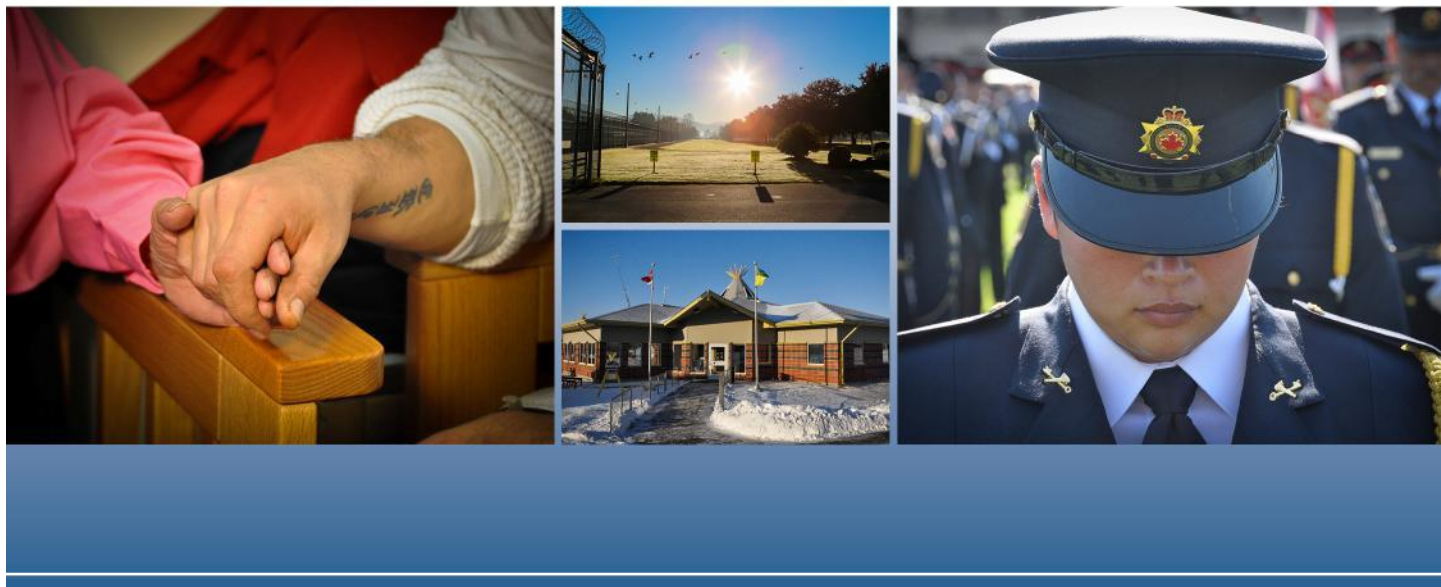


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RESEARCH REPORT

Ethnocultural Offenders in Federal Custody: An Examination of Admission, In-Custody, and Community Supervision Indicators

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An Examination of Admission, In-Custody, and Community Supervision Indicators**

Correctional Service of Canada

2022

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Executive Summary

Key words: *ethnocultural offenders, population trends, admission profiles, in-custody indicators, community indicators*

The Correctional Service of Canada (CSC) has an ethnoculturally diverse offender population. The current report is comprised of three studies that aim to examine the profiles and various correctional indicators for offenders under the care of CSC in order to determine if results differ by ethnocultural identity. Identifying differences in profiles and correctional indicators can inform CSC of potential areas for further action and consideration to enhance the correctional results of ethnocultural offenders.

Study 1 examined CSC's offender population and diversity trends over the past decade, from end of Fiscal Years 2009/2010 to 2019/2020. This study also compared the ethnocultural composition of CSC's offender population to that of the Canadian general population (2016 Census) to identify overrepresented groups at CSC. *Study 2* examined the admission profile for a cohort of all federally-sentenced men and women admitted into CSC custody between April 1, 2016 and September 30, 2018, resulting in a final cohort of $N = 10,461$ men and $N = 971$ women. The same cohort, with additional eligibility restrictions, was used to explore several in-custody indicators ($N = 10,249$ men and $N = 893$ women). Other indicators in *Study 2*, such as temporary absences, education, employment, and participation in correctional programs, were examined by Day Parole Eligibility Date (DPED; DPED sample of $N = 9,064$ men, $N = 813$ women). Lastly, *Study 3* examined key community supervision indicators, using a release cohort of all first term releases from April 1, 2015 to March 31, 2017, with a fixed follow-up period of 8 months, yielding a final sample of $N = 8,858$ men and $N = 753$ women. Ethnocultural groups with over 20 individuals were examined, with the remaining groups categorized as 'Other'.

The findings of *Study 1* revealed that most ethnocultural groups at CSC increased over the eleven-year period examined (pre-pandemic), with the exception of the Chinese and 'Other' ethnocultural men, which decreased. Furthermore, findings revealed that five groups were overrepresented in CSC's in-custody and community populations when compared to the Canadian general population: Black men and women, Indigenous men and women, and Southeast Asian men. South Asian, Chinese, Filipino, and Arab/West Asian men, on the other hand, were underrepresented in CSC's offender population.

The results of *Study 2* showed that, among men, certain groups differed on various indicators, perhaps most notably Black and Indigenous men. Indigenous men had higher risk ratings as per the Static Factors Assessment (SFA) and both groups had higher initial security placements. They were also more likely to have an active security threat group affiliation flag on file, and were among those with the most incidents, and the fewest visitors. However, Black men demonstrated some favourable in-custody outcomes, such as higher proportions with vocational certifications and educational achievements (of those without a high school education) by DPED as compared with White men, and higher proportion completing a moderate or high intensity correctional program when enrolled. Furthermore, most remaining groups of ethnocultural men, including Arab/West Asian, Chinese, Filipino, Latin American, South Asian and Southeast Asian

men, tended to have lower risk and need ratings at intake, and higher reintegration potential, motivation and accountability in comparison with White men. There was considerable group variation for the remaining groups of ethnocultural men across the in-custody indicators.

Black and 'Other' ethnocultural women (the only two ethnocultural groups examined for women, owing to limitations in sample size) also generally had positive intake assessment ratings, including lower risk ratings as per the SFA and lower criminogenic needs. These groups also had fewer incidents and grievances, as well as higher correctional program completions by DPED among those enrolled. However, Black women were found to have a lower percentage with at least one visitor, lower on-the-job training through CORCAN by DPED, and lower enrollments in correctional programs by DPED of those eligible. For 'Other' ethnocultural women, it was found that they had lower percentages with at least 90 days in on-the-job training through CORCAN employment of those with a period of such employment, and lower enrollments in correctional programs by DPED of those eligible.

Finally, differential outcomes for men of certain ethnocultural groups under community supervision were identified in *Study 3*. For instance, Black and Arab/West Asian men had lower overall discretionary release rates, and men rated low risk on the SFA identifying as Chinese, South Asian, Southeast Asian were less likely than White men to be granted discretionary release. Furthermore, Black, South Asian, and Indigenous men were more likely to have residency conditions imposed upon statutory release. However, Black and 'Other' ethnocultural men had comparable or better release outcomes (i.e. lower percentages with revocations or revocations with an offence) for both discretionary and non-discretionary release than White men. Men from all ethnocultural groups were comparably or more likely to obtain community employment within 8 months as compared with White men, as well as to have at least one positive employment outcome. However, Indigenous men were less likely to secure a period of community employment and less likely to have a positive outcome. Black and 'Other' ethnocultural women were comparably or more successful in obtaining discretionary release, although nuances were observed by risk level, where medium risk women of 'Other' ethnocultural identities were less likely than medium risk White women to be granted discretionary release. Furthermore, Black and Indigenous women were the least likely to obtain community employment, the most likely to have a negative employment outcome, and the least likely to complete a self-management program. Nevertheless, several favourable findings were also noted, such as evidence that men and women from ethnocultural groups were the least likely to have a revocation or revocation with an offence within 8 months of either discretionary or non-discretionary release.

Overall, CSC's offender population continues to be increasingly diverse, and based on differences in admission profiles, as well as in-custody and community supervision outcomes, the findings of the three studies reveal that there may be further opportunities for CSC to support men and women from different ethnocultural groups.

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List of Abbreviations

ABE	Adult Basic Education
CD	Commissioners Directive
CEGEP	College of General and Vocation Education
CRI	Criminal Risk Index
CRS	Custody Rating Scale
CSC	Correctional Service Canada
DFIA-R	Dynamic Factors Identification and Analysis Revised
DPED	Day Parole Eligibility Date
ETA	Escorted Temporary Absence
GED	General Education Development
ICPM	Integrated Correctional Program Model
OCI	Office of the Correctional Investigator
OMS	Offender Management System
OSL	Offender Security Level
SFA	Static Factors Assessment
STG	Security Threat Group
UTA	Unescorted Temporary Absences

Introduction

The Correctional Service of Canada (CSC) has an ethnoculturally diverse offender population. While the majority of offenders are White, CSC has experienced an increase in offenders from many racialized¹ ethnocultural groups, with some groups overrepresented in the offender population as compared with the Canadian general population (Gottschall, 2012). The ethnocultural composition of CSC's offender population has implications stemming from the principles that guide CSC in achieving its purpose; ultimately, the safe and humane custody and supervision of those serving sentences of two years or more, as well as the provision of programs to assist the rehabilitation and reintegration of offenders. CSC's guiding legislation requires correctional policies, programs and practices to respect "gender, ethnic, cultural, religious and linguistic differences", and to be "responsive to the special needs" of various groups, including ethnocultural groups (s. 4(g) of the *Corrections and Conditional Release Act*, 1992).^{2, 3}

The current research examined profiles and correctional indicators of offenders in custody and under community supervision, with the primary purpose of determining if offenders have differential outcomes by ethnocultural group. This report will add to a growing body of work that has examined correctional profiles, indicators, and outcomes of ethnocultural offenders under CSC jurisdiction, including both internal CSC research reports and reports completed by external parties. This is done by examining trends in correctional outcomes of offenders from various ethnocultural backgrounds and yielding insight into whether correctional policies, practices, and procedures are suitable and equitable for a diverse ethnocultural population, and sensitive to its needs.

Who are Ethnocultural Offenders?

From 2013 until 2021, CSC considered an ethnocultural offender to be one with "specific needs based on race, language, or culture and who has a desire to preserve his or her cultural

¹ Racialization is "the process by which societies construct races as real, different and unequal in ways that matter and affect economic, political and social life" - [Appendix 1: Glossary of human rights terms | Ontario Human Rights Commission \(ohrc.on.ca\)](#).

²

³ See *Study 1: Introduction and Methods* for the list of visible minority groups in Canada as per the 2016 Canadian Census of Population data (Statistics Canada, 2017a).

identity and practices” (CSC, 2013b).⁴ There are over 25 options from which offenders can self-identify in CSC’s Offender Management System (OMS),⁵ and include options based on physical characteristics (Black or White), ethnic group (e.g., Arab), and geographic origins (e.g., Caribbean, South Asian). Category options are not mutually exclusive and tend to be combined for research purposes to facilitate analyses.

Existing CSC research has been inconsistent in the specific ethnocultural groups examined. At CSC, some previous reports have examined racialized ethnocultural offenders as a single group (Zakaria, 2011), or have distinguished Black offenders from other racialized ethnocultural groups (Stewart & Wilton, 2012; Usher & Stewart, 2011). Other studies have broken data out into more specific groups as available and feasible (Gottschall, 2012; Keown et al., 2015; Ritchie et al., 2014). The variation in ethnocultural groups is in part due to differing research goals of each report, and in part due to limitations in working with administrative data.⁶

In the current report, indicators were examined separately for men and women.⁷ The OMS categories were combined into ten categories for men, including eight categories for racialized ethnocultural groups (Arab/West Asian, Black, Chinese, Filipino, Latin American, South Asian, Southeast Asian, and ‘Other’), as well as categories for Indigenous and White offenders (see *Study 1: Introduction and Methods* for more details). For women, limitations in the sample size permitted only two ethnocultural categories: Black, and ‘Other’ ethnocultural identities; as well as categories for Indigenous and White women.

There are separate legislative and policy requirements that guide CSC’s response to the specific needs of Indigenous offenders distinct from the needs of other offenders (see the Commissioner’s Directive [CD] 702: Aboriginal Offenders; s.79 to s.84 of the *Corrections and Conditional Release Act*). As a result, Indigenous offenders are not included as an ethnocultural group for the purpose of this study. Instead, results for Indigenous offenders are included separately for comparison purposes. . Differences in correctional results between Indigenous and non-Indigenous offenders

⁴ This definition was in effect during the project design and data analyses for the current report, but was revised as of January 25, 2021. CSC’s current definition notes an ethnocultural offender as “any offender who has specific needs based on ethnicity, culture, religion or language and who has a desire to preserve their cultural identity and practices” (CSC, 2021).

⁵ OMS is CSC’s official electronic record system.

⁶ For instance, various groups may be aggregated to facilitate statistical analyses.

⁷ This report relied on the OMS *sex* variable to identify gender. However, this variable at the time of data extraction did not include options for gender diverse offenders, and as such these categories may be inconsistent or inaccurate in the inclusion of any individuals who identify as transgendered, non-binary, gender fluid, gender non-conforming, intersex and/or two-spirited within the categories for men and women.

will be explored in more detail in separate research report.⁸

Ethnocultural Offenders: Highlights from Previous Research

Internal CSC research reports in the past two decades have built knowledge of the correctional experiences and outcomes of ethnocultural offenders. These reports have examined diversity trends in the correctional population (Gottschall, 2012; Trevethan & Rastin, 2004); the social history variables of ethnocultural offenders at intake (Keown et al., 2015); correctional program participation and effectiveness with culturally diverse offenders (Stewart & Wilton, 2012; Usher & Stewart, 2011); criminogenic and socio-demographic profiles by ethnocultural groups (Gottschall, 2012; Ritchie et al., 2014; Trevethan & Rastin, 2004); and qualitative research on the correctional experiences of ethnocultural offenders (Greco et al., 2021).

Offender profiles

Previous CSC research found that ethnocultural offenders differed from White offenders on a number of characteristics, such as socio-demographic information, criminal history, risk and criminogenic need levels, and intervention needs (Gottschall, 2012; Keown et al., 2015; Trevethan & Rastin, 2004). For example, research consistently noted that ethnocultural offenders were younger at admission than White offenders (Gottschall, 2012; Keown et al., 2015; Trevethan & Rastin, 2004; Zakaria, 2011) and were less likely to be single (Trevethan & Rastin, 2004; Zakaria, 2011). Ethnocultural offenders were also found to have less extensive criminal histories (Keown et al., 2015; Trevethan & Rastin, 2004), and to be rated as lower risk and lower need (Gottschall, 2012; OCI, 2013; Ritchie et al., 2014; Zakaria, 2011).

Furthermore, studies found that when examined as a single group, ethnocultural offenders tended to have different criminogenic need profiles from White offenders, as evaluated on the Dynamic Factor Identification and Analysis.⁹ They were less likely to have needs in the domains of Substance Abuse or Marital/Family, and exhibited greater needs in the Associates domain (Gottschall, 2012; Keown et al., 2015; Trevethan & Rastin, 2004). The same studies also found

⁸ R-461 (2022) Exploring the “Results Gaps” between Indigenous and Non-Indigenous Individuals Incarcerated in Canadian Federal Correctional Facilities (Correctional Service Canada, in publication).

⁹ This tool was designed to assess dynamic risk across seven domains: Employment/Education, Marital/Family, Associates, Substance Abuse, Community Functioning, Personal/Emotional, and Attitude.

ethnocultural offenders as an overall group to have similar, though slightly higher, needs noted in the Attitude domain in comparison with White offenders (80% and 77%, respectively); however, there was considerable fluctuation among the specific ethnocultural groups.¹⁰ Research results on the Community Functioning need domain have been inconsistent. Some reports noted that ethnocultural offenders tended to demonstrate lower need in this domain (Gottschall, 2012; Trevethan & Rastin, 2004). Other reports suggested a fluctuation by ethnocultural group, with Hispanic/Latin American and ‘Other’¹¹ ethnocultural offenders demonstrating higher community functioning needs than that noted among White and Black offenders (Keown et al., 2015).

Available information on sentence lengths has been conflicting. Trevethan and Rastin (2004) observed shorter sentences for Black and ‘Other’ ethnocultural offender groups than for White offenders, but not for Asian offenders in an incarcerated sample, and no differences in sentence lengths in a community sample.¹² However, Keown et al. (2015) found that South Asian and Hispanic/Latin offenders were more likely to be serving indeterminate sentences than the overall offender population. Furthermore, among those serving determinate sentences, fewer (62% or less) South Asian, Hispanic/Latin, Arab/West Asian or Black offenders were serving sentences less than four years as compared to East or Southeast Asian, ‘Other’ ethnocultural, Indigenous or White offenders (72% or more).

In relation to security threat group (STG) affiliations, past CSC research found that the vast majority of offenders across ethnocultural groups were not affiliated with a gang, however ethnocultural offenders were more likely than White offenders to have an affiliation (Gottschall, 2012; Keown et al., 2015). In 2013, the OCI noted, “... some aspects of the assessment of gang affiliation is based on criteria that is discretionary and sensitive to interpretation and judgement, resulting in a disproportionate number of Black inmates identified or treated as a gang member” (p.28). Notably, in a sample of Canadian youth, Wortley and Tanner (2006) found that race was not predictive of gang membership after accounting for factors such as household income and single-parent status, and community poverty.

¹⁰ Endorsements of ‘Some’ or ‘High’ needs in the Attitudes domain ranged from 66% of East/Southeast Asian offenders to 87% of Arab/West Asian offenders.

