Chaplains and facility leadership by providing a steady stream of trained volunteers for religious support and program opportunities. Chaplains attend quarterly training sessions conducted by the Office of Chaplaincy Services which enhances their services and effectiveness.

Number of Religious Services Held in FY22



VOLUNTEER APPLICATION PROCESS

In collaboration with the Office of Information Technology, the updated volunteer certification process continues to offer greater efficiency, security and functionality for individuals interested in volunteering within GDC facilities. The process allows prospective volunteers to complete all their administrative paperwork before the required classroom training, thus eliminating time and travel demands and enhancing recruitment and active participation.



TRUETT MCCONNELL SEMINARY

At Phillips State Prison, Truett McConnell University (TMU) assumed the leadership and sponsorship of the former New Orleans Baptist Theological Seminary (NOBTS) program. The program is a partnership with the Georgia Baptist Mission Board. The first group of 29 students, taught by professors from TMU, began in August of 2021. The students receive an accredited bachelor's degree in Christian Ministry while working under the direction of a facility chaplain. The graduates are then assigned to facilities across the state to serve as inmate missionaries.



Truett McConnell
U N I V E R S I T Y

NEW ORLEANS BAPTIST THEOLOGICAL SEMINARY

Since the inception of the New Orleans Baptist Theological Seminary (NOBTS) on January 15, 2019 at a female facility, 12 female inmates have completed their third year at Whitworth Women's Facility. Heartbound Ministries provides funding for the program. A new cadre of ten female offenders began their first year in August 2021, and approval was granted for them to continue and receive their bachelor's degree. They are now entering the third year of the four-year program with expected graduation in 2023. The fully accredited college degree is designed to provide a broad foundation for ministry within the prison system and is based upon eight core competencies:

- Biblical Exposition
- Christian Heritage
- Servant Leadership
- Interpersonal Relationships
- Spiritual and Character Formation
- Disciple Making
- Worship Leadership
- Life Skills



NEW ORLEANS
BAPTIST THEOLOGICAL SEMINARY

Horizontal lines for writing notes.

A close-up photograph of a graduate wearing a black academic gown and a yellow stole. The graduate is holding a rolled-up white diploma tied with a black ribbon. The background is slightly blurred, showing more of the graduate's hair and the gown.

ACADEMIC EDUCATION

H
O
N
O
R

GENERAL EDUCATIONAL DEVELOPMENT

Program Expansion

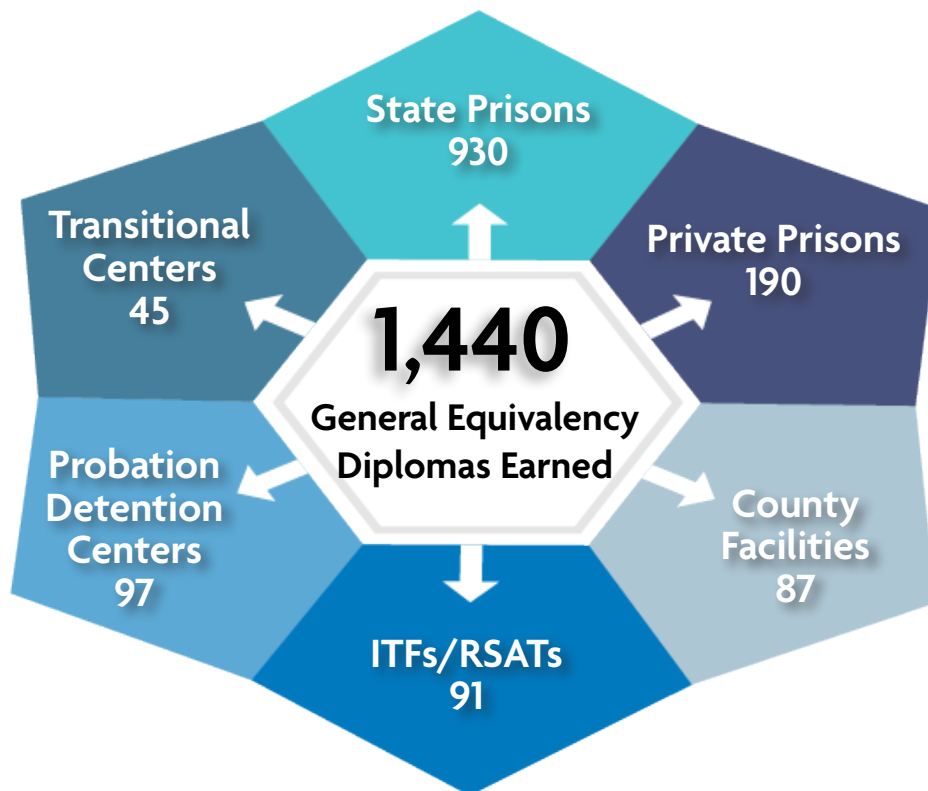
GDC expanded the team of staff members who are licensed to administer a secure paper version of the GED to provide testing opportunities for facilities that the local technical colleges cannot serve

