



**Joint Judiciary  
Committee Meeting  
May 22, 2018**



# Norway Update

**Presenter:**

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# U.S.-Norway Exchange Program

3

- ❑ Developed and run by the UCSF Criminal Justice & Health Program
- ❑ Aim: Foster cross-cultural professional learning and development between frontline staff.
- ❑ Goal: Produce higher standards of professionalism and more healthy and productive working environments.



# U.S.-Norway Exchange Program

4

- Measures of Success:
  - Improvements in officer health and well-being
  - Dramatic reductions in the use of restrictive housing
  - Reductions in both staff turnover and overtime as well and prison recidivism



# Update

5

# 2017 Norway Trip



# Culture Change

6

- Align job announcements and position descriptions with dynamic security principles



# “Normalization”

7

- Use of Nature
  - ▣ Trees
  - ▣ Gardens
  - ▣ Nature paths/Japanese gardens
- Facility “Normalization” Walks



# Incentive-Based “Progression”

8

- Current Incentive System
  - ▣ Existing incentive system review
  - ▣ Inmate handbook review
  - ▣ Explore step-down system





# Getting the Word Out

9

- Positively influencing the public's perception of corrections.
  - Change the way we talk about work and the profession
  - Newsletter celebrating successes



# Preparing and Equipping our Staff

10

- Expand training on professionalism, ethics, and dual role of officers
  - Adults respond to positive motivation and reinforcement
  - Staff are to empower, not exert power; motivate, not use force
- BCC
  - Enhance with criminal justice, human rights, psychology/motivational interviewing, ethics, etc.



# Legislative/Stakeholder Involvement

11

- Governor's briefing by Legislative workgroup
- One-on-one with governor
- 2018 stakeholder meeting
- 2019 Justice Reinvestment Summit:  
*"Love thy future neighbor as thyself"*



# Questions

12



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