¹¹ The ‘Other’ group in Keown et al. (2015) included offenders identifying as Eastern European, Northern European, Southern European, Western European, French European, Multiple racial / ethnic identities, and Oceania.

¹² The ‘Other’ group in Trevethan & Rastin (2004) included offenders identifying as Arab/West Asian, Hispanic, Filipino, Latin American, East Indian, and ‘Other’ offenders. The Asian group included offenders identifying as Asiatic, Chinese, Japanese, Korean, South Asian and Southeast Asian.

Gottschall (2012) conducted the only CSC research study thus far to disaggregate ethnocultural socio-demographic and criminogenic profiles by gender.¹³ In this study, Black women were least likely to be rated as maximum security at intake, had higher reintegration potential, and had lower risk and need when compared to Indigenous and White women. Notably, the need profiles also differed slightly from the observations drawn from the overall ethnocultural population: Black women were less likely to have needs identified across most domains assessed by the Dynamic Factors Identification and Analysis, with the exception of the Associates and Community Functioning domains, where the prevalence of identified need was somewhat higher than for White women.

Institutional indicators

With respect to institutional indicators, the current research sought to expand current knowledge regarding several variables as they relate to ethnocultural offenders. Specifically, while some previous CSC research has examined variables such as security placements and institutional incidents and charges, other areas such as visits and grievances have not been widely explored. A description of the variables of interest in the current study are outlined below..

Custody rating scale and security placements. The initial Custody Rating Scale (CRS) assessment informs the subsequent Offender Security Level (OSL) designation (i.e., minimum, medium or maximum security). CSC research on OSL classifications have indicated that offenders from certain groups, particularly Black and Indigenous offenders, are more likely to receive maximum security placements and ratings at intake (Gottschall, 2012; Trevethan & Rastin, 2004)..

Institutional incidents and charges. CSC research on institutional behaviour for ethnocultural groups is limited. Gottschall (2012) provided incident rates by severity for men and women by ethnocultural group. That study found that White and Indigenous women were more likely than Black women to be the victim of a major or minor incident, and slightly more likely to be involved in minor incidents as perpetrators or associates. Black and Indigenous men were most likely to be involved in major incidents as perpetrators or associates, whereas Black, Indigenous and South Asian men were most likely to have been perpetrators or associates in

¹³ Due to sample size in the cohort, the ethnocultural groups for women were limited to Black, Indigenous, and White.

minor incidents. Gottschall (2012) noted that the groups with the highest STG affiliations also had the highest percentages of institutional incidents.

Visits. Academic literature suggests that offenders who receive visits and who receive a greater number of visits have a lower likelihood of recidivism (Bales & Mears, 2008). In the Canadian context, CSC research has found that visits were associated with a lower likelihood of revocations (Derkzen et al., 2009; Wilton & Stewart, 2015) and revocations with an offence (Wilton et al., 2015). Nevertheless, existing research has not broken down results for ethnocultural groups.

Grievances. There are limited CSC research reports related to grievances, and none that specifically examine trends by ethnocultural group. However, some external reports have raised concerns regarding the grievance process for ethnocultural offenders, including the length and complexity of the process, perceived repercussions for those submitting grievances, and perceived lack of meaningful response to grievances raised (Canadian Ethnocultural Council, 2009; Douyon, 2016; Standing Senate Committee on Human Rights, 2019).

Temporary absences. Since 2000, several studies have been released examining the use and effect of temporary absences and work releases on outcomes. Helmus and Ternes (2015a) noted that 22% of offenders in their release sample received an Escorted Temporary Absence (ETA), and 4% received an Unescorted Temporary Absence (UTA) during their sentence. Temporary absences have in general been linked with positive results in terms of greater success in obtaining discretionary release (Helmus & Ternes, 2015a), lower levels of unemployment (Helmus & Ternes, 2015a, 2015b) and lower likelihood of returns to custody.¹⁴ A greater number of temporary absences was associated with a greater benefit (Helmus & Ternes, 2015a). In general, results indicate that almost all offenders complete their absences successfully (Forrester & Grant, 2013; Ternes et al., 2015). However, none of these studies have examined the effect specifically for ethnocultural groups.

Education and employment programs. According to a 2015 CSC evaluation report, approximately 75% of offenders had a need for education programming, which targets basic literacy, cognition and problem solving, and prepares offenders for correctional programs and

¹⁴ Returns to custody with and without offence for the overall sample of men and women offenders (Helmus & Ternes, 2015a); and returns to custody without offence when examined separately for women offenders (Helmus & Ternes, 2015b).

employment opportunities (CSC, 2015b). The same report found that having at least one educational achievement was related to greater success in obtaining community employment for medium risk Indigenous and high risk non-Indigenous offenders. Additional research has demonstrated that education achievements among men uniquely contributed to reducing revocations and revocations with offence, even after controlling for the effect of on-the-job employment training through CORCAN and other types of CSC employment (Wilton et al., 2015). For women, completion of the Adult Basic Education (ABE) - IV¹⁵ had a similar effect beyond on-the-job training through CORCAN employment (Wilton & Stewart, 2015).

Institutional employment programs through other areas of CSC have also demonstrated association with positive community employment outcomes and conditional release outcomes (Motiuk & Belcourt, 1996; Nolan et al., 2014). According to CSC policy, all offenders should be referred to employment opportunities (CSC, 2017b), which provides on-the-job training, either through CORCAN or other CSC institutional employment assignments. CORCAN is a Special Operating Agency within CSC that provides on-the-job training in the areas of textiles, manufacturing, construction, services, and agriculture. Other areas of CSC institutional employments are those in support of institutional services such as cleaning, cooking, and grounds maintenance. Opportunities for employment skill development are also provided through vocational and essential skills programs, as well as opportunities to earn apprenticeship hours. CORCAN on-the-job training, in particular, has been linked with higher rates of discretionary release than other institutional employment types or no institutional employment, as well as higher rates of community employment (Nolan et al., 2014). Other types of CSC institutional employment was related to securing community employment for Indigenous and non-Indigenous men and women, but only related with community employment maintenance for non-Indigenous men.¹⁶ Vocational certifications and use of CSC community employment services resources were significantly related to job maintenance for non-Indigenous men and women, and Indigenous men (Indigenous women were excluded due to small sample size).

One CSC study examined institutional and community employment activities by

¹⁵ ABE grade equivalencies are described in *Study 2: Offender Profiles and In-Custody Experiences – Introduction and Methods*. ABE IV is equivalent to grades 11-12.

¹⁶ See Pardoel et al. (in approvals) for details. Variations in the statistical significance of results were observed depending on the length of CSC employment. Indigenous women were excluded from community employment maintenance analyses due to small sample size.

ethnocultural group (Nolan & Power, 2014). This study found that White and Indigenous offenders had the highest percentages of institutional employment; however, the rates were still comparable to Black, Latin American and ‘Other’ ethnocultural groups. Lower rates of institutional employment were observed for Southeast Asian, Arab/West Asian, South Asian and Chinese offenders.

Correctional programming. Correctional programs are offered to eligible offenders to address criminogenic needs. Despite the apparent differences in socio-demographic and correctional profiles by ethnocultural group, previous CSC research has found through a meta-analytic study that CSC correctional programs are effective in improving community outcomes for ethnocultural offenders (Usher & Stewart, 2011).¹⁷ Specifically, offenders identifying as Black and within the ‘Other’ ethnocultural group were less likely to return to federal custody if they had participated in a correctional program than offenders of the same ethnocultural group that had not participated.

A further 2012 study explored assignments and enrollments of offenders with high risk and high criminogenic need ratings to Nationally Recognized Correctional Programs, as a means of exploring a potential source of systemic bias in correctional program planning. Although there were no differences in the proportion of high risk – high need offenders from ethnocultural groups in terms of the *first* assignment and enrollment in a Nationally Recognized Correctional Program, Black offenders were slightly less likely to have a program assignment that resulted in a program enrollment when looking at *all* program assignments (Stewart & Wilton, 2012). The authors concluded that there was no evidence of systemic bias against offenders of ethnocultural groups for program assignment or enrollment for the first correctional program, but that further research would be required to explain why Black offenders were slightly less likely to enroll in subsequent program assignments.

Finally, despite similar rates of program assignments and enrollments, ethnocultural offenders, and in particular Black offenders, have been assessed as having lower rates of engagement in the correctional plan than White and Indigenous offenders (Ritchie et al., 2014).¹⁸

¹⁷ This meta-analysis included research published between 1995 and 2010, and therefore included only studies using the need-specific correctional program model (addressing specific offence histories), as opposed to the Integrated Correctional Program Model currently employed (addressing multi-target needs through holistic programs).

¹⁸ A per CD 705-6: Correctional Planning and Criminal Profile, an affirmative rating of engagement in the correctional plan requires a combined rating of either medium or high in both accountability and motivation (CSC, 2019a).

Community supervision

Discretionary release. Limited CSC research is available on the discretionary (i.e., day or full parole) or statutory release rates by ethnocultural group. Trevethan and Rastin (2004) noted that in their community supervision sample, more ethnocultural offenders were on full parole, and fewer on statutory release than White offenders.

Community employment. Community employment, like institutional employment, is associated with positive community outcomes. Nolan and Power (2014a) found that, in contrast with institutional findings, Southeast Asian, Arab/West Asian, South Asian, Chinese and ‘Other’ ethnocultural offenders were more likely than White or Indigenous offenders to gain community employment. Black and Latin American offenders were more likely to secure community employment than Indigenous offenders, but slightly less likely than White offenders. Importantly, CSC research has indicated that maintenance of community employment is linked with a reduced likelihood of recidivism (Nolan & Power, 2014b).

Community outcomes. Information is limited regarding the community outcomes by ethnocultural group, however, a recent recidivism report indicated that Southeast Asian and Black offenders were less likely than White offenders to reoffend post-release, including violent reoffending (Stewart et al., 2019). Southeast Asian and Black offenders were also less likely than White offenders to have a revocation or revocation with offence. Furthermore, according to intake information about criminal history, ethnocultural groups were less likely to have failed on a previous period of conditional release (Keown et al., 2015; Trevethan & Rastin, 2004).

Current Research

The current report sought to provide a comprehensive and updated overview of the socio-demographic and criminogenic profiles, and review correctional indicators of offenders under CSC custody or supervision, by gender and by ethnocultural group, through three studies. The first study analyzed population trends for men and women offenders from the past decade, from end of Fiscal Years 2009/2010 to 2019/2020. This included a comparison of the proportion of each ethnocultural group as part of the correctional population to that of the Canadian general population in 2016. The second study examined the socio-demographic and criminogenic profiles of a recent admission cohort by ethnocultural group, disaggregating by gender. This cohort was used as the basis to examine the in-custody indicators of offenders by ethnocultural group, including initial security level placement, and participation in correctional programs,

education, employment, and temporary absences by Day Parole Eligibility Date (DPED). This study also compared the percentage of offenders with grievances, visits, and institutional incidents and charges by ethnocultural group. Finally, the third study examined community supervision indicators for offenders in terms of release type, participation in community employment and community correctional programs, and community outcomes. Trends for ethnocultural offenders were of particular interest in the current report, although information for White offenders was presented for comparison, and Indigenous offenders for context and completeness in the examination of trends.¹⁹ Implications of observed differences were discussed for each study. Results in this report are limited in that they only highlight differences, with little ability to provide insight into the reasons for observed patterns beyond cursory controls for risk in some analyses.²⁰

¹⁹ As noted above, the current research focuses on ethnocultural offenders given the limited information available for the correctional outcomes of these groups, and as CSC has policy requirements specific to Indigenous offenders (CSC, 2013a) that differ from those specific to ethnocultural offenders (CSC, 2021).

²⁰ Limitations are discussed within each study and in the *General Discussion*.

Study 1: Population Trends – Introduction and Method

Introduction

Previous CSC research has examined population trends of the Canadian federal offender population (Gottschall, 2012; Trevethan & Rastin, 2004). Most recently, Gottschall (2012) found increases of several ethnocultural groups in the offender population between 2000 and 2009 groups, including Black, Southeast Asian, Chinese and Latin American men and women. Moderate growth was observed in the CSC population of South Asian and Arab/West Asian offenders. Growth in the offender population of ethnocultural groups is to be expected as Canada's population has become increasingly diverse. Gottschall (2012) compared the ethnocultural composition of CSC's offender population in 2010 with Canada's expected general population in 2011, and found that Black and Southeast Asian men and women were overrepresented in incarcerated and community supervision samples, to various degrees. The current study provides an updated assessment of ethnocultural diversity in CSC's offender population, with the purpose of understanding fluctuations in CSC's offender profile over the past decade, and identifying overrepresented groups in the population. Notably, CSC has an obligation, as per legislation and policy (CSC, 2021), to provide services responsive to the needs of ethnocultural groups. Therefore, regular monitoring of CSC's offender population is important to survey the ethnocultural composition of CSC's population and understand fluctuations in trends over time.

Participants and Procedure

Population trends were examined using data accessed through CSC's Corporate Reporting System-Modernized.²¹ Combined institutional and community offender population snapshots (including provincial offenders in CSC custody, $n = 1,696$) from end of Fiscal Years 2009/2010 to 2019/2020 (eleven time points) were examined for changes over time, by ethnocultural group. In addition, the proportional representation of total offender populations was explored by comparing the ethnocultural composition of CSC's offender profile from the end of Fiscal Year 2015/2016 (again including provincial offenders in CSC custody, $n = 160$) to

²¹ The Corporate Reporting System-Modernized is an interface available to CSC personnel that provides access to information from a variety of data sources within the federal correctional system.

that of the Canadian general population using Statistics Canada 2016 Census data (Statistics Canada, 2017a).²²

Defining offender ethnocultural groups

Offender ethnocultural group is based on self-reported data collected as part of the Offender Intake Assessment. The category options changed over the course of the study period, with 15 new categories introduced in CSC's OMS in Fiscal Year 2012/2013 that include self-identifying based on race, ethnicity, and geographic areas. Offenders are restricted to selecting one option, although the categories are not mutually exclusive and it is possible that two or more categories may apply.²³ As per Table 1, certain categories were combined for the studies within this report based on the categories available in OMS. The selected study categories are intended to provide a balanced representation of as many groups as possible, while creating groups that are of meaningful size for analyses. Notably, ethnocultural groups with small sample sizes were subsumed within the 'Other' category.²⁴ Categories for women were limited to White, Indigenous, Black and 'Other'.

²² While data was disaggregated by respondent gender, it was not disaggregated by respondent age, limiting the strength of our results, as Canadian population numbers did not restrict to those 18 years or older.

²³ Offenders who identify as belonging to multiple groups can select a multiethnic option.

²⁴ Groups with fewer than 20 offenders during the admission period (April 1, 2016 and September 30, 2018) in *Study 2: Admission Profile* were subsumed into the 'Other' category. The same categories apply here in *Study 1: Population Trends* for consistency.

Table 1

Offender Management System variable options and use within current research report for men

Study Category	OMS Offender Self-Identification Options
Arab/West Asian	Arab, Arab/West Asian, Asian-West
Black	Black, Caribbean, Sub-Saharan African
Chinese	Chinese
Filipino	Filipino
Latin American	Hispanic, Latin American
South Asian	Asian-South, East Indian, South Asian
Southeast Asian	Asian-East and Southeast, Asiatic, Oceania, Southeast Asian
Other	Japanese, Korean, Multiracial/Ethnic, Other, Unable to specify, Unknown
Indigenous	First Nations, Inuit, Métis
White	British Isles, European-Eastern, European-Northern, European-Southern, European-Western, White

Note. OMS = Offender Management System.

Census groups

The groups against which CSC offender ethnocultural groups are compared were taken from the 2016 Statistics Canada Census of Population dataset (Statistics Canada, 2017a). The dataset contained several variables in relation to a person's identity, including visible minority group, population group, and Indigenous group. In this report, the percentage of men and women in the Canadian public identifying as Arab or West Asian,²⁵ Black, Chinese, Filipino, Latin American, South Asian and Southeast Asian were calculated as the number of men or women from each respective group (as per the visible minority variable), of the total number of men and women, respectively, in Canada, as per Census data. The percentage of Indigenous men and women in the Canadian general public was calculated in a similar way, using the 'Aboriginal population' variable. The percentage of White men and women in the Canadian public was estimated by subtracting the number of men and women with Indigenous identity (using the 'Aboriginal population' variable) from the respective populations of men and women classified as 'Not a visible minority' on the 'Visible minority population' variable, of the total number of

²⁵ These categories are separate in the Statistics Canada 2016 Census of Population dataset (Statistics Canada, 2017a), but were combined for the current study given the OMS category options do not consistently distinguish between each region.

men and women in Canada. The calculation for the estimated percentage of men with ‘Other’ ethnocultural identities in Canada was obtained by adding the groups Korean, Japanese, multiple visible minorities, and visible minorities – not identified elsewhere, of the total number of men in Canada. This was done to provide the best comparison to the men in the ‘Other’ ethnocultural category in the current study. Similarly for women, the estimated percentage of ‘Other’ ethnocultural identities in the Canadian public was completed by summing the categories for Arab, West Asian, Black, Chinese, Filipino, Japanese, Korean, Latin American, South Asian Southeast Asian, multiple visible minorities, and visible minorities – not identified elsewhere, and dividing by the total number of women.