256

This expansion provided an additional 256 test days for students in correctional education

3,721

3,721 individual sections of the test provided by these five staff members



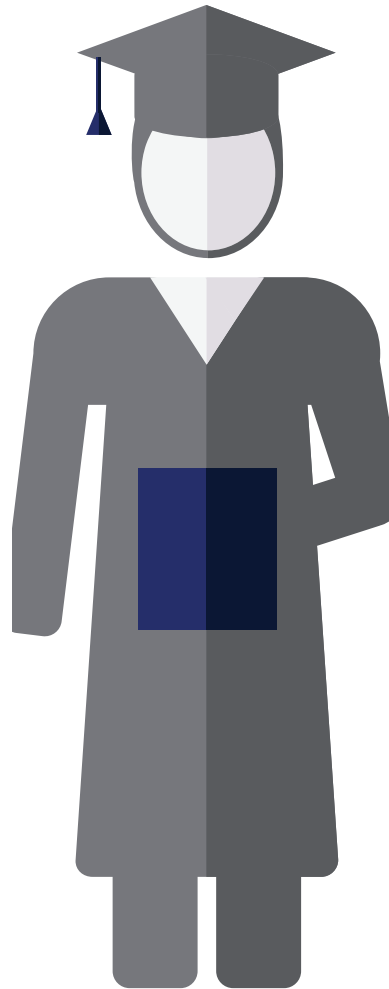
GDC earned over **8%** of the GEDs earned in the nation

22

GRADUATES
are housed in
Tier housing

13

GRADUATES
under the age of
18 earned a GED



143

GRADUATES
who qualify as
neglected or
delinquent under
Title I-D earned a
GED

27

**LIFE-SENTENCED
GRADUATES**
Received a GED in
FY22, 22 have the
potential for parole

82.9%

MALE GRADUATES
earned a GED

17.1%

FEMALE GRADUATES
earned a GED

SPECIAL EDUCATION

Completed
two Full Time
Equivalent
(FTE) counts

52% Increase
in special
education
students
served
over FY21

Received
Title I Part A
grant from
DOE to serve
academically
and
economically
disadvantaged
students

Created special
education hub
at the Georgia
Diagnostic and
Classification
Prison

Enhanced Title
I Stakeholder
Needs
Assessment
with Title I
meeting held
at annual
conference

CROSS FUNCTIONAL MONITORING

Federal regulations and administrative procedures require that the state educational agency (SEA) monitor the implementation of program requirements and the expenditure of federal funds. Federal programs are monitored to ensure that all who are eligible have a fair, equal and significant opportunity to obtain a high-quality education. Monitoring emphasizes accountability for using resources wisely, and serves as a vehicle for the Georgia Department of Education to help Local Education Agencies achieve high-quality implementation of educational programs.

Georgia Department of Education's Federal Programs monitoring process consists of six major components:

- Monitoring of Expenditures
- Single Audit
- Physical Inventory Monitoring
- On-Site Monitoring
- Self-Monitoring
- Desktop Monitoring of Approved LEA Budgets

GDC Passed its first CFM Audit in May 2022

DISTANCE LEARNING HIGHLIGHTS

GDC expanded SharePoint as a central location for accessing general resources for all subject areas and information related to certification, upcoming events, audits and assessments. The SharePoint site now has 137 members.

Statewide classes began in November 2021 and expanded the program to offer two to three statewide distance learning classes available daily to any facility, live and/or recorded.

Over **160** live classes were taught in FY22, with plans to expand in FY23.

Expanded online teaching staff to include five staff members who provide instruction online, two to three times weekly.

Recorded distance learning lessons have been accessed by **75** staff members over **1,300** times in the past year.

