
COFFEE CREEK CORRECTIONAL FACILITY

GENDER INFORMED PRACTICES ASSESSMENT (GIPA)

Office of Governor Tina Kotek

Mia Ruston, Gender Responsive Policy Analyst



THE GENDER INFORMED PRACTICES ASSESSMENT (GIPA)



C E P P
Center for
Effective
Public Policy

The GIPA evaluates a prison's alignment with gender responsive, trauma-informed, and evidence-based practices, providing an analysis of strengths, challenges, and opportunities across 12 intersecting domains:

1. Leadership and Philosophy
2. External Support
3. Facility
4. Management and Operations
5. Staffing and Training
6. Facility Culture
7. Resident Discipline
8. Classification and Assessment
9. Case and Transitional Planning
10. Research-Based Program Areas
11. Services
12. Quality Assurance and Evaluation

By implementing the GIPA, Oregon is positioning itself to become a national leader in the advancement of gender responsive practices—leading to improved outcomes among incarcerated women, enhancing public safety, and interrupting generational cycles of justice system involvement.

FINDINGS AND RECOMMENDATIONS

The report's Executive Summary (pages 6-12) provides an overview of findings and recommendations within each domain, plus a list of priority implementation items:

Establish a leadership role to oversee women's services and develop a **Gender Responsive Strategic Plan**

Create an **equitable budgetary structure** to support sustainable gender responsive changes

Expand collaboration with external program providers

Improve facility spaces, including those used for visitation, special housing, and programs

Address staffing shortages and implement facility-wide training in gender responsive practices

Address the "code of silence" around dehumanizing language and behavior

Improve Prison Rape Elimination Act (PREA) protocols through enhanced training and tracking

Develop a **gender responsive approach to AIC discipline**, sanctions, incentives, and segregation

Continue efforts to **implement a gender responsive classification tool** and protocol

Broaden case management and reentry support and ensure earlier access to reentry planning

Expand program access and remove barriers to participation

Increase staff training and supervision, focusing on cross-team communication and collaboration

GOVERNOR'S IMPLEMENTATION OBJECTIVES

Effective:

Identify and implement recommendations that will efficiently generate positive results for staff, AICs, and the community.

Inclusive:

Ensure that diverse voices and perspectives are considered and represented throughout the implementation process.

Collaborative:

Stakeholders will work together to address complex challenges and resolve barriers.

Measurable:

Develop protocols for tracking implementation progress and assessing short-term and long-term impacts.

Sustainable:

Designed to achieve and maintain positive outcomes on a long-term basis.

GIPA IMPLEMENTATION ADVISORY PANEL

- Principal panel plus workgroup members with subject matter expertise in specified topical areas.
- Members include representatives from state agencies, Coffee Creek program providers, community-based advocacy organizations, and individuals with lived experience.
- The Advisory Panel will provide information and guidance to the Governor and the Department of Corrections regarding implementing the recommendations set forth in the GIPA, including identifying necessary resources and developing policy proposals.
- The group will generate periodic status updates, including information regarding existing barriers to successful implementation and recommendations to effectively address those challenges.
- On an ongoing basis, the panel will solicit input from the community at large.

COMMUNITY LISTENING SESSIONS

Goals:

- Create a safe and inclusive environment where stakeholders and impacted persons can share their thoughts, concerns, and experiences.
- Develop insight into how the implementation of gender responsive practices can positively impact women, families, and communities.
- Support enhanced decision-making through consideration of diverse perspectives regarding policies and practices at Coffee Creek and within the larger criminal justice system.
- Inform and guide the efforts of the Governor's Advisory Panel on Gender Responsive Practices in Corrections.

Participants:

- DOC/CCCF staff, service providers, and volunteers
- Women currently placed at Coffee Creek Correctional Facility
- Women with lived experience currently residing in the community
- Children and family members of incarcerated women
- Local/statewide advocacy agencies

NEXT STEPS

- Collect and synthesize community input
- Establish a structure for ongoing collaboration with the internal implementation teams at Coffee Creek
- Develop and implement evaluation and assessment protocols
- Identify and prioritize necessary resources and policy modifications
- Report out on implementation progress