Study 1: Population Trends – Results

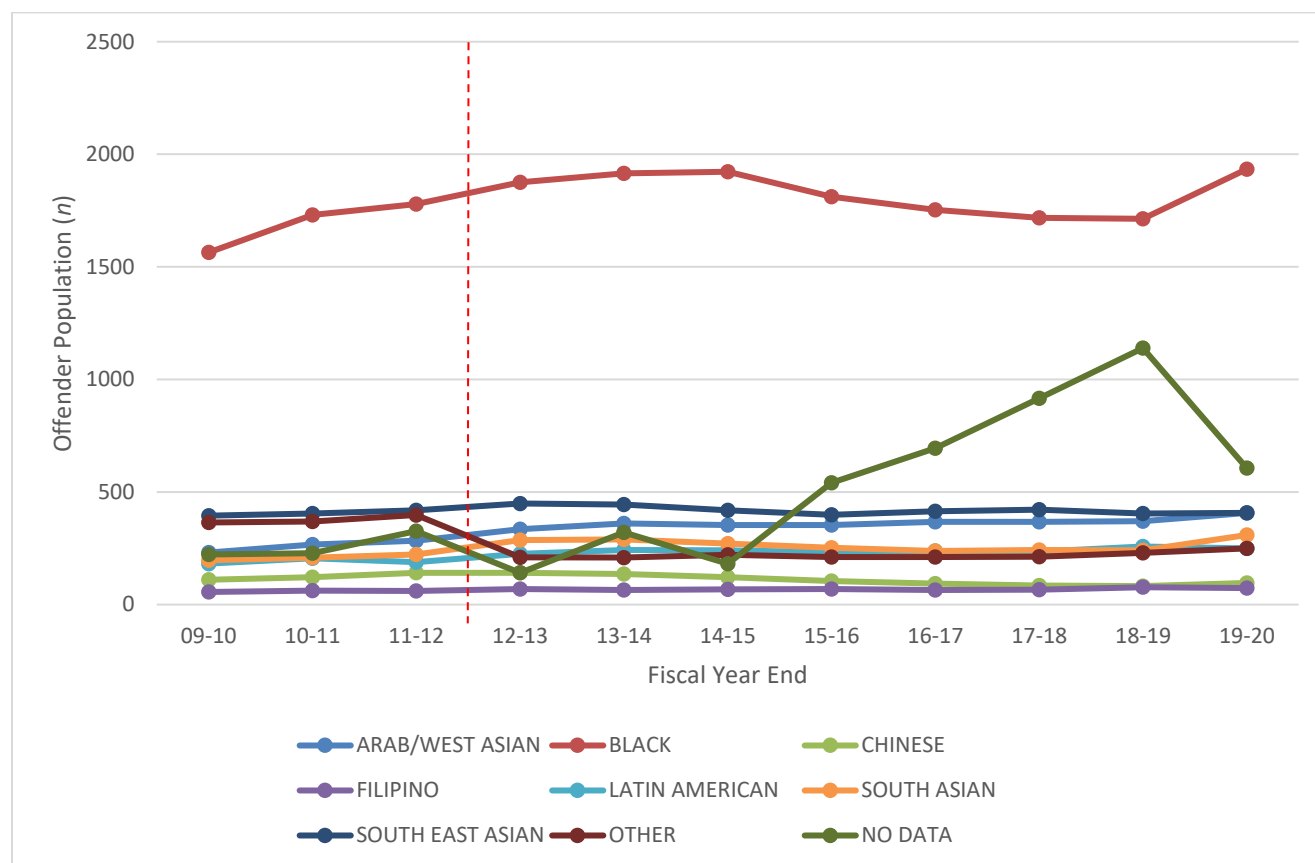
CSC Population Trends Over Time

Black men were the ethnocultural group most represented within CSC's offender population. As Table A1 in Appendix A and Figure 1 below demonstrate, the number of Black men offenders was considerably higher than the number of men from the other ethnocultural groups. The number of Black men increased 24% from end of Fiscal Years 2009/2010 ($n = 1,564$) to 2019/2020 ($n = 1,934$).²⁶ Although there was an apparent decline in the Black men population from 2015/2016 to 2018/2019, this decline mirrored an increase in the number of offenders without ethnocultural data entered into the system upon intake. On the other hand, the population of Black men had a substantial increase between 2018/2019 and 2019/2020, which corresponded with a decline in the 'No data' group.²⁷ Moreover, among men, the Arab/West Asian offender population grew the most, increasing by 76% (see Table A1 in Appendix A for details). Growth was also seen in the Latin American (37%), Filipino (32%), South Asian (57%), and Southeast Asian (3%) men populations. Notably, the Chinese men offender population decreased by 13%, from 2009/2010 to 2019/2020, and the 'Other' ethnocultural men group also decreased significantly for the same time period (31%).

²⁶ Formula for calculating percent change in population: $[(2020 \text{ group } n - 2010 \text{ group } n) / 2010 \text{ group } n] \times 100$.

²⁷ The 'No data' group was made up of offenders who did not know which OMS race category applied to them or who did not want to self-identify with one of the OMS categories (e.g., those of mixed race), which influenced the volume of missing data. To address this issue, race data entry was prioritized, and greater effort was placed into accurately capturing offenders' race and ethnicity. Cases with missing race data were also reviewed, as well as any current missing race data being monitored.

Figure 1. Number of men in CSC custody or under CSC community supervision, end of Fiscal Year snapshots 2009/2010 to 2019/2020 by group.



Note. Vertical red line indicates change in OMS category options. The 'Other' category includes men offenders identifying as Japanese, Korean, Multiracial/ethnic, Unknown and Unable to Specify. Includes men serving provincial sentences at CSC, $n = 1,696$ from periods end of Fiscal Year 2009/2010 to end of Fiscal Year 2019/2020. Source: CSC Corporate Reporting System-Modernized.

As per Table A2 in Appendix A, similar trends were seen among women, wherein the number of Black women offenders increased by 16% between 2009/2010 and 2019/2020 (from $n = 79$ to $n = 92$). However, while this represented a decline from an earlier high at 2012/2013 ($n = 106$), the decline again coincided with an increase in the 'No data' group. For 'Other' ethnocultural women, there was an increase of 44%, from 2009/2010 to 2019/2020.

Notably, the reliability of the trends for men and women is questionable given that the 'No data' line for men increased 173% from 2009/2010 ($n = 222$) to 2019/2020 ($n = 606$), despite the 2019/2020 time point reflecting a decline from the 2018/2019 high of $n = 1,139$. For women, there was a 69% increase in 'No data' points from 2009/2010 ($n = 16$) to 2019/2020 ($n = 27$), again, despite a substantial reduction after the peak of the 'No data' group in 2018/2019 ($n = 39$).

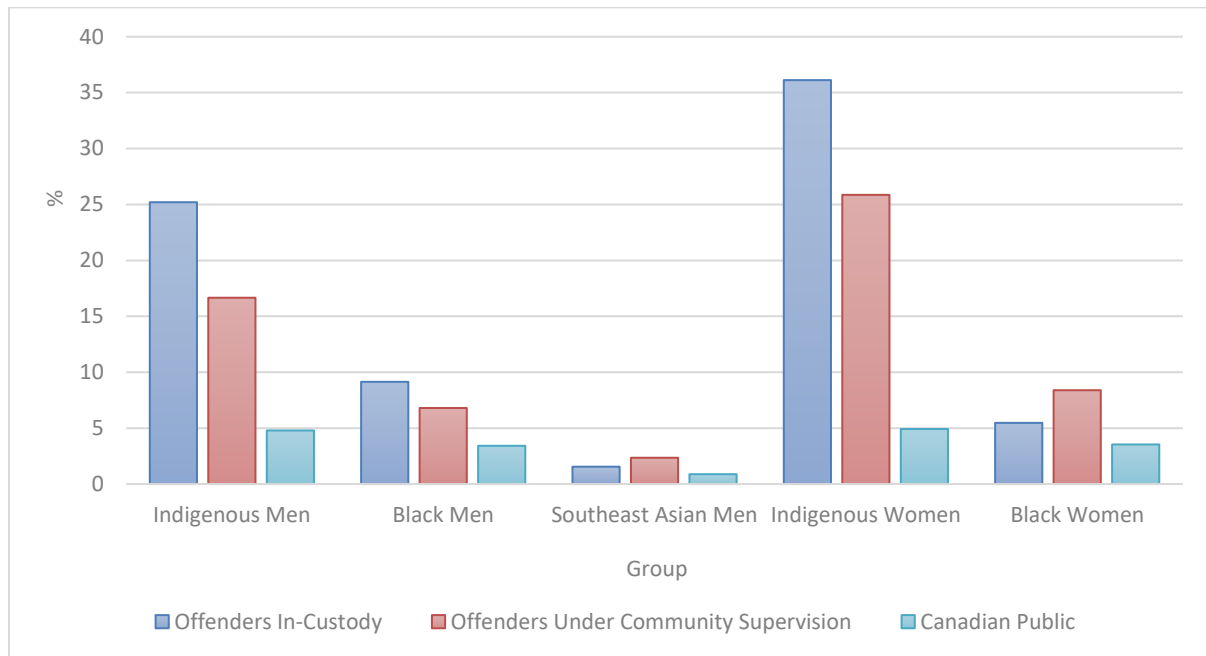
As with other components of this research, information for White and Indigenous offenders is presented for context. Notably, the population of Indigenous women offenders grew by 87% from 2009/2010 to 2019/2020. The population of Indigenous men offenders also increased by 48% over the same time period. Growth in the population of White women offenders was 11%, while the population of White men offenders decreased by 15%.

CSC and the Canadian Public

This study also examined the composition of the federal offender population relative to the Canadian general population using data from CSC's Corporate Reporting System-Modernized and Statistics Canada 2016 Census data to identify ethnocultural population trends. Despite the noted increase in some ethnocultural groups in the CSC population over the past decade, as demonstrated in Table A3 in Appendix A, most groups were not overrepresented as compared to their proportion of the 2016 Canadian general population. However, as demonstrated in Figure 2, other groups were greatly overrepresented in both the in-custody and community supervision groups as compared with the Canadian public. Overrepresented groups at end of Fiscal Year 2015/2016 included Black men and women, Southeast Asian men, and Indigenous men and women.²⁸ While representing 3.4% of the Canadian public, Black men represented 9.1% of men in custody and 6.8% of men under community supervision. Black women represented 3.5% of the Canadian public but 5.5% of women in custody and 8.4% of women under community supervision. Southeast Asian men represented 0.9% of the Canadian public, but 1.6% of men in custody and 2.4% of men under community supervision. Indigenous men represented 4.8% of the Canadian public, compared with 25.2% of men in custody and 16.7% of men under community supervision. Lastly, Indigenous women represented 4.9% of the Canadian public but 36.1% of women in custody and 25.9% of women under community supervision. Conversely, South Asian, Chinese and Filipino men were underrepresented in institutional and community offender populations. Arab/West Asian men were also underrepresented by a smaller margin.

²⁸ The figures presented in text for the Canadian general public represent the full population, whereas the vast majority of the CSC population is over 18 years old. Comparisons to a subset of the Canadian population aged 15 years and older indicated the same trends in the groups overrepresented, and by similar, though slightly greater margins. The percentages of those in the Canadian public aged 15 years and older for the overrepresented groups are: Black men (3.0%), Black women (3.1%), Southeast Asian men (0.8%), Indigenous men (4.2%), and Indigenous women (4.4%). See Statistics Canada (2017b) and Statistics Canada (2018).

Figure 2. Overrepresented groups in custody and under community supervision at end of Fiscal Year 2015-2016.



Note. Canadian Public percentages reflect population estimates based on the 2016 census and offender percentages reflect the offender population at the end of Fiscal Year 2015/2016. Includes offenders serving provincial sentences. Source for Canadian public data: Statistics Canada (2017a). Source for offender data: CSC Corporate Reporting System-Modernized.

Study 1: Population Trends – Discussion

Overall, results demonstrate that the CSC offender population continues to be increasingly diverse, with growth observed among most ethnocultural groups for men and women. A previous CSC report on ethnocultural trends from 2000 to 2009 demonstrated much higher rates of growth over a ten year period (Gottschall, 2012). Although that report did not disaggregate growth trends by gender, it found rates of growth over 300% for Chinese and Latin American offenders, and over 400% for Southeast Asian offenders. However, different groups are apparently driving the current increase in diversity trends and with considerably lower rates of growth. The largest growth among ethnocultural men in the present study was observed for Arab/West Asian men (76% over eleven years), South Asian men (57%) and Latin American men (37%). The rate of growth for Black men in this study (24%) was greater than that observed for Black men and women from 2000 to 2009 (16%) in Gottschall's (2012) study, while for Black women it remained at 16%. Notably, the population of 'Other' ethnocultural women (an aggregation of several ethnocultural groups due to small numbers) increased by 44% from 2009/2010 to 2019/2020. Finally, the largest increase was observed for Indigenous women, with the population growing by 87% over eleven years.

Notably, the figures provided here may still underestimate the actual populations, given the dramatic increase in offenders without ethnocultural data available in OMS, particularly for end of Fiscal Year snapshots 2015/2016 to 2018/2019. The decline in the 'No data' group from 2019/2020 suggests that the latest numbers are a more accurate reflection of the ethnocultural composition. However, the 'No data' group ($n = 606$ for men and $n = 27$ for women) remains high as compared with earlier time points, which was as low as $n = 141$ for men at end of Fiscal Year 2012/2013 or $n = 8$ for women at end of Fiscal Year 2015/2016. It should also be noted that the period examined was prior to the Covid-19 pandemic, which impacted offender admission and in-custody trends.

As in previous explorations, the current sample indicated some groups are overrepresented in CSC's population: Indigenous men and women, Black men and women, and Southeast Asian men. In terms of implications for CSC, these groups may warrant further attention, with more effort to ensure that existing interventions and services are responsive to their needs. This is consistent with previous reviews of CSC programs that have called for

culturally relevant approaches for program content and delivery (BDL Groupe Conseil, 2009; Canadian Ethnocultural Council, 2009; Douyon, 2016; Malatest, 2009; OCI, 2013). In terms of broader implications, these results suggest that these groups in particular may be facing greater disadvantages (e.g., social or economic) in the community that led to contact with the law at greater rates than members of other groups, and/or that there are systemic differences in law enforcement that lead to their overrepresentation in the correctional system (Commission on Systemic Racism, 1995). Regardless of the causes of overrepresentation, these results reinforce that CSC is charged with the care of populations in need of additional and targeted support, given the disadvantages leading to their initial contact with the justice system.

There are some notable limitations with the current research design that warrant discussion. Although the CSC categories broadly align with the Statistics Canada visible minority variable, Statistics Canada (2017c) has a stringent method for assigning a person with multiple identities to a category, depending on the responses provided. For instance, a person who identifies as Black and White in response to the census question is classified as Black on the visible minority variable, however a person who identifies as Latin American and White is excluded from the visible minority population. Furthermore, a person who identifies as Black and South Asian is classified as ‘Multiple visible minorities’. In contrast, offenders at CSC self-identify, and therefore a person who identifies as Black and South Asian may opt for either category, or as multiracial/ethnic. As such, there is not complete concordance between the Statistics Canada and CSC categories. As a result, the comparisons between figures in the Canadian general public and CSC groups are estimates only. Future research should continue to monitor the ethnocultural diversity trends in CSC’s offender population, as well as to examine the extent of overrepresentation in relation to the next release of Canadian Census data. This future research should include continued monitoring of the ‘No data’ group, as such data is critical for assessing ethnocultural diversity trends and overrepresentation in CSC’s offender population.²⁹ Exploring the reason for the increase in the ‘No data’ group may also inform actions required to improve data collection and entry.

²⁹ Ontario region, where missing data was most prevalent, has made efforts to improve availability of ethnocultural information.

Study 2: Offender Profiles and In-Custody Indicators – Introduction and Method

Introduction

Study 2 primarily sought to examine the admission profile and in-custody indicators of a recent admission cohort, as well as to identify differences by ethnocultural group. The first part of *Study 2*, an examination of admission profiles, provided general information about person and offence characteristics by group. This included demographic information; regional population profiles; and results from the Offender Intake Assessment process including risk and need level, need profile, offence and sentence information, and responsivity needs. STG affiliation was also examined given the potential for such a designation to affect overall correctional experiences. The second part of *Study 2* conducted an examination of differences in in-custody indicators or outcomes by ethnocultural group, including an analysis of OSL placements (independently and in relation to assessments on the CRS), incidents (as an instigator/associate or victim) and charges (minor and serious), visits, grievances, temporary absences, education and employment, and correctional program participation. Participation in temporary absences, employment and education programs, and correctional programs were examined by DPED.

Importantly, the current research was limited to detecting group differences in outcomes, without providing deeper insight into why or how these differences occurred. Further research may identify the factors driving observed differences or provide additional context to inform opportunities to broaden favourable results to more groups, or improve results where unfavourable outcomes were observed. Furthermore, the specific implications of differences would vary with the indicator in question, and the nature of the differences.

Participants

Results for the admission profile and in-custody indicators were examined for the cohort of federally-sentenced men and women admitted into CSC custody between April 1, 2016 and September 30, 2018. For the admission profile, offenders without ethnocultural information were excluded from analyses, resulting in a final cohort of $N = 10,461$ men and $N = 971$ women.³⁰ Table 2 presents the ethnocultural composition of the admission cohort. For men, comparisons were conducted for Arab/West Asian, Black, Chinese, Filipino, Latin American, South Asian, and Southeast Asian groups, as these were the only ethnocultural groups with more than 20

³⁰ Information was missing for $N=1,021$ men and $N=26$ women.

offenders. An ‘Other’ ethnocultural group is included representing the remaining groups (see Table 1 in *Study 1: Population Trends*). Information for White and Indigenous men was provided for context. Applying the same criteria, comparisons among women were restricted to analyzing trends for four groups: Black and ‘Other’ ethnocultural women, as well as White and Indigenous women.