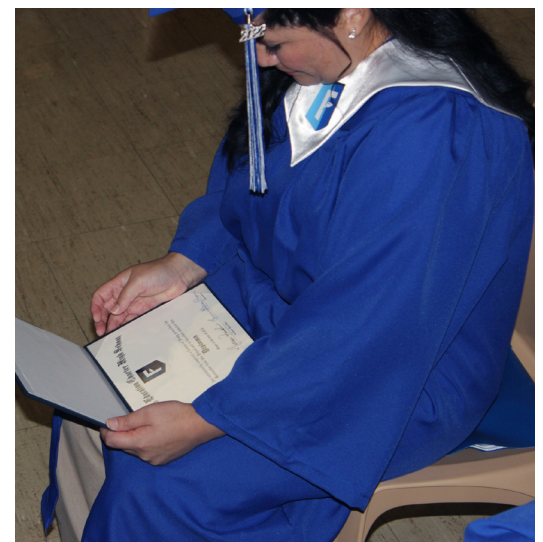
Distance learnings are broadcast directly into the dorms at Central State Prison when students cannot report to class. The agency is working with other facilities to implement statewide.

FOOTHILLS EDUCATION CHARTER HIGH SCHOOL



In 2015, the Georgia Department of Corrections (GDC) partnered with Foothills Education Charter High School to provide a high school diploma option for qualifying inmates. In FY22, 49 high school attendees graduated, and since its inception in 2015, a total of 410 high school diplomas have been awarded. Foothills Education Charter High School operates charter school sites at three correctional facilities within GDC:

- Burruss Correctional Training Center
- Lee Arrendale State Prison
- Phillips State Prison



SCHOOL IMPROVEMENT TEAM



9 TEACHERS SELECTED

- Meet monthly with the Academic Education Director and staff for professional development, data analysis, discussion of DOE reports and to create goals and plans for achieving those goals in the academic education classroom



GED CONFERENCE

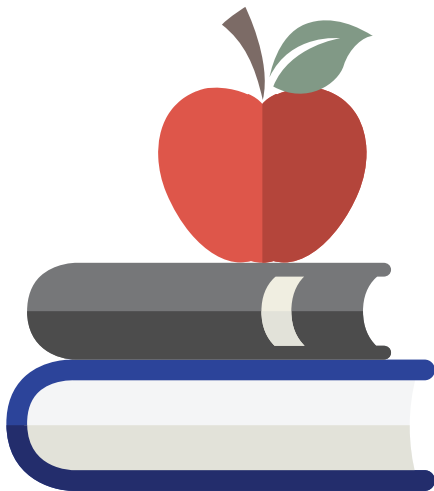
- Attendance at GED conference for school improvement team for professional development purposes



TUESDAY TRAINING TOOLBOX

- Staff members are redelivering material learned at the GED Conference through monthly Tuesday Training Toolbox

LIBRARY SERVICES



117,000+


Since July 2021, the total circulation has been more than 117,000

20,000+

During FY22, over 20,000 books have been donated, and the book repository has expanded. Georgia State University, the University of North Georgia and several Georgia high schools have partnered with Library Services by participating in book drives.

- Education & Reentry Conference offered several sessions and topics dedicated to Library Services
- Quarterly trainings for librarians
- Library Services vacancies have been filled
- Library Improvement Team was created to assist the Director of Library Services on budget needs within facilities





