

**VISIT  
BEFORE  
YOU  
VOTE**



## **Visit Before You Vote – Facility Tour Briefing Packet**

One Voice United's work is centered around 4 core pillars of the correctional system – recruitment & retention, staff training, staff wellness and conditions of confinement. Below are recommended topics and questions for the facility tour framed around the four Pillars.

### **The Four Pillars: Framing the Tour**

#### **1 Recruitment & Retention:**

**Discuss** challenges in staffing, effects on facility operations and safety, and the importance of competitive compensation and support for staff.

**Suggested questions for Administrators:** What are the current challenges in staff recruitment and retention? How does staff turnover impact facility operations and safety?

**Suggested questions for Staff:** What is the impact of these staffing shortages for you during your shift? On your life at home? Do these challenges affect how long you may stay in the occupation?

#### **2 Staff Training**

**Emphasize** the need for ongoing, comprehensive training programs covering mental health, de-escalation techniques, and rehabilitation strategies.

**Suggested questions for Administrators:** What are your core duties and do you feel adequately trained to perform your duties effectively, and can you tell me a bit about content and timing of your most recent training session, including any focus on rehabilitation or re-entry?

**Suggested questions for Staff:** Reflecting on your training history, how frequently have you received training, and what areas do you believe should be emphasized in future training programs to enhance your effectiveness?

### 3 Staff Wellness

**Address** the critical issue of correctional officer wellness, including mental health support, stress management, and access to wellness resources.

**Suggested questions for Administrators:** What wellness programs are available for staff? How is the effectiveness of your wellness program measured and evaluated? Are these programs administered internally or are third parties involved in program development and counseling?

**Suggested questions for Staff:** What does wellness in corrections look like for you? Do any of the current wellness programs serve your vision of wellness? In what way do they succeed or fail? Have you been invited to help design or implement these programs? Moreover, given your role on the front lines, what type of voice do you have in new policies that the department rolls-out?

### 4 Conditions of Confinement

**Highlight** the interrelation between conditions of confinement (their living conditions our working conditions) and the overall safety and well-being of both staff and the incarcerated.

**Suggested questions for Administrators:** How do current conditions affect the safety and well-being of staff and inmates? How do current staffing ratios impact the ability to provide programming and recreational opportunities for the incarcerated population? What improvements are needed?

**Suggested questions for Staff:** What is the most personally challenging element of prison work? Can operational, administrative, or facility changes address that challenge? What physical changes are needed in this prison? What would those changes make possible?