Table 2

Proportion of each ethnocultural group for the admission profile sample

	Admission Profile	
	%	<i>n</i>
Men		
Arab/West Asian	1.9	202
Black	7.9	827
Chinese	0.4	41
Filipino	0.4	43
Latin American	1.3	132
South Asian	1.1	111
Southeast Asian	2.0	204
Other ^a	1.1	117
Indigenous ^b	27.4	2,866
White	56.6	5,918
Women		
Black	6.2	60
Other ^c	7.3	71
Indigenous ^b	34.5	335
White	52.0	505

Note. Percentages represent the proportion of groups for the cohort admitted into custody between April 1, 2016 and September 30, 2018, of those with available ethnocultural data, *N* = 10,461 men and *N* = 971 women.

^a The ‘Other’ ethnocultural offender category for men includes Korean, Japanese, multiracial/ethnicity, other, unable to specify, and unknown. ^b Includes Inuit, Metis, and First Nations. ^c The ‘Other’ ethnocultural offender category for women includes Arab/West Asian, Chinese, Filipino, Japanese, Korean, Latin American, South Asian, multiracial/ethnicity, Other, unable to specify, and unknown race codes.

Table B1 and Table B2 in Appendix B illustrate the ethnocultural group breakdown by the OMS self-identification categories highlighted in Table 1 in *Study 1: Population Trends* and

the proportion of men and women in each category who were included in the admission profile cohort. Among ethnocultural men, those identifying as Black made up the majority (46%), followed by those identifying as Latin American (8%), Asian-East and Southeast Asian (7%), and Arab (7%). Similarly, among ethnocultural women, those identifying as Black also made up the majority (43%), followed by those identifying as multiracial or multiethnic (15%), and Chinese (8%).

For the in-custody analyses, the same admission cohort was used, although an additional requirement for a minimum period of six months in custody was imposed, resulting in a final base sample of $N = 10,249$ men and $N = 893$ women. Some analyses focused on outcomes achieved prior to DPED, in which case the admission cohort was restricted to offenders with a minimum of five months of incarceration and a DPED falling within the study follow-up period ($N = 9,064$ men, $N = 813$ women).³¹ Table 3 presents the ethnocultural composition of the in-custody base sample and the in-custody DPED sample.

³¹ DPED analyses required offenders to have a minimum of only five months in custody from admission to DPED, to accommodate up to a one month delay between sentence commencement date and admission into CSC custody.

Table 3

Proportion of each ethnocultural group for in-custody, and in-custody with day parole eligibility date samples

	In-Custody Indicators (Full Sample)		In-Custody Indicators (DPED Sample)	
	%	<i>n</i>	%	<i>n</i>
Men				
Arab/West Asian	1.9	193	1.8	165
Black	7.9	809	7.4	670
Chinese	0.4	37	0.3	29
Filipino	0.4	43	0.4	38
Latin American	1.3	131	1.2	111
South Asian	1.0	105	1.0	91
Southeast Asian	1.9	197	1.9	171
Other ^a	1.1	113	1.2	104
Indigenous ^b	27.9	2,858	27.1	2,455
White	56.2	5,763	57.7	5,230
Women				
Black	6.5	58	5.7	46
Other ^c	6.9	62	7.0	57
Indigenous ^b	36.3	324	33.1	269
White	50.3	449	54.2	441

Note. DPED = Day Parole Eligibility Date. Percentages represent the proportion of groups for the cohort admitted into custody between April 1, 2016 and September 30, 2018, with available ethnocultural data, *N* = 10,249 men and *N* = 893 women. A 6-month minimum period of incarceration was required for inclusion in the *In-Custody Indicators: Full Sample*. Where outcomes by DPED were of interest, a 5-month period of incarceration was required to accommodate up to a one month delay between sentence commencement and transfer to CSC custody, resulting in the *In-Custody Indicators: DPED Sample*, *N* = 9,064 men and *N* = 813 women.

^a The 'Other' ethnocultural offender category for men includes Korean, Japanese, multiracial/ethnicity, other, unable to specify, and unknown. ^b Includes Inuit, Metis, and First Nations. ^c The 'Other' ethnocultural offender category for women includes Arab/West Asian, Chinese, Filipino, Japanese, Korean, Latin American, South Asian, multiracial/ethnicity, Other, unable to specify, and unknown race codes.

The mean time followed for the *In-Custody Indicators: DPED Sample* is listed in Table B3 in Appendix B, but ranged between 254.6 days (*SD* = 146.2) for White men to 301.2 days (*SD* = 166.0) for Chinese men; and 227.3 days for White women (*SD* = 124.3) to 304.5 (*SD* = 150.8) days for Black women.

Data

Correctional administrative data used in *Study 2* was extracted from OMS, for both the admission profile and in-custody indicators. Variables examined in the admission profile portion of this study included socio-demographic characteristics, risk/need assessments, sentence length, offence information, responsivity requirements, and STG affiliation. For the in-custody indicators, variables included the CRS assessments and corresponding OSL placements, institutional incidents and charges, visits, grievances, and participation in temporary absences, education/employment programs and correctional programs.

Outcomes for most in-custody indicators were restricted to those occurring from warrant of committal admission to the end of follow-up (i.e. to the earliest of one year from admission, first release date, warrant expiry date, death, deportation or extradition, or September 30, 2019). This is the default timeframe for in-custody outcomes, unless otherwise reported. Annualized rates were also calculated for these analyses as a means of better controlling for the potential fluctuation in the follow-up period, as not all offenders experienced a full year of incarceration. Annualized rates were calculated by summing the number of outcomes of interest for a group (e.g., visits), divided by the number of available days of follow-up for that group, and multiplied by 365.25. These represent the expected rate of a given outcome over the period of one year for each group, and were calculated for institutional incidents and charges, visits, and grievances.

Analyses of temporary absences, education/employment, and participation in correctional programs were restricted to outcomes that occurred between warrant of committal admission and DPED (where this occurred by the end of DPED study follow-up: the earlier of first release date, warrant expiry date, death, deportation or extradition, or September 30, 2019).³² DPED analyses were used when the outcome of interest would potentially have the greatest effect on reintegration by demonstrating a degree of preparedness prior to their earliest potential release to community supervision (e.g., participation in programs, temporary absences, education or employment). Anyone who had not reached their DPED by the end of follow-up were excluded from those analyses, as were those who had less than five months in CSC custody from admission to DPED.³³

³² For 2.12% ($n = 205$) of the sample, a release date occurred prior to the DPED noted on file, in which case the release date was selected.

³³ These restrictions for the *In-Custody Indicators: DPED Sample* excluded $n = 1,185$ men and $n = 80$ women from

Offender intake assessment

A variety of assessments are completed upon admission to federal custody as they form the basis of the correctional plan.³⁴ These are completed through the Offender Intake Assessment process (CSC, 2019a), an assessment process that has a long history within CSC (e.g., Brown & Motiuk, 2005; Mathias & Wormith, 2017; Motiuk, 1997, 1998; Stewart et al., 2017). The current research used several of these assessments. Need profiles were derived from the Dynamic Factors Identification and Analysis-Revised (DFIA-R) tool, which evaluates offenders' level of criminogenic need in seven domains: Employment/Education, Marital/Family, Associates, Substance Abuse, Community Functioning, Personal/Emotional, and Attitude.³⁵ The seven domains of the DFIA-R tool are assessed through the completion of 100 dichotomous 'yes/no' indicators. Parole Officers then use their professional judgement to determine offenders' level of need at the domain level (such as asset to community adjustment, no immediate need for improvement, low need for improvement, moderate need for improvement, or high need for improvement)³⁶ and level of need overall (low, medium, or high).

Static risk was assessed through the Static Factors Assessment (SFA) and the Criminal Risk Index (CRI; Motiuk & Vuong, 2018). The SFA examines the offenders' criminal history record, offence severity record, and sex offence history through a series of individual indicators. Parole Officers then use their professional judgement to determine offenders' overall level of intervention based on static risk (low, medium, or high). The CRI focuses specifically on the criminal history record indicators of the SFA and, depending on the sum of the indicators, categorizes offenders into five risk level groupings. In OMS, these groupings are labelled low, low-moderate, moderate, moderate-high, or high risk.

Responsivity factors were examined for the admission profile, which are factors that influence the offenders' capacity to benefit from a targeted intervention. Examples include language barriers, lack of education, cognitive deficits, learning disabilities, or other areas that could affect program participation and engagement (CSC, 2019a). Specifically examined in

the *In-Custody Indicators: Full Sample*.

³⁴ The correctional plan contains the level of intervention for offender needs, objectives for offender behaviour, programs and interventions to manage risk, and court ordered obligations (CSC, 2019a).

³⁵ The DFIA-R replaced the Dynamic Factors Identification and Analysis tool in 2009. Though it still evaluates need across seven domains, changes included revised indicators, domain assessment ratings, and different staff training methods.

³⁶ The majority of domains use the five-point scale, with the exception of the Substance Abuse and Personal/Emotional domains, which do not provide an assessment of 'asset to community adjustment' level.

Study 2 was the responsivity flag in OMS, which indicates if there are responsivity considerations for an offender.

Other assessments that were examined for this study were offenders' accountability, motivation, engagement, and reintegration potential, which are classified as low, medium, or high based on Parole Officers' professional judgement. These appraisals contribute to the development of offenders' correctional plans, which inform the approach taken to target identified criminogenic needs and develop the skills necessary for successful re-entry into society (CSC, 2019a).

Index offence

Information on the most serious offence on current sentence was also collected from OMS. Specifically, offences were categorized according to whether they were a homicide related, assault, sexual, robbery, other violent, property, drug, or other non-violent offence.

Security threat group affiliation

STG affiliation status for offenders within the admission profile was collected from OMS. The most recent affiliation status on file prior to the offender's warrant expiry date or data extraction date was selected, with STG flags indicating active STG affiliation status.³⁷

Offender Security Level and Custody Rating Scale

The initial OSL, as well as the initial CRS assessments, were captured. OSL classifications determine the rigidity in the daily routine and structure of prison, with fewer restrictions at minimum security and the most prescriptive and rigid environments in maximum security. All OSL decisions between admission until the earlier of one year or end of follow-up were captured, with additional analyses examining percentages of offenders by group experiencing an increase or decrease from their initial security classification during this timeframe, and examining initial security placement by risk level (as per the SFA).

The CRS is an empirically based instrument that examines offenders' institutional adjustment and security risk. This measure, completed by file review, is administered to all offenders upon admission and provides a recommended security classification of minimum, medium, or maximum. As per CD 705-7: Security Classification and Penitentiary Placement, Parole Officers use the CRS score in combination with their professional judgement on the

³⁷ Data extraction date for the Admission Profile portion of *Study 2* was May 5, 2019.

offender's institutional adjustment, escape risk and public safety risk to produce a final recommendation for the OSL classification (CSC, 2018a).

In this study, both the initial CRS and subsequent initial OSL decision were examined to determine the extent to which these matched, or where the CRS recommended placement to a security level higher or lower than the subsequent security classification observed. This analysis required offenders to have a CRS assessment completed within 120 days of admission and prior to the first security classification.

Institutional incidents and charges

Institutional incidents and charges analyses explored the percentage of offenders involved in institutional incidents as an instigator/associate and as a victim, as well as the percentage of offenders with institutional charges by severity (serious/minor). Time to first incident and charge, as well as annualized rates were also provided. Notably, s. 40 of the *Corrections and Conditional Release Act* (1992) identifies the behaviours that can warrant a charge, and as per CD 580: Discipline of Inmates, the Institutional Head or delegate has the responsibility for reviewing the incident details and laying a charge for either a serious or minor disciplinary offence (CSC, 2015a). Pursuant to s. 40, staff members must take all reasonable steps to resolve disciplinary offences informally (without issuing a charge) where possible.

Visits

These analyses explored the percentage of offenders with regular and private family visits, with breakdown by relation of visitor, as well as the number and annualized rates of visitors and time to first visit for offenders.

Temporary absences

Temporary absences, including both ETAs and UTAs, provide opportunities for access to the community or another institution for a variety of purposes (e.g., medical, community service, parental responsibilities). Most offenders are eligible for ETAs at any point during the sentence, provided such are authorized by the Institutional Head. Offenders serving a sentence of life minimum are eligible for ETAs at DPED, and the first absence must be authorized by the Parole Board of Canada (subsequent absences can be authorized by the Institutional Head if the first absence was successful). Eligibility for UTAs is restricted to offenders at minimum or medium security who have served a minimum of six months or one sixth of their sentence, and who meet the granting criteria (see s. 115 of the *Corrections and Conditional Release Act* and CSC,

2016a). For the current analyses, discretionary ETAs and UTAs (i.e. excluding absences for administrative or medical purposes) by DPED were examined by group.

Grievances

The grievance process allows offenders a formal mechanism of raising concerns regarding an alleged violation of policies, legislation, or rights while under CSC jurisdiction. Grievances are typically submitted at the lowest level (complaint) and dealt with at the institutional level by the supervisor of any staff implicated, if applicable. If a resolution cannot be reached, the grievance may be escalated to the attention of the Institutional Head/District Director (initial grievances), and further escalated to the attention of the Commissioner (final grievances). However, some topics are immediately escalated to the initial or final grievance levels, for instance if the grievor alleges harassment, discrimination or sexual harassment. See Guidelines 081-1 *Offender Complaint and Grievance Process* for a complete list of issues submitted above the complaint level.

The current study examined the percentage of offenders with at least one grievance or group grievance by ethnocultural group, from admission to the end of follow-up (either the end of incarceration or one year following admission). Annualized rates of grievances and group grievances received were examined in the same time period, as was time to first grievance. Analyses examined types of grievances submitted across eight grievance categories: case management (e.g., case preparation activities, correctional plan), conditions (e.g., amenities, conditions/routine, offender accounts, canteen, personal effects), health (e.g., dental or mental health services), interactions (e.g., discrimination, harassment by staff, sexual harassment, staff performance), programs or pay (e.g., correctional or work programs, offender pay administration), security (e.g., searches, use of force, structured intervention units), transfers (e.g., involuntary, penitentiary placement, security classification), visits or leisure (e.g., correspondence, religious/spiritual programs, social/cultural activities, visits), and other (e.g., non-grievable subjects, the grievance process, official languages). Grievances for harassment and discrimination were also examined on their own. Additionally, grievance outcomes were examined where a decision was available and collapsed into four categories: resolved/no further action, denied, upheld, or rejected/beyond authority (see Table 4 below). To allow more time for decisions to be rendered, outcomes were not restricted to the study time frame and any occurring by data extraction date (December 16, 2019) were included.

Table 4

Collapsed study grievance outcome categories by original Offender Management System category outcome and description

Study Outcome	Original Grievance Outcomes and Descriptions
Resolved or No Further Action	<ol style="list-style-type: none"> 1. Resolved, Resolved through alternative dispute resolution <ol style="list-style-type: none"> 1. Offender withdraws the grievance with an explanation of how the grievance was resolved. 2. No further action <ol style="list-style-type: none"> 1. Issue is considered appropriately addressed but offender finds solution unsatisfactory.
Denied	<ol style="list-style-type: none"> 3. Denied <ol style="list-style-type: none"> 1. The conditions or actions at the subject of the complaint/grievance are deemed justified or appropriate.
Rejected or Beyond Authority	<ol style="list-style-type: none"> 4. Rejected – frivolous, vexatious, not in good faith, outside CSC jurisdiction, otherwise addressed, other <ol style="list-style-type: none"> 1. Issue not under Commissioner’s jurisdiction, 2. Issue not filed within 30 working days of offender becoming aware of concern, 3. Offender did not escalate within 30 working days of receiving a response they felt unsatisfactory, 4. Issue contained in another grievance, 5. New issues raised not addressed at the lowest possible level, 6. Submission is considered frivolous, vexatious or not in good faith (complaint-level only). 5. Beyond authority <ol style="list-style-type: none"> 1. Issue needs to move to higher level to be addressed.
Upheld or Upheld in Part	<ol style="list-style-type: none"> 6. Upheld, upheld in part <ol style="list-style-type: none"> 1. Respondent suggests a corrective action; if the grievance contains multiple issues, some can be upheld while others are not (upheld in part).

Note. See CSC’s Guidelines 081-1 *Offender Complaint and Grievance Process* for further details on each grievance outcome category.

As a notable limitation to this study, not all offenders that experience a situation that they feel is unfair or in contravention of policy will submit a grievance. As such, results must be interpreted cautiously; a group with a low percentage submitting grievances does not necessarily imply a low percentage of that group experiencing a situation, event or decision that may warrant a grievance. Some groups may be more likely to use the grievance process in response to such events than others, for various reasons (see Canadian Ethnocultural Council, 2009; Douyon, 2016).

Education and employment program participation

In-custody participation in education programs were examined through education achievements and credits by DPED. Education achievements represent meaningful progress towards an education goal such as a course completion. However, available data on education achievements include records indicating that no credits were earned. Due to the possible differences in courses with and without credits, analyses for all education achievements and for those with credits earned are presented. Courses are delivered based on provincial curriculums with the goal of the attainment of a secondary school diploma (or equivalent).

As per CD 720: Education Programs and Services for Inmates, offenders without a Grade 12 education or provincial equivalent are referred to one of four ABE levels (CSC, 2017a), as illustrated in Table 5 below. Some analyses in the present study looked at educational achievements for those with less than a high school diploma or equivalent, as per the DFIA-R indicator.