CAREER, TECHNICAL AND HIGHER EDUCATION

IMPLEMENTED PROGRAMS

ON-THE-JOB-TRAINING MURAL ARTIST



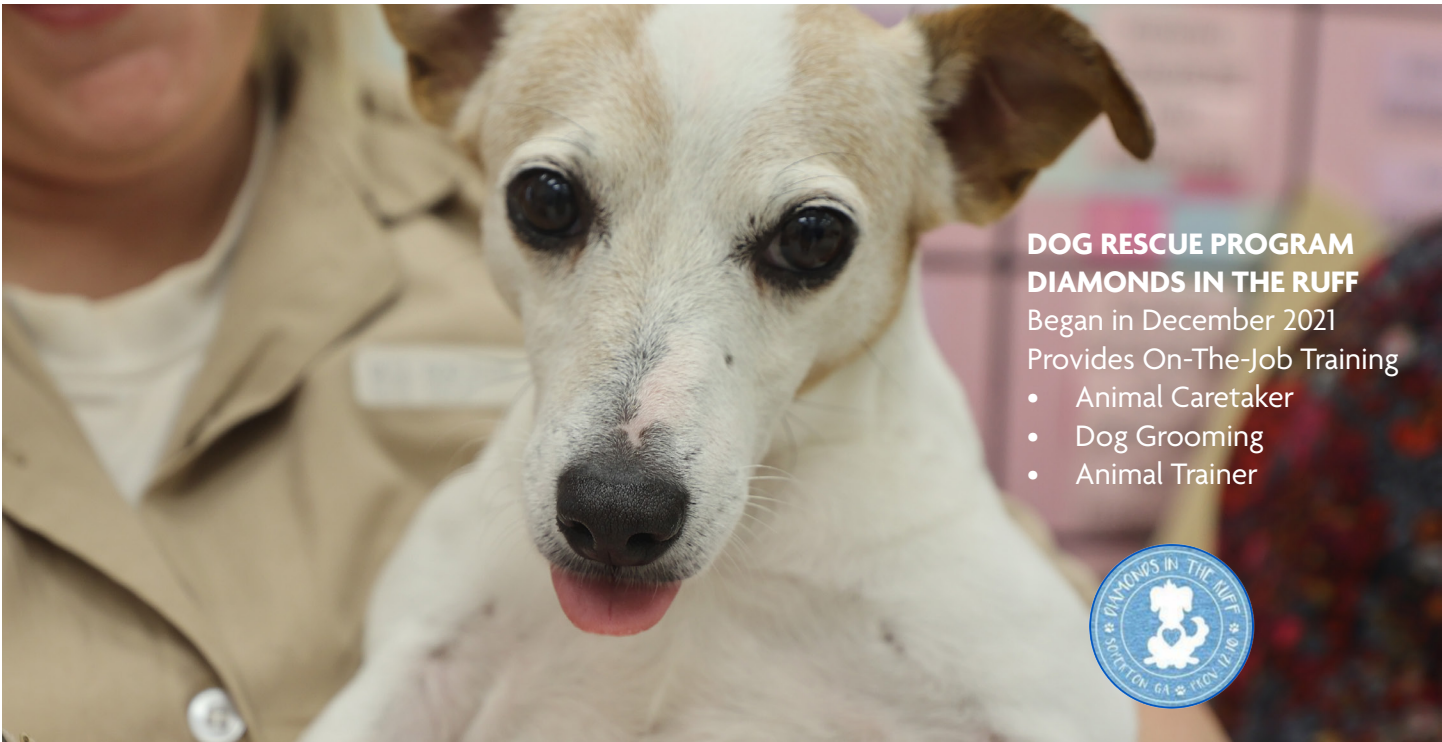
- First ever coding program for inmates in Georgia
- Located at Metro Reentry Facility
- Provides Soft-Skills Training
- 15 students began in January 2022 and graduation is on track for March 2023
- One year for a Full Stack Developer Credential which consists of certifications in Responsive Web Design, Front End Libraries Information Security API's and Microservices Data Visualization, JavaScript
- Persevere has a formal partnership with Indeed to employ graduates as internal developers and states that they are "committed to helping 1 million job seekers overcome barriers to employment."

According to the Georgia Chamber, there are 521,000 cyber jobs open now, and 23% growth is anticipated in the field over the next 10 years.



FIRST WAREHOUSE AND DISTRIBUTION PROGRAM

Funded by Second Chance Pell Grant
Program located at Macon State Prison



**DOG RESCUE PROGRAM
DIAMONDS IN THE RUFF**

Began in December 2021
Provides On-The-Job Training

- Animal Caretaker
- Dog Grooming
- Animal Trainer



14 dogs
RESCUED IN FY22

15 offenders
PARTICIPATED IN THE PROGRAM

IMPLEMENTED PROGRAMS



Welding Programs

This program allows offenders to earn welding certificates and the opportunity to be offered jobs upon release and make for successful reentry.

The welding programs are offered at

- Burruss Correctional Training Center
- Coffee Correctional Facility
- Lee Arrendale State Prison
- Lee State Prison
- Walker State Prison
- Wheeler Correctional Facility

TECHNICAL COLLEGE SYSTEM OF GEORGIA ONLINE SOFT SKILLS CERTIFICATE

The agency entered into a partnership with Technical College System of Georgia (TCSG) to offer free access to several self-paced online, introductory soft-skills courses that encompass a variety of topics useful in any work environment.





LEAD COOK PROGRAM

43 offenders enrolled
10 have successfully completed the program

The Lead Cook program began in December of 2021 and is located in all Georgia's state prisons. This program is a stepping stone to a managerial or chef position. This program allows offenders to train other offenders.



AUTO PAINTING

The Automotive Academy opened in FY21, in collaboration with GDC's Fleet Operations. Longterm maintenance residents at Macon Transitional Center enrolled in Automotive Paint and Body or Automotive Mechanics programs. They participated in a combination of classroom, online and hands-on activities in a real-world learning environment.



