



# MIRROR, INC

## **2023 PREA Annual Report**

**Submitted by Melissa Goodman, PREA Coordinator**

March 19, 2024

Mirror is committed to meeting the requirements of the Prison Rape Elimination Act of 2003 and enhancing the safety and security of all Mirror residents. This report is a summary of the agency's efforts in PREA compliance. By examining the collection and aggregation of agency data, Mirror is dedicated to improving the effectiveness of sexual abuse detection, prevention, and responsiveness. A review of all PREA related matters was held on March 19, 2024. Those in attendance included Mirror PREA Coordinator (Melissa Goodman), Mirror Director of Security (David Arellano), Mirror RRC Program Director (Sarah Thompson), Mirror RRC Employment Specialist/ Deputy Director (Christine Rodriguez). Following the PREA audit in September 2022, the agency's PREA policy was updated; however, there were no substantive changes in need of Board of Director approval. The YWCA Center for Safety and Empowerment was invited for this meeting; however, they were unable to attend due to scheduling conflicts.

### **Purpose:**

This document serves as an annual review to assess and improve the effectiveness of sexual abuse prevention, detection, and response policies, practices, and training Mirror provides pursuant to 115.288 and 115.289 of the national PREA standards. Therein, Mirror is required to:

1. Review and aggregate incident-based sexual abuse data annually in order to improve the effectiveness of sexual abuse prevention, detection, and response policies, practices, and training to include:
  - a. Identifying problem areas;
  - b. Taking corrective action on an on-going basis;
  - c. Preparing an annual report on its findings.
2. Compare the current year's data and corrective actions with those from prior years and provide an assessment of the agency's progress in addressing sexual abuse.
3. Publish the annual report on the Mirror website of its findings and corrective actions for the Residential Reentry Center (RRC).

### **Aggregated Data:**

Mirror collects data from the referrals for investigation of sexual abuse and sexual harassment; both resident-on-resident and staff-on-resident. The data in this section is based on the 2023 calendar year. The figures below represent a culmination of the incidents, allegations and

investigations of sexual abuse and sexual harassment at the Residential Reentry Center for Mirror Topeka RRC.

<b>PREA Reports</b>	<b>Substantiated</b>	<b>Unsubstantiated</b>	<b>On-going Investigations</b>
Resident Sexual Harassment	0	0	0
Resident Sexual Abuse	0	0	0
Staff on Resident Sexual Harassment	0	0	0
Staff on Resident Sexual Abuse	0	0	0
<b>Total for Agency:</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Problems Identified and Corrective Actions Taken:**

We have identified a need for additional training through the YWCA Center for Safety and Empowerment for staff and residents. This was a service provided in years past, and one we would love to get going again. Our Facility Director will reach out to the Program Director for the YWCA Center for Safety and Empowerment. During our PREA audit, there was a concern brought up by the auditor in relation to effective communication between Mirror and the YWCA Center for Safety and Empowerment.

One of the issues we identified in the 2022 report was the need to add a camera to the basement of building 4. Residents are not allowed in the basement of building 4 unless during an emergency; however, in the event of an emergency, there is the potential the staff to resident ratio could be reduced. The additional surveillance provided by these two additional cameras ensures residents and staff receive extra protection against assaultive activity. Because the basement door is locked and the basement is rarely used even by staff, we purchased 2 motion activated cameras. We felt it was prudent to prioritize our facility cameras for areas of high traffic. For our original plan in 2022, we ran into an issue with the wi-fi based cameras due to the distance from the main router. A camera has been added to our main surveillance system, even though this camera will likely be used a handful of times each year.

Our Learning Management System (LMS) is a tool we use to track training for RRC staff. For PREA training, this is completed through our LMS for initial training, and then blended online and in-person training is required for all staff on an annual basis. In years past, training was an identified area of focus. In 2023, this remains an area of focus to bolster our training program for initial and annual training. Over the next year, we would like to increase our training to semi-annual for the refresher training that utilizes the blended training approach.

We identified a need for thorough training for staff regarding RRC visitors. A course was created in our LMS for all staff to complete. Additionally, in-person training is completed for staff to grasp the importance of knowing and verifying who visitors are prior to gaining entry to our secure facility. The new process for collecting and storing visitor information is now logged in SecurManage. This continues to be an area in need of improvement as we have new staff trained for the RRC. There are times where a contractor is signed in using SecurManage, but not technically signed out in our system. Contractor training and oversight will be a continued area of focus for the next year.

## Continued Needs for Compliance:

- All contractor training must be completed prior to the contractor entering the facility; pictures will be taken of the contractor and stored in SecurManage with the acknowledgement of training;
- Continued focus on annual PREA training for all staff as well as oversight of the training process and staff development in general;
- Enhanced data collection and aggregation practices;
- Continued focus on Sexual Abuse Incident Reviews with the addition of Christina, our community partner from the local rape crisis center, and our Deputy Director, Chrystine;
- Hiring adequate levels of staff for the Correctional Tech role at RRC locations;
- With our new translation service, Boost Lingo, this service will be monitored in 2024;
- Enhanced partnership and communication with community partners we have MOUs in place such as Center for Safety and Empowerment, Topeka Police Department, and Stormont Vail
- An improved network and intersection for client needs at the RRC as they transition to the community;
- Training for staff will be a continued area of focus for the upcoming year;
- We will recruit/seek bilingual and ASL translation skills when hiring

## Agency Goals for 2024:

Mirror staff have identified the following goals for 2024

- A. Regarding training, we have a great number of new frontline staff. We want to ensure we are providing adequate training on such an essential topic as PREA. There has been discussion about conducting bi-annual PREA training for all staff.
- B. Build a stronger relationship with the YWCA Center for Safety and Empowerment. We would like to expand the training offered to staff. There are great, free courses offered through the Center for Safety and Empowerment for Trauma Informed Care., Additionally, cross training our own staff is critical to ensure there are no gaps in level of service and/or security within our own team. Mirror has invested a great deal in expanding training in Diversity and Inclusion for all staff members. We believe this will better equip our staff to maintain a safe space for all residents.
- C. Following our PREA audit, it was determined best practice is to not have a room specifically for transgender residents as was required in previous years. In an effort to be as inclusive as possible, residents are housed based on best practice, more specifically how the gender the resident identifies. This verbiage was removed from our PREA policy as far as having a specific transgender room. If there are safety concerns for any of our residents, a decision for housing will be made to ensure there is a safe space for all clients to navigate the reentry process. Continue to train for best practices on how we manage our transgender residents with respect and dignity.

  
Approved by Agency Head/CEO, Desiree Martens

4-20-2024  
Date

4-20-2024

General Purpose