Table 5

Adult Basic Education levels and corresponding grade levels

ABE Level	Corresponding Grade Level
ABE I	Grades 1-5 (Quebec equivalency Grades 1-6)
ABE II	Grades 6-8 (Quebec equivalency Secondary I to II)
ABE III	Grades 9-10 (Quebec equivalency Secondary III to IV)
ABE IV	Grades 11-12 (Quebec equivalency Secondary V)

In-custody participation in on-the-job training assignments through CORCAN and other areas of CSC employment were examined, as was attainment of vocational certificates.³⁸ CORCAN is a rehabilitative program within CSC that provides on-the-job and vocational training, as well as other employability skills and employment services to help lower offenders' rates of re-offending. Through CORCAN, offenders are offered on-the-job training that helps prepare them for employment in different fields. All CORCAN and other CSC employment assignments between admission and release were examined. The cumulative days across these

³⁸ Vocational certification is obtained through a stand-alone training or in conjunction with on-the-job skill development, and it provides offenders with employment skills (technical, general, and/or transferable), which enhances their employability.

assignments were used to examine employment length of 90 days or more. Analyses of offenders with 90 days or more of CORCAN or other CSC employment were restricted to those with at least one employment assignment prior to DPED.

Correctional programs

Correctional program participation in moderate and high intensity programs was examined by ethnocultural group. All regions except the Prairie region had completed the introduction of the Integrated Correctional Program Model (ICPM) by the start of the study period; for the Prairie region this was introduced between January 2016 and June 2017. Therefore, for men offenders, most of the data is in reference to ICPM moderate or high intensity program participation, including participation in the multi-target, Indigenous multi-target, sex offender, and Indigenous sex offender programs, although some participation in the traditional cadre of programs will also be reflected. For women, participation in moderate and high intensity levels of the Women Offender Correctional Programs and the Indigenous Women Offender Correctional Programs was examined, as was participation in the Women's Engagement Program.

This study examined a broad indicator of program eligibility for moderate or high intensity programs (as per CRI scores under Guidelines 726-2 *National Correctional Program Referral Guidelines*, in effect as of February 5, 2018). Notably, multiple policies with varying program referral criteria were in effect over the period during which the admission cohort was admitted into custody; as such, this indicator of program eligibility would not have applied to all offenders. Therefore, the data represent an estimate only of those eligible for program participation. Program enrollments and outcomes (e.g., the proportion of offenders with a completion or an incompletion due to offender drop out, population management or program administration reasons) were also examined. Correctional program participation and outcomes were restricted to those occurring by DPED, and as such are lower than participation and completion rates prior to first release (see CSC, 2020).

Procedure/Analytic Approach

Analyses were descriptive in nature, with a focus on exploring the profiles and correctional indicators of ethnocultural offenders with frequencies and percentages in comparison with results observed for White offenders. Analyses were disaggregated by gender. Please see *Study 1: Population Trends – Methods* for the specific ethnocultural groups for men

and women. The current study also presented information on Indigenous offenders for context.

Study 2: Admission Profile and In-Custody Indicators – Results

Admission Profile

Men. Table 6 shows that ethnocultural men offenders were most represented in the Ontario region (28.7%), followed by the Pacific region (17.2%), the Quebec region (12.2%), the Prairie region (11.3%), and finally the Atlantic region (9.3%). The region with the highest percentage of Black men was the Ontario region (17.5%) and lowest in the Pacific region (2.9%). The regions with the highest percentages of Arab/West Asian, South Asian, and Southeast Asian men were the Ontario and Pacific regions, though these groups still represented a small portion of each region's total population (each group represented 0.7% to 5.9% of the regional offender populations). The percentage of Latin American and Chinese men was small in all regions (no more than 2%). Table 6 also shows that the Atlantic and Quebec regions had the highest percentages of White men (around three-quarters of the population for each) and some of the lowest percentages of Chinese, Filipino, and Latin American men. The Prairie region had the lowest percentage of White men (41.3%) but the highest percentage of Indigenous men (47.5%).

Table 6

Prevalence of men in each region at time of admission by group

	Atlantic		Quebec		Ontario		Prairie		Pacific		National	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
A./W.Asian	†	†	2.3	56	2.5	63	1.7	61	2.3	19	1.9	202
Black	6.1	60	6.5	158	17.5	445	3.8	140	2.9	24	7.9	827
Chinese	0.0	0	†	†	0.7	18	0.3	11	1.0	8	0.4	41
Filipino	0.0	0	†	†	†	†	0.9	33	0.6	5	0.4	43
Lat. Amer.	0.0	0	1.7	42	1.8	47	1.0	38	0.6	5	1.3	132
S. Asian	†	†	0.6	14	1.7	42	0.7	27	3.2	27	1.1	111
S.-E. Asian	†	†	0.5	13	2.7	69	1.9	70	5.9	50	2.0	204
Other	2.6	26	0.3	6	1.8	45	0.9	33	0.8	7	1.1	117
Indigenous	14.4	143	10.6	256	18.5	472	47.5	1,738	30.5	257	27.4	2,866
White	76.3	757	77.2	1,865	52.8	1,344	41.3	1,511	52.3	441	56.6	5,918

Note. A/W.Asian = Arab/West Asian. Lat.Amer. = Latin American. S. Asian = South Asian. S.-E. Asian = Southeast Asian. † = Information suppressed due to frequency fewer than 5.

As can be seen in Table 7, men belonging to the ‘Other’ ethnocultural group had the lowest average age at admission, closely followed by Black, Indigenous, Arab/West Asian, and Latin American men – being in their early to mid-thirties. Chinese men had the highest average age at admission, being in their early forties.

Table 7

Average offender age at admission for men by group

	<i>M</i>	<i>SD</i>
Arab/West Asian	34.0	10.6
Black	33.2	10.7
Chinese	41.2	11.5
Filipino	36.9	11.4
Latin American	35.0	11.3
South Asian	35.1	12.3
Southeast Asian	36.6	10.9
Other	31.7	9.8
Indigenous	33.8	10.7
White	39.7	13.0

Note. *N* = 10,461. *M* = Mean. *SD* = Standard Deviation.

As shown in Table 8, the majority of men across all groups held Canadian citizenship, although this percentage was lower for ethnocultural groups than White or Indigenous men (between 7.4% and 26.5% were non-Canadian, respectively). More than one in four Latin American men were non-Canadian.

Table 8

Prevalence of citizenship for men by group

	Canadian		Dual		Non-Canadian		Unknown	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Arab/West Asian	88.6	179	0.0	0	10.4	21	†	†
Black	82.4	681	0.0	0	16.6	137	1.1	9
Chinese	78.1	32	†	†	14.6	6	†	†
Filipino	83.7	36	0.0	0	16.3	7	0.0	0
Latin American	68.2	90	†	†	26.5	35	4.6	6
South Asian	81.1	90	†	†	15.3	17	†	†
Southeast Asian	90.7	185	0.0	0	7.4	15	†	†
Other	95.7	112	0.0	0	†	†	†	†
Indigenous	98.5	2,823	0.4	120	†	†	1.0	29
White	98.1	5,803	0.1	6	0.8	45	1.1	64

Note. † = Information suppressed due to frequency fewer than 5. Percentages sum to 100 across ethnocultural group (may not be exact due to rounding). *N* = 10,461.

Women. As can be seen in Table 9, federally sentenced ethnocultural women were most concentrated in the Ontario region (29.5%), followed by the Quebec region (12.4%), the Atlantic region (8.3%), the Prairie region (6.6%), and less than 5% in the Pacific region. The Ontario region had the highest percentage of Black women (17.6%) while the Pacific Region had the lowest percentage (0.0%). Women in the ‘Other’ ethnocultural group were also most concentrated in the Ontario region (11.9%) and least in the Pacific region. Comparatively, the Atlantic and Quebec regions had the highest percentages of White women (76.2% and 80.4%, respectively), while the Prairie region had the lowest percentage of White women (36.8%). Finally, the Prairie region had the highest percentage of Indigenous women (56.6%) and the Quebec region had the lowest (6.2%).

Table 9

Prevalence of women in each region at time of admission by group

	Atlantic		Quebec		Ontario		Prairie		Pacific		National	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Black	†	†	4.7	6	17.6	46	1.5	6	0.0	0	6.2	60
Other	6.4	7	7.8	10	11.9	31	5.1	21	†	†	7.3	71
Indigenous	15.6	17	6.2	8	18.8	49	56.6	232	46.8	29	34.5	335
White	76.2	83	80.4	105	51.7	135	36.8	151	50.0	31	52.0	505

Note. † = Information suppressed due to frequency fewer than 5. Percentages sum to 100 across each region (may not be exact due to rounding). *N* = 971.

Black women were, on average, the youngest ethnocultural group at admission ($M = 32.2$ years, $SD = 9.1$), while the average age was 32.8 years ($SD = 9.0$) for Indigenous women, 38.0 years for White women ($SD = 11.6$), and 40.1 years ($SD = 13.8$) for women in the ‘Other’ ethnocultural group.

As shown in Table 10, the majority of women across all groups held Canadian citizenship, although this was lower for Black women and ‘Other’ ethnocultural women (11.7% and 11.3% were non-Canadian, respectively).

Table 10

Prevalence of citizenship for women by group

	Black		Other		Indigenous		White	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Canadian	86.7	52	83.1	59	98.5	330	96.6	488
Dual	†	†	†	†	0.0	0	†	†
Non-Canadian	11.7	7	11.3	8	0.0	0	1.2	6
Unknown	0.0	0	†	†	1.5	5	1.8	9

Note. † = Information suppressed due to frequency fewer than 5. Percentages sum to 100 across ethnocultural group (may not be exact due to rounding). $N = 971$.

Risk/need assessments

Men. As per Table 11, using the SFA, between 12.4% (Black men) and 37.2% (Filipino men) of ethnocultural men were assessed as low risk. These were equivalent or higher percentages than for White men (12.4% of whom were rated as low risk). Indigenous men were least likely to be rated as low risk (4.6%). Close to half (48.2%) of Black men were assessed as having high risk as per the SFA rating, followed by ‘Other’ ethnocultural men (47.0%), White men (44.9%), and Arab/West Asian men (41.0%). Notably, 58.9% of Indigenous men were assessed as high risk. Less than one third of men from the remaining groups were rated as high risk, ranging from 18.4% of Chinese men to 32.3% of Latin American men.

Table 11

Prevalence of Static Factors Assessment overall ratings for men by group

	Low Risk		Medium Risk		High Risk	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Arab/West Asian	26.0	52	33.0	66	41.0	82
Black	12.4	102	39.4	323	48.2	395
Chinese	31.6	12	50.0	19	18.4	7
Filipino	37.2	16	39.5	17	23.3	10
Latin American	17.7	23	50.0	65	32.3	42
South Asian	22.9	25	45.0	49	32.1	35
Southeast Asian	33.2	67	42.6	86	24.3	49
Other	13.7	16	39.3	46	47.0	55
Indigenous	4.6	132	36.5	1,044	58.9	1,683
White	12.4	731	42.6	2,506	44.9	2,640

Note. Percentages sum to 100 across ratings for each ethnocultural group (may not be exact due to rounding). Based on men in the *Admission Profile* cohort, *n* = 10,395. Excludes 0.6% of men missing Static Factor Assessment overall ratings, *n* = 66.

Different trends were observed on the CRI (see Table B4 in Appendix B). Indigenous men had the highest percentage rated high risk (32.2%), followed by ‘Other’ ethnocultural men (21.4%). Men identifying as Black and White had similar percentages rated as high (14.8% and 15.0%, respectively) and high-moderate risk (12.5% and 12.2%, respectively). Men from most groups were more likely to have a rating of low risk than a rating at other risk levels. Yet, Indigenous men were most likely to have a rating of high risk as opposed to other risk levels.

As seen in Table 12, ethnocultural men were typically less likely to be rated as having high dynamic needs, compared to White men. ‘Other’ ethnocultural men (55.6%) and Black men (53.3%) had a majority of offenders rated as high dynamic need, as did Indigenous men (76.9%) and White men (57.2%). Less than half of men in the remaining groups were rated as high dynamic need. Further, almost all groups of ethnocultural men were more likely to be rated as low need compared to White men, with the exception of men identifying as ‘Other’ ethnocultural identities. Some of the largest proportions of ethnocultural groups that rated as low dynamic need included Chinese (21.2%), Filipino (20.9%), and Southeast Asian men (20.3%). Indigenous men were least likely to be rated as low dynamic need (4.6%).

Table 12

Prevalence of Dynamic Factors Identification and Analysis-Revised overall ratings for men by group

	Low Need		Medium Need		High Need	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Arab/West Asian	15.0	30	38.5	77	46.5	93
Black	8.1	66	38.7	317	53.3	437
Chinese	21.1	8	52.6	20	26.3	10
Filipino	20.9	9	60.5	26	18.6	8
Latin American	16.9	22	46.2	60	36.9	48
South Asian	12.8	14	44.0	48	43.1	47
Southeast Asian	20.3	41	46.0	93	33.7	68
Other	6.0	7	38.5	45	55.6	65
Indigenous	1.9	54	21.2	606	76.9	2,199
White	7.1	419	35.7	2,095	57.2	3,363

Note. Percentages sum to 100 across need ratings for each ethnocultural group (may not be exact due to rounding). Based on men in the *Admission Profile* cohort, *n* = 10,395. Excludes 0.6% of men missing Dynamic Factors Identification and Analysis-Revised overall need ratings, *n* = 66.

Table 13 presents the prevalence of moderate or high DFIA-R domain ratings. Across all groups, the majority of men had moderate or high need ratings in the Personal/Emotional domain, although this ranged considerably among groups, from 55.3% of Chinese men to almost three quarters or more of men identifying as ‘Other’ ethnocultural identities, White, and Indigenous. The Personal/Emotional domain was the most commonly identified need area for men identifying as Arab/West Asian, Filipino, Latin American, ‘Other’ ethnocultural identities, Indigenous, and White. The majority of men also had a noted need in the Attitude domain, although with variance by group, ranging from 51.2% of Filipino men to 78.5% of Black men. The Attitude domain was the most commonly identified need for those identifying as Black, Chinese, South Asian, and Southeast Asian. Further, with the exception of Filipino men, the majority of offenders were assessed as having need in the Associates domain, ranging from 51.5% of Latin American men to 72.9% of Black men. Need in the Employment/Education domain was identified for the majority of Indigenous, Black, and Chinese men. Moreover, need in the Substance Abuse domain was identified for the majority of men in the White, Indigenous,

and ‘Other’ ethnocultural groups. Generally, for most of the groups examined, the Marital/Family domain and the Community Functioning domain were seen as being less of a need relative to other areas.

Table 13

Prevalence of moderate and high Dynamic Factors Identification and Analysis-Revised need ratings for men by group

	Employment /Education		Marital/Family		Associates		Substance Abuse		Community Functioning		Personal /Emotional		Attitudes	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Arab/West Asian	48.0	96	22.0	44	60.5	121	44.0	88	14.5	29	67.0	134	66.0	132
Black	53.9	442	24.0	196	72.9	598	33.3	273	21.6	177	66.5	545	78.5	643
Chinese	55.3	21	13.2	5	60.5	23	29.0	11	13.2	5	55.3	21	71.1	27
Filipino	37.2	16	16.3	7	37.2	16	27.9	12	11.6	5	55.8	24	51.2	22
Latin American	33.9	44	24.6	32	51.5	67	36.2	47	12.3	16	69.2	90	54.6	71
South Asian	43.9	47	24.3	26	65.4	70	34.3	37	16.8	18	69.7	76	72.2	78
Southeast Asian	48.8	98	16.8	34	64.4	130	36.3	73	18.4	37	57.9	117	65.8	133
Other	44.4	52	31.6	37	64.1	75	52.9	63	22.2	26	74.4	87	70.9	83
Indigenous	72.4	2,069	49.8	1,424	70.2	2,004	84.8	2,424	39.2	1,118	88.3	2,525	72.4	2,065
White	41.5	2,430	29.7	1,741	56.9	3,336	61.5	3,606	20.5	1,200	74.2	4,362	67.1	3,939

Note. DFIA-R = Dynamic Factors Identification and Analysis-Revised. † = Information suppressed due to frequency fewer than 5. Based on men in the *Admission Profile* cohort with DFIA-R domain ratings, *n* = 10,364 to *n* = 10,394. Excludes between 0.6% and 0.8% of men missing DFIA-R domain ratings, *n* = 81 to *n* = 97.

With few exceptions, ethnocultural groups were more frequently rated as having high reintegration, motivation, and accountability levels than White men (for detailed results, see Table B5, B6, and B7 in Appendix B). However, Black and Indigenous men were less likely than White men to have ratings of high reintegration, motivation, and accountability. The majority of men across all groups were rated as being engaged in their correctional plans (see Table B8 in Appendix B for detailed results). However, Black and Arab/West Asian men (and to a lesser extent South Asian men) were rated as having lower rates of engagement in the correctional plan (70.7%, 74% and 76.2%, respectively had an engagement flag). On the other hand, rates of engagement were particularly high for Chinese (89.5%), ‘Other’ ethnocultural (85.5%), Filipino (81.5%), and Southeast Asian (80.7%) men, compared with 80.1% of White men.