WIREGRASS

GEORGIA TECHNICAL COLLEGE®

293

COMMERCIAL KITCHEN CLEANING PROGRAM

offenders trained in FY22. Developed in coordination with Georgia Correctional Industries (GCI) and in accordance to GDC Standard Operating Procedures.

120

MEDICAL CLEANING PROGRAM

offenders trained in FY22. Program began at Augusta State Medical Prison.

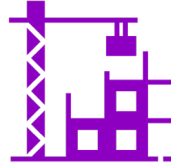
CAREER PATHWAY COMPLETIONS



Automotive/Diesel
868



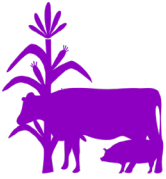
Business
958



Building Trades
955



Culinary
4,923



Farm
441



Horticulture
1,939



Manufacturing Distribution
3,771



Mechanical
125



Sanitation/Janitorial
4,780



Technology
845



Welding
659

EXPANDED EMPLOYER PARTNERSHIPS

Georgia Association of Manufacturers
Georgia Forestry Commission
Kubota
Shaw Industries
Three Rivers Work Source Development Authority

DifCo - Durable Industrial Finishing Company
Renovate Technology
ZF Industries
Low Country Machinery
YKK Fastening Products Group

PATHWAY HOME GRANTS

Savannah Technical College received funding to provide GDC programming with Pathway Home Grants. This grant will support expanded services to eligible, incarcerated individuals in state correctional facilities before and after release to help eliminate the gap between release and enrollment into a reentry program leading to employment.

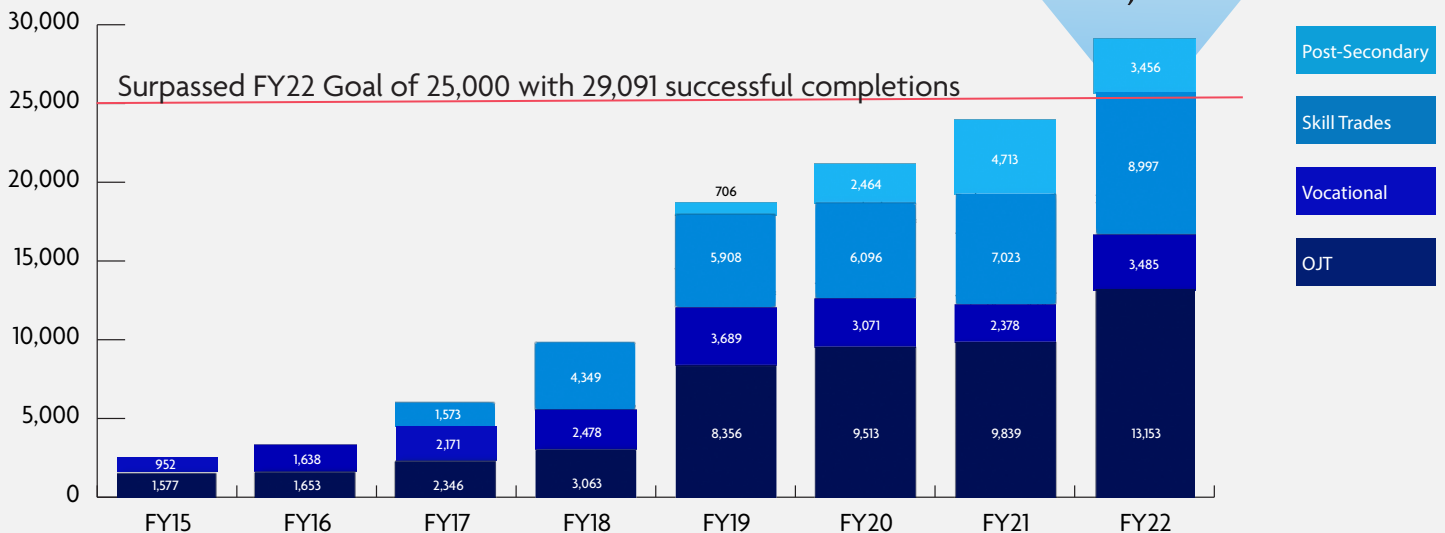


CTHE CAREER COMPLETIONS

378%

Increase in successful completions since FY17

29,091

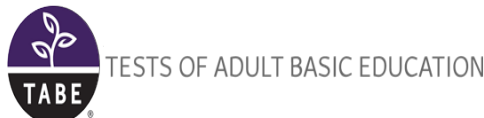


Surpassed FY22 Goal of 25,000 with 29,091 successful completions

PARTNERSHIPS



EMORY UNIVERSITY







INMATE SERVICES
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