Women. As per Table 14, the majority of ethnocultural women were assessed as having low static risk at admission (65.5% of Black women and 55.9% of ‘Other’ ethnocultural groups), while a lower percentage of White and Indigenous women received this same rating (42.9% and 17.9%, respectively). Examination of CRI ratings showed similar results, as did results for ratings of dynamic need, where Black and ‘Other’ ethnocultural women were assessed as having lower criminogenic needs in comparison to other groups. The majority of Black women and women identifying as ‘Other’ ethnocultural identities were rated as having high reintegration potential (60.3% and 55.9%, respectively), compared to 29.7% of White women and 12.5% of Indigenous women. Nearly three quarters of Black women had high ratings of motivation (72.4%), followed by ‘Other’ ethnocultural women (48.5%), White women (47.1%), and Indigenous women (40.0%). Nearly half of Black women were rated as having high accountability (44.8%), followed by White women (39.1%), Indigenous women (32.8%), and ‘Other’ ethnocultural women (27.9%). Nearly all women, regardless of ethnocultural group, were considered to be engaged in their correctional plan (88.2% to 95.2%).

Table 14

Prevalence of Offender Intake Information for women by group

	Black		Other		Indigenous		White	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Static Risk ^a								
Low	65.5	38	55.9	38	17.9	60	42.9	215
Medium	25.9	15	36.8	25	55.8	187	43.1	216
High	8.6	5	7.4	5	26.3	88	14.0	70
Dynamic Need ^b								
Low	55.2	32	27.9	19	3.0	10	14.0	70
Medium	27.6	16	54.4	37	26.9	90	41.1	206
High	17.2	10	17.7	12	70.2	235	44.9	225
Reintegration Level								
Low	†	†	†	†	23.6	79	10.2	51
Medium	34.5	20	38.2	26	63.9	214	60.1	301
High	60.3	35	55.9	38	12.5	42	29.7	149
Motivation Level								
Low	†	†	†	†	4.5	15	2.6	13
Medium	25.9	15	47.1	32	55.5	186	50.3	252
High	72.4	42	48.5	33	40.0	134	47.1	236
Accountability Level								
Low	†	†	11.8	8	4.2	14	4.8	24
Medium	48.3	28	60.3	41	63.0	211	56.1	281
High	44.8	26	27.9	19	32.8	110	39.1	196
Engagement Flag	94.8	55	88.2	60	92.5	310	95.2	477
Criminal Risk Index								
Low	43.3	26	42.3	30	13.1	44	26.7	135
Low-Moderate	10.0	6	8.5	6	13.1	44	10.3	52
Moderate	8.3	5	9.9	7	23.9	80	16.0	81
High-Moderate	†	†	†	†	18.5	62	11.1	56
High	†	†	†	†	21.2	71	8.1	41
No Rating	30.0	18	10.7	23	10.2	34	27.7	140

Note. † = Information suppressed due to frequency fewer than 5. Percentages sum to 100 for each intake assessment by ethnocultural group (may not be exact due to rounding). Based on women in the *Admission Profile* cohort with information available, *n* = 962. Excludes 0.9% of women missing offender intake information, *n* = 9.

^a As per the Static Factors Assessment overall rating. ^b Dynamic need as per the Dynamic Factors Intake Assessment – Revised overall rating.

An examination of DFIA-R domain ratings showed that, generally, Black women had the lowest rates of moderate or high need across all domains, with the exception of Community Functioning where rates were slightly higher than for ‘Other’ ethnocultural women (see Table 15). Women of ‘Other’ ethnocultural identities were also less likely to be rated as moderate or high need across all domains than White women, whereas Indigenous women were most likely to have a moderate or high need rating across all domains than women of any other group. With the exception of Indigenous women, the area of greatest need across groups was in the domain of Personal/Emotional need (48.3% for Black women and 72.1% for ‘Other’ ethnocultural women as compared with 78.4% of White women). The most common area of need for Indigenous women was noted in Substance Abuse (92.5%).

Table 15

Prevalence of moderate or high need Dynamic Factors Identification and Analysis-Revised domain ratings for women by group

	Black		Other		Indigenous		White	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Employment/Education	29.3	17	38.8	26	72.2	242	45.3	226
Marital/Family	19.0	11	41.2	28	78.8	264	51.4	256
Associates	37.9	22	44.1	30	85.1	285	63.3	315
Substance Abuse	20.7	12	28.4	19	92.5	310	63.2	316
Community Functioning	20.7	12	19.1	13	61.8	207	35.6	177
Personal/Emotional	48.3	28	72.1	49	90.5	303	78.4	393
Attitude	22.4	13	44.1	30	52.7	176	45.9	229

Note. † = Information suppressed due to frequency fewer than 5. Based on women in the *Admission Profile* cohort with Dynamic Factors Identification and Analysis-Revised domain ratings, *n* = 958 to *n* = 962. Excludes between 0.9% and 1.3% of women were missing domain ratings, *n* = 9 to *n* = 12.

Offences and sentence lengths

Men. Ethnocultural offenders were most frequently incarcerated for drug-related offences. As shown in Table 16, the percentage of ethnocultural offenders incarcerated for drug offences ranged from 24.8% of men from ‘Other’ ethnocultural groups to 58.4% of Chinese men. Somewhat similarly, drug offences were the most common offence type for White men (27.1%). However, White men also often had a sexual offence (20.3%), as did Filipino and Latin

American men (23.3% and 25.2%, respectively). Arab/West Asian had the highest rates of homicide related offences (14.4%), followed by South Asian men (12.6%), Black men (11.1%), and Indigenous men (10.7%). Indigenous men also had higher rates of being incarcerated for an assault (18.5%) or robbery (16.1%) offence than any other group examined.

Table 16

Prevalence of most serious offence on sentence for men by group

	Homicide related		Assault		Sexual offence		Robbery		Other violent offence		Property offence		Drug offence		Other non-violent offence	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Arab/West Asian	14.4	29	9.4	19	9.4	19	10.4	21	5.9	12	10.9	22	36.6	74	3.0	6
Black	11.1	92	12.8	106	13.3	110	13.7	113	11.4	94	4.6	38	28.3	234	4.7	39
Chinese	†	†	0.0	0	†	†	12.2	5	†	†	0.0	0	58.4	24	†	†
Filipino	†	†	†	†	23.3	10	†	†	†	†	†	†	46.5	20	†	†
Latin American	9.2	12	10.7	14	25.2	33	15.3	20	3.8	5	†	†	29.0	38	3.8	5
South Asian	12.6	14	5.4	6	14.4	16	9.0	10	7.2	8	†	†	36.9	41	10.8	12
Southeast Asian	8.4	17	4.9	10	11.3	23	6.4	13	8.4	17	4.9	10	51.2	104	4.4	9
Other	7.7	9	15.4	18	12.0	14	14.5	17	12.0	14	4.3	5	24.8	29	9.4	11
Indigenous	10.7	306	18.5	529	16.7	477	16.1	459	7.7	219	8.9	255	13.9	397	7.6	216
White	5.5	326	9.5	562	20.3	1,197	11.1	656	5.4	316	11.9	701	27.1	1,598	9.3	546

Note. † = Information suppressed due to frequency fewer than 5. Percentages sum to 100 across offence types per ethnocultural group (may not be exact due to rounding). Based on men in the *Admission Profile* cohort, *n* = 10,434. Excludes 0.3% of men missing offence information, *n* = 27.

As can be seen in Table B9 in Appendix B, the majority of men across ethnocultural groups were serving sentences of between two to four years, except for Chinese men, where less than half (48.8%) served sentences of between two to four years. Chinese, South Asian and Black men were the most likely to be serving a sentence of four years or more, while White men were most likely to be serving shorter sentences. Fewer than 10% of men from any group were serving an indeterminate sentence, although rates were highest among Arab/West Asian men and lowest among White men. As evidenced in Table B10 in Appendix B, the mean sentence length (in years) among men serving a determinate sentence was lowest among White ($M = 3.6$, $SD = 2.1$) and Filipino men ($M = 3.6$, $SD = 1.5$) and highest among Chinese men ($M = 5.3$, $SD = 3.9$). Median sentence lengths were lower than the mean, reflecting that most men had shorter sentences than the overall group mean.

Women. As shown in Table 17, the majority of ethnocultural offenders were incarcerated for property, drug or other non-violent offences. Approximately two thirds of Black women were incarcerated for a drug offence (65.0%). Offences for women of 'Other' ethnocultural backgrounds were more varied, with 38.6% of 'Other' ethnocultural offenders incarcerated for a drug offence, 22.9% for a property offence, and 17.1% for an 'other' non-violent offence. Somewhat similar to women of 'Other' ethnocultural backgrounds, drug offences were most frequently the major offence on the sentence for White women (45.2%), followed by property offences (17.8%), and other non-violent offences (9.7%). Drug offences were also the most frequent offence type for Indigenous women (25.2%); however, this group also had slightly elevated rates of robbery (16.5%), assault (13.8%), and homicide related (12.6%) offences compared to other groups examined.

Table 17

Prevalence of most serious offence on sentence for women by group

	Black		Other		Indigenous		White	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Homicide related	8.3	5	7.1	5	12.6	42	5.5	28
Assault	†	†	†	†	13.8	46	4.8	24
Sexual offence	†	†	†	†	2.1	7	5.0	25
Robbery	†	†	†	†	16.5	55	8.7	44
Other violent offence	†	†	†	†	9.0	30	3.4	17
Property offence	8.3	5	22.9	16	10.8	36	17.8	90
Drug offence	65.0	39	38.6	27	25.2	84	45.2	228
Other non-violent offence	†	†	17.1	12	9.9	33	9.7	49

Note. † = Information suppressed due to frequency fewer than 5. Percentages sum to 100 across offence types per ethnocultural group (may not be exact due to rounding). Based on women in the *Admission Profile* cohort, *n* = 968. Excludes 0.3% of women missing offence information, *n* = 3.

As per Table B11 in Appendix B, the majority of women from all ethnocultural groups were serving sentences of between two to four years. However, percentages of women serving these shorter sentences were lower among Black and ‘Other’ ethnocultural women (53.3% and 71.8%, respectively), as compared with 77.9% of Indigenous and 81.2% of White women. Black and ‘Other’ ethnocultural women were more likely to be serving sentences of 4 to 6 years and 6 to 10 years than White and Indigenous women. Furthermore, as per Table B12 in Appendix B, the mean sentence length among women with a determinate sentence was highest among ‘Other’ ethnocultural women ($M = 4.1$ years, $SD = 3.8$), followed by Black women ($M = 3.9$ years, $SD = 1.7$).³⁹ Indigenous women had a mean sentence length of 3.2 years ($SD = 1.6$) and White women had the shortest mean sentence length of 3.0 years ($SD = 1.5$).

Responsivity factors

Men. As shown in Table 18, potential responsivity indicators that may affect offenders’ ability to benefit from targeted interventions were examined. It was relatively uncommon for offenders to have a responsivity flag during the intake process (18.4% of the full sample),

³⁹ Black women had the highest median sentence length at 3.5 years, followed by ‘Other’ ethnocultural women (3.0 years), Indigenous women (2.6 years) and White women (2.5 years).

although approximately a quarter of Indigenous, Chinese, and Southeast Asian men had a responsiveness flag. The majority of men did not have a high school diploma or equivalent, with the exception of Filipino men. The majority of Arab/West Asian, Chinese, Latin American, South Asian, and Southeast Asian men also spoke a language other than English or French at home.

Table 18

Prevalence of potential responsivity issues for men by group

	Responsivity flag		Has less than high school diploma or equivalent ^a		Language spoken at home					
					English		French		Other	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Arab/West Asian	12.0	24	63.9	92	38.6	54	8.6	12	52.9	74
Black	8.8	72	67.8	470	72.7	402	19.2	106	8.1	45
Chinese	31.6	12	58.1	18	33.3	9	0.0	0	66.7	18
Filipino	16.3	7	35.5	11	81.5	22	0.0	0	18.5	5
Latin American	13.9	18	61.7	66	39.4	37	9.6	9	51.1	48
South Asian	18.4	20	60.9	53	45.3	34	†	†	53.3	40
Southeast Asian	22.3	45	58.0	80	41.5	56	†	†	56.3	76
Other	16.2	19	59.6	59	88.2	75	†	†	9.4	8
Indigenous	29.7	848	77.7	2,102	86.3	1,810	7.9	166	5.8	122
White	14.4	849	60.3	3,093	59.9	2,785	38.2	1,778	1.1	90

Note. † = Information suppressed due to frequency less than 5. Based on men in the *Admission Profile* cohort with information available, *n* = 7,887 to *n* = 10,399. Excludes 0.6% of men missing information on the responsivity flag (*n* = 62), 12.4% of men missing information on the high school diploma status (*n* = 1,300) and 24.6% of men missing information on home language (*n* = 2,574).

^a Information obtained from the Dynamic Factors Identification and Analysis-Revised Employment/Education domain indicator.

Women. Responsivity indicators that may affect offenders’ ability to benefit from targeted interventions were also examined for women (see Table 19). The responsivity flag within OMS was more common among women offenders (26.9% of the full sample), with the prevalence ranging between 12.1% for Black women and 34.6% for Indigenous women. Indigenous women were least likely to have obtained their high school diploma or equivalent (67.6% had not), followed by ‘Other’ ethnocultural women (57.6%), White women (49.0%), and Black women (44.7%). Finally, over a third (37.3%) of women of ‘Other’ ethnocultural identities spoke a language other than English or French at home.

Table 19

Prevalence of potential responsivity issues for women by group

	Black		Other		Indigenous		White	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Responsivity Flag	12.1	7	25.0	17	34.6	116	23.8	119
Has less than high school diploma or equivalent ^a	44.7	17	57.6	19	67.6	192	49.0	151
Language spoken at home								
English	85.7	36	56.9	29	94.8	236	74.9	299
French	†	†	†	†	2.4	6	23.7	94
Other	†	†	37.3	19	2.8	7	1.5	6

Note. † = Information suppressed due to frequency fewer than 5. Based on women in the *Admission Profile*, *n* = 663 to *n* = 962. Excludes 0.9% of women missing information on the responsivity flag (*n* = 9), 31.7% of women missing information on high school diploma status (*n* = 308) and 23.7% missing information on home language (*n* = 230).

^a Information obtained from the Dynamic Factors Identification and Analysis-Revised Employment/Education domain indicator.

Security threat group affiliations

Men. As found in previous examinations of STG affiliations, the vast majority of men from all groups were not affiliated with an STG (Gottschall, 2012; Keown et al., 2015). Indeed, less than one fifth of men from any group within the admission cohort had an active STG affiliation flag. However, as per Table 20, the exact percentage of men affiliated with STGs varied by ethnocultural group. Black, Filipino and Indigenous men were among the most likely to have an active affiliation flag (18.7%, 16.3% and 17.7% of men within each group,

respectively), whereas just over 10% of men identifying as South and Southeast Asian men had active STG affiliation flags and fewer than 10% of men in the remaining groups were noted as having active STG affiliations.

Table 20

Prevalence of security threat group affiliation flags for men by group

	STG Affiliation	
	%	<i>n</i>
Arab/West Asian	8.9	18
Black	18.7	155
Chinese	†	†
Filipino	16.3	7
Latin American	6.8	9
South Asian	10.8	12
Southeast Asian	10.3	21
Other	7.7	9
Indigenous	17.7	508
White	4.1	245

Note. STG = Security Threat Group. † = Information suppressed due to frequency fewer than 5. STG flag represents active STG affiliations. Based on men in the *Admission Profile*, *N* = 10,461.

Women. Results for women indicated that active STG affiliations from all ethnocultural groups were rare. No Black women and fewer than five ‘Other’ ethnocultural women had an active STG affiliation. Indigenous women had the highest rates of active STG affiliation at 10.2% (*n* = 34), about ten times that of White women (1.0%, *n* = 5).

In-Custody Indicators

Offender security level classifications

Men. As per Table B13 in Appendix B, the majority of men from most ethnocultural groups had an initial security level classification of medium, except men identifying as Chinese, Filipino and Southeast Asian, of whom the majority had an initial security classification of

minimum.⁴⁰ As a group, Black men had the highest percentage with an initial security classifications at maximum security and among the lowest percentage with an initial security level classification of minimum security, alongside Indigenous men. The percentages of men identifying as Arab/West Asian, Latin American and ‘Other’ ethnocultural identities at maximum security were also higher than the percentage observed for White men.

OSL classifications were also examined by risk level, as assessed by the SFA at intake (see Table B13 in Appendix B). Results demonstrated that of the majority of low risk men from any group had minimum security classifications; these rates were lowest among Black (74.2%) and Indigenous men (76.2%). Higher proportions of low risk Black and Indigenous men were classified in medium security than low risk men of other groups. Less than five low risk men from any ethnocultural group had an initial security classification of maximum. Of medium risk men, the majority of men from most groups had an initial security classification of medium. Among the exceptions, medium risk White and Filipino men were more likely to be placed at a minimum security than in medium. Medium risk men from any group rarely had initial security classifications of maximum, although the percentages of such placements among Black (3.2%) and Indigenous (3.6%) men remained over twice that of White men (1.4%). Among high risk men, the majority of men from most groups had initial security classifications of medium. High risk Indigenous men and men from most ethnocultural groups were more likely to have an initial security classification of maximum than White men, except for Chinese, Filipino and South Asian men (exact numbers were suppressed due to frequencies fewer than five men).

Of men who had a CRS assessment on file prior to a security classification ($n = 9,185$), the majority of men from all ethnocultural groups had a match between the CRS recommendation and security classification (see Table B14 in Appendix B). Men from ethnocultural groups and Indigenous men were more likely than White men to have an initial security classification lower than their CRS assessment, and less likely to have a classification in a more restrictive setting than recommended by this scale.

There was relatively little variance across ethnocultural groups in terms of the percentage of men who had a reduction in security level within the study period (see Table B15 in Appendix

⁴⁰ The OSL classification represents the actual security level of the first institution where the offender was placed. These figures are restricted to those who had an OSL classification available on file within one year of admission and an SFA risk level on file ($n = 10,131$).

B for detailed results).⁴¹ Of men with an OSL classification of medium or maximum, less than 10% of men from any group had a security level reduction.⁴² No men identifying as Filipino, and fewer than five men identifying as Chinese, Latin American, South or Southeast Asian had a reduction in security level, as such precise estimates were suppressed in Table B15 in Appendix B. For the remaining groups, between 5.3% (White men) and 9.4% (Indigenous men) experienced a reduction in security classification. For men who experienced a reduction, the median time of such from admission ranged from 295 days (White men) to 306 days (Indigenous men).

Similarly, there was little variance across ethnocultural groups in terms of percentages of men increasing a security level, where the OSL classification was minimum or medium (see Table B16 in Appendix B for detailed results). Fewer than five men identifying as Chinese, Filipino, South Asian or 'Other' ethnocultural identities increased a security classification level, while for the remaining groups, this ranged from 3.8% (Southeast Asian men) to 6.4% (Indigenous men). The median time to increase for men was earliest in the sentence for Latin American men (164 days) and furthest into the sentence for Black men (240 days).

Women. As shown in Table B17 in Appendix B, women who identified as Black, 'Other' ethnocultural or White primarily received an initial security classification of minimum security, while the majority of Indigenous women received an initial security classification of medium security.⁴³ Overall, 6.5% or less of women from any group received an initial security classification of maximum security. When examining OSL classifications by risk level (as per the SFA), low risk women were most commonly classified as minimum security across all groups, with no low risk women classified as maximum security. The majority of medium risk women identifying as Black, White and Indigenous were classified as medium security, though the majority of medium risk women within the 'Other' ethnocultural group were classified as minimum security. Too few women identifying as Black or 'Other' ethnocultural identities were high risk (less than 5 women each), preventing analysis.

⁴¹ The follow-up period spanned from admission until the earlier of one year, first release date, warrant expiry date, death, deportation or extradition, or September 30, 2019.

⁴² As per CD 710-6: Review of Inmate Security Classification, a security classification review is required once every two years for medium and maximum security offenders, possibly accounting for the low percentage (CSC, 2018b).

⁴³ Results were restricted to those who had an initial OSL available on file within one year from admission and an SFA risk level ($n = 882$).

As per Table B18 in Appendix B, the majority of women from all groups had an initial CRS assessment that matched the subsequent security classification.⁴⁴ However, the concordance rate for Black women was considerably lower (57.4%) than for other groups (66.6% and up). Notably, Black women were also more likely to receive a security classification lower than the level recommended by the CRS (37.0%), as compared with 19.4% or less of women from the remaining groups. Security classifications to a level higher than the initial CRS assessment was relatively uncommon for women in all groups, although observed most frequently for White women (16.6%).

There was considerable variability among groups in terms of reduction in security classifications from an OSL classification of medium or maximum security within the study time frame (see Table B19 in Appendix B). Black women were the most likely to have a reduction in security classification at 46.7%, whereas this was least likely among White women (19.7%). Of women who experienced a decrease in security classification, the median time from admission ranged from 260 days for Indigenous women to 307 days for Black women.

For women at an initial security classification of minimum or medium identifying as Black, 'Other' ethnocultural and White, fewer than 5% experienced a security classification increase during the study time frame (see Table B20 in Appendix B for details). This was higher for Indigenous women, of whom 8.3% experienced an increase. The median time to increase was 168 days for White women and 221 days for Indigenous women. Fewer than five women identifying as Black or within the 'Other' ethnocultural groups experienced an increase, and as such, median times are suppressed.

Incidents and charges

Men. Within the study period, the percentages of men involved in at least one institutional incident as an instigator or associate varied by ethnocultural group.⁴⁵ As can be seen in Table B21 in Appendix B, men with 'Other' ethnocultural identities had the highest percentage of involvement, with just under three quarters of men in this group involved in at least one incident. Comparatively, Chinese men were least likely to be involved in incidents as an instigator or associate, and with the longest median times to incidents (163 days). Between

⁴⁴ Of women with an initial CRS assessment within 120 days of admission and prior to the security classification, $n = 826$.

⁴⁵ The follow-up period spanned from admission until the earlier of one year, first release date, warrant expiry date, death, deportation or extradition, or September 30, 2019.

40% and 60% of men from the remaining groups were involved in at least one institutional incident as an instigator or associate. However, while the percentages of men from most ethnocultural groups involved in an incident as an instigator or associate were substantial, the mean number of incidents within the study period was fairly low across all groups, ranging from a mean of 0.6 incidents for Chinese men to 2.2 incidents for Indigenous and ‘Other’ ethnocultural men. Annualized rates were also calculated as a means of better controlling for the potential fluctuation in the follow-up period. These annualized rate analyses reinforced the trends observed from the mean number of incidents.

Table B22 in Appendix B shows that the most common subtype of first incident as instigator or associate for White, Indigenous, Chinese, and ‘Other’ ethnocultural men was contraband related. Black men were most likely to have a first incident classified as behaviour related; while Arab/West Asian, Filipino, Latin American, South Asian, and Southeast Asian men were most likely to have a first incident subtype classified as miscellaneous.⁴⁶

As per Table B23 in Appendix B, rates of victimization incidents were lower than incidents as instigator/associate across all groups, with less than 15% of men from any group involved in at least one incident as a victim. Arab/West Asian men were victimized earlier in their sentences (*Median* = 90 days) as compared with other groups (median times of 120 days or more).

Table 21 demonstrates that rates of institutional charges (either serious or minor) varied by ethnocultural group within the study timeframe. Chinese men were least likely to have any charges, experienced by just under one fifth of men in this group. About a third of men identifying as Latin American, South Asian, and Arab/West Asian incurred an institutional charge within the study period, with similar rates observed for White men. A higher percentage of men identifying as Black (40.4%) and ‘Other’ ethnocultural identity (46.0%) received a charge, though the highest percentages were observed among men identifying as Indigenous (51.1%). When considering charge severity, Table 21 also illustrates that about a quarter of men from most ethnocultural groups incurred a minor charge within one year of admission. Proportions were slightly higher for Indigenous men (35.7%) and for men identifying as ‘Other’ ethnocultural identities (33.6%). The proportion of men with serious charges were lower than the

⁴⁶ Miscellaneous incidents may include those ranging from administrative in nature (such as threat risk assessments of visitors) to protective custody requests, accidents and intelligence-related incidents.

proportion of men with minor charges for all groups. Chinese men had the lowest proportion of charges overall (any severity level) of all the groups. Furthermore, as per Table 21, the mean number of minor or serious charges was less than one for all ethnocultural groups, suggesting that even for those who incurred either a minor or serious charge, the mean number of charges remained low. Such trends were confirmed through the annualized rate analyses.

When examining median time to first charge of any severity level, Table B24 in Appendix B shows that the median time among men offenders ranged from 131 days (Indigenous men) to 200 days (Filipino men).

Table 21

Institutional charges and mean number of charges among men, overall and by severity by group

	Any Charge				Minor Charge				Annualized Rate ^a	Serious Charge				
	%	<i>n</i>	<i>M</i>	<i>SD</i>	%	<i>n</i>	<i>M</i>	<i>SD</i>		%	<i>n</i>	<i>M</i>	<i>SD</i>	Annualized Rate ^b
Arab/West Asian	34.2	66	1.0	2.2	28.5	55	0.74	1.88	0.80	15.5	30	0.27	0.75	0.30
Black	40.4	327	1.1	2.7	28.9	234	0.75	2.03	0.79	22.9	185	0.39	1.04	0.40
Chinese	18.9	7	0.3	0.7	13.5	5	0.14	0.35	0.14	†	†	†	†	†
Filipino	27.9	12	0.4	0.7	25.6	11	0.35	0.69	0.38	†	†	†	†	†
Latin American	32.8	43	1.2	2.9	25.2	33	0.92	2.63	1.00	15.3	20	0.26	0.70	0.28
South Asian	36.2	38	0.6	1.0	28.6	30	0.42	0.81	0.44	10.5	11	0.14	0.56	0.15
Southeast Asian	23.9	47	0.5	1.2	16.8	33	0.25	0.77	0.28	12.2	24	0.19	0.72	0.21
Other	46.0	52	1.0	1.4	33.6	38	0.58	0.97	0.61	24.8	28	0.39	0.83	0.42
Indigenous	51.1	1,461	1.5	2.7	35.7	1,021	0.82	2.03	0.85	32.4	926	0.65	1.29	0.67
White	33.0	1,903	0.9	2.9	24.5	1,413	0.58	2.35	0.63	16.9	975	0.32	0.98	0.35

Note. *M* = Mean. *SD* = Standard Deviation. † = Information suppressed due to frequency fewer than 5. Table reflects charges occurring between admission and end of follow-up: the earliest of one year from admission, first release date, warrant expiry date, death, deportation or extradition, or September 30, 2019. Based on men in the *In-Custody Indicators: Full Sample*, *N* = 10,249.

^a Indicates the number of minor institutional charges expected to occur per person within a group within the first full year of incarceration, calculated as: (Total number of minor charges per group/Total number of follow-up days per group)*365.25. ^b Indicates the number of serious institutional charges expected to occur per person within the first full year of incarceration, calculated as: (Total number of serious charges per group/Total number of follow-up days per group)*365.25.

Women. The proportion of women involved in at least one institutional incident as an instigator or associate within one year of admission varied across ethnocultural groups. As shown in Table B25 in Appendix B, Black women had the lowest proportions of involvement (41.4%) followed by women within the ‘Other’ ethnocultural group (46.8%), with both groups having the lowest mean number of incidents ($M = 1.4$, $SD = 3.3$, annualized rate = 1.6 for Black women; $M = 1.0$, $SD = 1.9$, annualized rate = 1.3 for ‘Other’ ethnocultural women). Indigenous women were most likely to be involved in at least one incident (71.6%), and with the highest average number of incidents ($M = 4.0$, $SD = 6.0$, annualized rate = 4.4). The median time to first incident by group occurred 54.5 days after admission for Indigenous women, 78.5 days after admission for White women, 85.0 days after admission for women from the ‘Other’ ethnocultural group, and 166.0 days after admission for Black women.

Table B26 in Appendix B shows that the most common subtype of first incident as an instigator or associate for Black, ‘Other’ ethnocultural and White women was classified as miscellaneous, whereas first incidents for Indigenous women were most commonly classified as contraband related. Notably, it was more common for Black women to have a first incident classified as behaviour related than for women of the other groups.

As per Table B27 in Appendix B, rates of victimization were considerably lower among Black and ‘Other’ ethnocultural women than those of White and Indigenous women, although ‘Other’ ethnocultural women were involved in such incidents earlier in their sentence, with a median incident date of 56.0 days from admission. The median time to first incident as a victim was 113.0 days for Black women and 112.0 days for White and Indigenous women. Indigenous women were most likely to be victims of institutional incidents. The mean number of incidents as a victim was less than one across all groups, as was the annualized rate.

Rates of institutional charges during the study follow-up varied by group. As per Table 22, Black women and those from ‘Other’ ethnocultural groups had the lowest proportions with any charge. Black women were less likely than ‘Other’ ethnocultural women to receive a minor charge. No women identifying as ‘Other’ ethnocultural identities received a serious charge, as compared with 12.3% of Black women, 16.3% of White women and 25.3% of Indigenous women.

Table 22

Institutional charges and mean number of charges among women, overall and by severity by group

	Black	Other	Indigenous	White
Any Charge				
%	24.1	24.2	59.3	37.4
<i>n</i>	14	15	192	168
<i>M</i>	0.7	0.5	3.1	1.3
<i>SD</i>	2.3	1.1	5.3	4.4
Minor Charge				
%	19.0	24.2	56.5	31.0
<i>n</i>	11	15	183	139
<i>M</i>	0.4	0.5	2.5	1.0
<i>SD</i>	1.4	1.1	4.5	2.7
Annualized Rate ^a	0.5	0.6	2.8	1.2
Serious Charge				
%	12.1	0.0	25.3	16.3
<i>n</i>	7	0	82	73
<i>M</i>	0.3	-	0.6	0.4
<i>SD</i>	1.0	-	1.5	2.2
Annualized Rate ^b	0.3	0.0	0.7	0.4

Note. *M* = Mean. *SD* = Standard Deviation. † = Information suppressed due to frequency fewer than 5. Table reflects charges occurring between admission and end of follow-up: the earliest of one year from admission, first release date, warrant expiry date, death, deportation or extradition, or September 30, 2019. Based on women in the *In-Custody Indicators: Full Sample*, *N* = 893.

^a Indicates the number of minor institutional charges expected to occur within a full year of incarceration per person within a group, calculated as: (Total number of minor charges per group/Total number of follow-up days per group)*365.25. ^b Indicates the number of serious institutional charges expected to occur within a full year of incarceration per person within a group, calculated as: (Total number of serious charges per group/Total number of follow-up days per group)*365.25.

As can be seen in Table B28 in Appendix B, the median time to first charge from admission indicated that Indigenous women received charges earlier in their sentences (*Median* = 63.0 days), as compared with a median time of 70.0 days for ‘Other’ ethnocultural women, 97.5 days for White women and 128.5 days for Black women.

Visits

Men. The majority of men from most ethnocultural groups received at least one visitor within the study period (see Table B29 in Appendix B for detailed results).⁴⁷ Just over half of men identifying as Black, ‘Other’ ethnocultural identities and White received at least one visitor. Men identifying as South Asian, Southeast Asian, Arab/West Asian, Latin American and Filipino were more likely to have at least one visitor, at around two thirds of men from each group. Chinese and Indigenous men were less likely to have at least one visitor (40.5% and 35.0%, respectively). With the exception of Black men, it was most common for men from all ethnocultural groups to have at least one visit from an immediate family member, whereas for Black men, it was most common to have at least one visit from a partner. Indigenous men (4.0%) and White men (8.7%) were the least likely to have a private family visit, as compared with between 9.7% of ‘Other’ ethnocultural men to just over 20% of Filipino men.

In terms of mean number of visitors during the study follow-up, there was considerable variation both within and across ethnocultural groups (see Table B30 in Appendix B for detailed results). Among men who were more likely to have at least one visitor (i.e. South Asian, Southeast Asian, Arab/West Asian, Latin American and Filipino), they had the highest number of visitors on average. However, despite having similar proportions of men with at least one visitor, the mean number of visitors for Black men was lower than that of White men and of men from ‘Other’ ethnocultural groups. This trend held when examining the annualized rate analyses that included a stronger control for time, suggesting that this difference was not attributable to variation in the time incarcerated.

Furthermore, for each ethnocultural group, the standard deviation around the mean number of visitors was always greater than the mean number of visitors. This shows that a few individuals in each group have a great number of visitors, while the majority have very few. The Chinese and Indigenous men are of particular concern; with medians of 0, the majority of men in these groups do not receive any visitors at all.

Women. The proportion of women receiving at least one visit within the study period varied by ethnocultural group, as shown in Table B31 in Appendix B. Just over one third of Indigenous women had at least one visit, as compared with over half of women identifying as

⁴⁷ The follow-up period spanned from admission until the earlier of one year, first release date, warrant expiry date, death, deportation or extradition, or September 30, 2019.

Black, White and ‘Other’ ethnocultural identities. Regular visits were the most common type of visits; less than 10% of women from any group had a private family visit. For women from all groups, it was most common to have at least one visit from an immediate family member.

As per Table B32 in Appendix B, ‘Other’ ethnocultural women received the most visitors ($M = 14.9$, $SD = 22.6$), followed by White women ($M = 11.6$, $SD = 23.8$), Black women ($M = 10.4$, $SD = 22.1$) and Indigenous women ($M = 3.9$, $SD = 12.6$). Similar trends were observed when including a stronger control for the varying sentence length using the annualized rate analyses. The median time to first visit also followed a similar pattern, with women from ‘Other’ ethnocultural groups receiving a visit earlier in their sentence, with a median time from admission to first visit of 60.0 days, followed by White women (*Median* = 69.5 days), Black women (*Median* = 95.5 days) and Indigenous women (*Median* = 103.0 days).

As was the case for men, the standard deviation around the mean number of visitors was greater than the mean number of visitors for each ethnocultural group. A few individuals in each group have a great number of visitors, while the majority have very few. Indigenous women have a median of 0, indicating that the majority of Indigenous women do not receive any visitors at all.

Grievances

Men. As per Table 23, between one third and 40% of men identifying as Arab/West Asian, Black, Indigenous, ‘Other’ ethnocultural identities, and White submitted at least one grievance within the study period.⁴⁸ Less than one third of men identifying as Chinese, Filipino, Latin American, South Asian or Southeast Asian submitted a grievance within the same timeframe. Group grievances (e.g., a grievance with multiple different grievors) were less common for all groups, with one sixth or less of men from any ethnocultural group being part of a group grievance.

Table 23 also shows that across all ethnocultural groups, grievances related to conditions were most common (e.g., issues related to amenities, conditions, accounts, canteen, personal effects). This was followed by those related to visits/leisure (e.g., visits, correspondence, religious/spiritual programs, social or cultural activities) for Arab/West Asian, Southeast Asian, ‘Other’ ethnocultural and White men, and interactions with staff for Black, Latin American,

⁴⁸ The follow-up period spanned from admission until the earlier of one year, first release date, warrant expiry date, death, deportation or extradition, or September 30, 2019.

South Asian and Indigenous men. Fewer than 3% of men in any group submitted a grievance related to harassment, though Indigenous men were most likely to submit a harassment grievance (2.5%), followed by ‘Other’ ethnocultural (1.8%) and Black (1.7%) men. While grievances for discrimination were similarly uncommon (less than 3% of men from any group submitted a grievance related to discrimination), men identifying as Black and Indigenous were most likely to submit grievances for this reason. Notably, group grievances for harassment or discrimination were uncommon for all groups, but highest among Indigenous offenders, of whom 1.3% were part of a group grievance for harassment within the study period.

The number of unique grievances and days to first grievance are presented in Table B33 in Appendix B. As per the annualized rate, there was little fluctuation in grievance rates by group, ranging from a rate of 0.3 for Chinese and Filipino men, to 1.1 for White men. Latin American men submitted grievances earlier in their sentence (*Median* = 84.0 days), as compared with Chinese men, who tended to submit a grievance later into the sentence (*Median* = 211.0 days). Of men who submitted grievances, most men submitted them at the complaint (lowest) level. It was rare for men of any group to escalate a grievance to the next level (less than 3%; see Table B34 in Appendix B). In terms of outcomes, men identifying as Indigenous, Arab/West Asian, and Filipino were more likely to have a resolved/no further action outcome⁴⁹ to a grievance than any other outcome (see Table B35 in Appendix B).⁵⁰ Men identifying as Black, South Asian or ‘Other’ ethnocultural identities were more likely to have a grievance denied than any other outcome.⁵¹

⁴⁹ As per Guidelines 081-1 *Offender Complaint and Grievance Process*, resolved indicates that the offender no longer wishes to pursue the grievance; whereas no further action indicates that the issue is considered appropriately addressed but may not be to the offender’s satisfaction (CSC, 2019e).

⁵⁰ Outcomes are unique to each grievance: any denied, any rejected/beyond authority, any resolved/no further action, any upheld. If more than one grievance was submitted, an offender could experience multiple outcomes. Grievance outcomes reflect those as of data extraction date (December 16, 2019 for grievances); not all grievances had an outcome.

⁵¹ A denied outcome indicates that the grievance is considered unfounded or the decisions and actions of staff were deemed appropriate in accordance with policy and legislation.

Table 23

Grievance submissions among men, by grievance category and group

Grievance type	Arab/W.A.		Black		Chinese		Filipino		Lat. Am.		S. Asian		S.-E. A.		Other		Indigenous		White	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Any Grievance	38.9	75	36.3	294	16.2	6	23.3	10	26.7	35	26.7	28	20.8	41	33.6	38	39.5	1,128	37.7	2,175
Any Group	12.4	24	15.2	123	†	†	†	†	10.7	14	7.6	8	9.1	18	15.0	17	16.7	476	15.4	889
Grievance Harassment	†	†	1.7	14	0.0	0	0.0	0	†	†	0.0	0	†	†	†	†	2.5	72	1.3	74
Discrimination	†	†	2.2	18	†	†	0.0	0	†	†	†	†	0.0	0	0.0	0	1.6	46	0.6	34
Case Management	†	†	1.6	13	0.0	0	0.0	0	†	†	†	†	†	†	†	†	1.6	47	2.2	127
Conditions	23.3	45	20.9	169	†	†	14.0	6	15.3	20	16.2	17	14.2	28	18.6	21	22.2	635	21.4	1,236
Health	6.2	12	2.7	22	0.0	0	0.0	0	4.6	6	4.8	5	†	†	9.7	11	7.8	222	8.4	483
Interactions ^a	6.7	13	9.5	77	†	†	0.0	0	6.1	8	7.6	8	2.5	5	6.2	7	10.7	307	7.2	416
Programs/Pay	3.6	7	5.3	43	0.0	0	†	†	†	†	†	†	3.6	7	†	†	5.7	162	5.2	300
Security	2.6	5	3.5	28	0.0	0	0.0	0	†	†	†	†	2.5	5	†	†	2.3	67	2.6	152
Transfer	3.6	7	5.3	43	0.0	0	†	†	†	†	†	†	†	†	†	†	2.2	64	2.0	117
Visits	9.8	19	8.4	68	†	†	†	†	4.6	6	†	†	3.6	7	13.3	15	10.0	287	10.5	607
Other	†	†	†	†	0.0	0	0.0	0	†	†	0.0	0	†	†	†	†	2.0	56	1.5	84

Note. Arab/W.A. = Arab/West Asian. Lat. Am. = Latin American. S. Asian = South Asian. S.-E. A. = Southeast Asian. † = Information suppressed due to frequency fewer than 5. Table reflects grievances received between admission and end of follow-up: the earliest of one year from admission, first release date, warrant expiry date, death, deportation or extradition, or September 30, 2019. Based on men in the *In-Custody Indicators: Full Sample*, *N* = 10,249.

^aGrievances for harassment and discrimination are also included in the Interaction category.

Women. As per Table 24, over half of the women in each group had submitted at least one grievance during the study follow-up. Indigenous women were the most likely to submit a grievance, as well as to be part of a group grievance. Black women and women from ‘Other’ ethnocultural groups were the least likely to submit a grievance, and to be part of a group grievance. The most common grievance category for Black, White and Indigenous women was with regards to conditions, while for women from ‘Other’ ethnocultural groups, interactions (which includes harassment by staff and discrimination) were most commonly grieved. Notably however, fewer than five women from the Indigenous, Black or ‘Other’ ethnocultural groups submitted a grievance related to harassment, and only 1.3% of White women submitted such a grievance. Rates of grievances related to discrimination were similarly low, with under 2% of White and Indigenous women from any group submitting such a grievance, and fewer than five women from the Black or ‘Other’ ethnocultural groups.

Table 24

Grievance submissions among women, by grievance category and group

	Black		Other		Indigenous		White	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Any Grievance	55.2	32	51.6	32	69.4	225	62.6	281
Any Group Grievance	32.8	19	32.3	20	44.1	143	39.4	177
Any Discrimination	†	†	†	†	1.9	6	1.6	7
Any Harassment by Staff	†	†	†	†	†	†	1.3	6
Case Management	8.6	5	†	†	3.7	12	3.8	17
Conditions	34.5	20	22.6	14	40.4	131	39.2	176
Health	12.1	7	9.7	6	10.8	35	14.0	63
Interaction ^a	20.7	12	24.2	15	25.0	81	22.5	101
Program/Pay	†	†	†	†	4.6	15	5.1	23
Security	10.3	6	†	†	9.3	30	5.1	23
Transfer	†	†	†	†	2.5	8	†	†
Visits	12.1	7	16.1	10	25.9	84	22.9	103
Other	†	†	†	†	9.3	30	3.3	15

Note. † = Information suppressed due to frequency fewer than 5. Table reflects grievances received between admission and end of follow-up: the earliest of one year from admission, first release date, warrant expiry date, death, deportation or extradition, or September 30, 2019. Based on women in the *In-Custody Indicators: Full Sample*, *N* = 893.

^aGrievances for harassment by staff and discrimination are also included in the 'Interaction' category.

As per Table B36 in Appendix B, annualized rates confirmed that White and Indigenous women submitted the most grievances with 2.1 expected per year each, as compared with 1.5 and 1.3 expected among Black and 'Other' ethnocultural women. As per Table B37 in Appendix B, over 75% of women who submitted a grievance from each group submitted a complaint, and 25.3% or less of women from any group that submitted a grievance did so at the final level. Escalations were rare, with fewer than five women from any group escalating a grievance within the study period. Finally, among women who had submitted a grievance, the most common outcome for all groups was 'resolved/no further action', with 65.6% or more of women experiencing this outcome (see Table B38 in Appendix B). Nevertheless, Black women were the least likely to have this outcome (65.6% as compared with 73.8% or more for women from all other groups).

Temporary absences

Men. The percentage of men in the *In-Custody Indicators: DPED Sample* ($N = 9,064$) granted at least one discretionary ETA or UTA by DPED was examined by group. As Table 25 demonstrates, less than a quarter of men from any group had at least one ETA by DPED, and less than 1% of any group had at least one UTA by DPED.⁵² For ETAs, 7.1% of White men had one granted prior to DPED; this percentage was comparable but slightly lower for men identifying as Black and within the ‘Other’ ethnocultural group. Men identifying as Southeast Asian, Chinese and Filipino were granted ETAs at rates two to three times that of White men.

Table 25

Escorted and unescorted temporary absences among men by day parole eligibility date by group

	Any ETA		Any UTA	
	%	<i>n</i>	%	<i>n</i>
Arab/West Asian	8.5	14	†	†
Black	5.5	37	†	†
Chinese	17.2	5	0.0	0
Filipino	23.7	9	0.0	0
Latin American	8.1	9	0.0	0
South Asian	9.9	9	0.0	0
Southeast Asian	14.0	24	†	†
Other	5.8	6	0.0	0
Indigenous	8.8	217	0.3	7
White	7.1	370	0.7	36

Note. DPED = Day Parole Eligibility Date. ETA = Escorted Temporary Absence. UTA = Unescorted Temporary Absence. † = Information suppressed due to frequency fewer than 5. Table reflects ETAs and UTAs occurring by DPED. Based on men per group in the *In-Custody Indicators: DPED sample*, $N = 9,064$.

As noted in Table B39 in Appendix B, across all groups, temporary absences for personal development less than 15 days or community service were the most commonly granted. Among those granted a temporary absence by DPED, most men had at least one successful outcome, and

⁵² This is not unexpected given that offenders are not immediately eligible for UTAs, with a minimum requirement to have served six months of the sentence prior to eligibility, or longer depending on sentence length and types. Furthermore, maximum security inmates are not eligible for UTAs. See CD 710-3: Temporary Absences for details.

very few experienced any failure or other outcome (such as late return or deceased; see Table B40 in Appendix B for more details).

Women. The percentage of women in the *In-Custody Indicators: DPED Sample* ($N = 813$) granted at least one discretionary temporary absence by DPED was examined by group (see Table 26). The percentage of women granted an ETA by DPED was the greatest among Black women, at just over 60%. Over a third of women from ‘Other’ ethnocultural groups (36.8%) and Indigenous women (40.2%) were granted ETAs, and rates were lowest among White women, with just over 31% having one by DPED. The number of women with a UTA by DPED was substantially lower for all groups, but Black women again had the highest rates.

Table 26

Escorted and unescorted temporary absences among women by day parole eligibility date by group

	Black		Other		Indigenous		White	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Any ETA	60.9	28	36.8	21	40.2	108	31.1	137
Any UTA	17.4	8	†	†	†	†	3.6	16

Note. DPED = Day Parole Eligibility Date. ETA = Escorted Temporary Absence. UTA = Unescorted Temporary Absence. † = Information suppressed due to frequency fewer than 5. Table reflects ETAs and UTAs occurring by DPED. Based on women per group in the *In-Custody Indicators: DPED Sample*, $N = 813$.

As noted in Table B41 in Appendix B, the most common type of temporary absence for all groups was for personal development (less than 15 days), followed by community service. The percentage of women with at least one successful temporary absence outcome was high across all groups, with 99% or more having at least one successful absence (see Table B42 in Appendix B for detailed results). Conversely, the percentage of women with at least one temporary absence failure or other outcomes was low, with five women or fewer from any group experiencing these outcomes.

Education and employment interventions

Men. As per Table 27, of men in the *In-Custody Indicators: DPED Sample* ($N = 9,064$), over 20% of men from all groups attained educational achievement prior to DPED. Over 30% of men identifying as Arab/West Asian, Latin American, Southeast Asian and Indigenous had

achieved meaningful education progress by DPED. Between 16.4% ('Other' ethnocultural) and 34.6% (Arab/West Asian) of men achieved a formal education credit by DPED. Where education was less than high school, the percentage of men per group with education achievements and credits was greater across most groups, but remained below 50% for most groups. Within the overall DPED sample, men were more likely to complete a first education achievement at the high school level than for lower grades

Table 27

Educational achievements and credits by day parole eligibility date among men by group

	Any Education Achievement ^a		Any Education Credit ^a		Education Less Than High School ^b		Any Education Achievement ^c		Any Education Credit ^c	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Arab/West Asian	37.0	61	34.6	57	66.1	72	56.9	41	52.8	38
Black	29.3	196	25.1	168	68.3	374	41.2	154	35.3	132
Chinese	27.6	8	24.1	7	66.7	14	†	†	†	†
Filipino	23.7	9	23.7	9	34.6	9	†	†	†	†
Latin American	35.1	39	34.2	38	62.5	55	50.9	28	49.1	27
South Asian	23.1	21	16.5	15	64.7	44	36.4	16	22.7	10
Southeast Asian	31.0	53	28.7	49	59.6	65	40.0	26	36.9	24
Other	23.1	24	16.4	17	60.9	53	32.1	17	24.5	13
Indigenous	32.7	802	28.5	699	78.4	1,814	39.4	715	34.0	616
White	26.0	1,361	22.3	1,166	60.8	2,721	38.2	1,039	32.1	873

Notes. DPED = Day Parole Eligibility Date. DFIA-R = Dynamic Factors Identification and Analysis – Revised. † = Information suppressed due to frequency fewer than 5.

^a Based on men in the *In-Custody Indicators: DPED sample*, *N* = 9,064. ^b Based on men in the *DPED sample* with education information available, *n* = 7,848.

Excludes 13.4% of men missing information on the DFIA-R education level indicator. ^c Based on men in the *DPED sample* with less than high school education as per DFIA-R indicators, *n* = 5,221.

As noted in Table B43 in Appendix B, men identifying as Black, Chinese, Filipino, Latin American, Southeast Asian, ‘Other’ ethnocultural identities, Indigenous and White were most likely to have a first education achievement in ABE IV (Grade 11-12 equivalent) as compared with other education levels. Filipino and Chinese men were the most likely to have their first education achievements at the ABE IV level, and all ethnocultural groups except South Asian men were more likely to have their first education achievement at the ABE IV level than White men. White men were more likely to have their first education achievements at the ABE I level.

Employment results examined participation in on-the-job training through CORCAN and other CSC employment areas while incarcerated. As per Table B44 in Appendix B, over 70% of men from each group had a period of employment in a CSC employment area (not including CORCAN) occurring between admission and release and over three quarters of men from any group with this type of employment starting prior to DPED had at least 90 days of cumulative employment assignments.⁵³ In terms of on-the-job training with CORCAN in institutions, 17.9% to 28.5% of men from each group had at least one CORCAN employment assignment between their first admission and end of incarceration on the sentence. The percentage of men participating in on-the-job training with CORCAN was lowest among Indigenous men and highest among White men. Moreover, over half of men from any group with at least one employment assignment with CORCAN prior to DPED cumulated 90 days of CORCAN employment by end of study follow-up.⁵⁴ Arab/West Asian, Latin American, and Filipino men were most likely to have a period of accumulated 90 days or more of a CORCAN employment assignment.

Finally, vocational training, through employment and employability related certificates also reflect meaningful progression in the employment domain. Between 30.2% and 50.0% of men per group achieved at least one vocational certificate prior to DPED, with rates of achievement lowest among Indigenous men, followed by ‘Other’ and White men, and highest among Filipino men.

⁵³ The full 90 days may not entirely occur prior to DPED. End of study follow-up for employment outcomes was the lesser of release date, warrant expiry date, death, deportation, extradition, or one year from admission.

⁵⁴ Except Chinese men; frequency suppressed due to *n* less than five.

Women. Of women in the *In-Custody Indicators: DPED Sample* ($N = 813$), between 40.1% (White women) and 54.7% (Indigenous women) had an educational achievement prior to DPED (see Table B45). The percentage of women with a formal education credit by DPED ranged from 32.2% of White women to 49.1% of Indigenous women. Of those with less than a high school education, over 60% of women from any group had an education achievement. Women of ‘Other’ ethnocultural identities had the highest proportion at 78.6%. Over half of women identifying as Black, ‘Other’ ethnocultural identities or Indigenous had a formal credit by DPED. Indigenous women had the highest proportion at 66.0%. As per Table 28, women from each group with an education achievement or credit prior to DPED tended to first work towards education at the ABE III or IV level.

Table 28

First education achievement or credit level among women prior to day parole eligibility date, by group

	Black		Other		Indigenous		White	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
ABE I	†	†	†	†	8.2	12	9.0	16
ABE II	†	†	†	†	8.2	12	9.0	16
ABE III	31.6	6	32.1	9	35.4	52	31.6	56
ABE IV	31.6	6	50.0	14	45.6	67	36.7	65
CEGEP/GED/ /Post Secondary	†	†	†	†	†	†	13.6	24

Note. ABE = Adult Basic Education. CEGEP = College of General and Vocation Education. GED = General Education Development certificate. DPED = Day Parole Eligibility Date. † = Information suppressed due to frequency fewer than 5. Percentages reflect the first education achievement or credit level of women in the *In-Custody Indicators: DPED Sample* with at least one education achievement or credit prior to DPED, $n = 371$. Percentages sum to 100 across first education level categories per ethnocultural group (may not be exact due to rounding).

The percentage of women with at least one period of CSC employment prior to DPED ranged from 63.2% for women from ‘Other’ ethnocultural groups to 72.1% for Indigenous women (see Table B46 in Appendix B for detailed results). Moreover, between two thirds of ‘Other’ ethnocultural women and 87.6% of Black women who had started an employment assignment in other areas of CSC prior to DPED had accumulated 90 days of employment

assignment.⁵⁵ In terms of on-the-job training through CORCAN employment assignment, 13.0% of Black women to 31.6% of women from ‘Other’ ethnocultural groups had at least one period of CORCAN employment assignment by DPED. Furthermore, over half of women participating in CORCAN employment identifying as White or Indigenous accumulated 90 days or more of CORCAN employment, as compared with 27.8% of women from ‘Other’ ethnocultural groups. Less than five women identifying as Black had a cumulative 90 days in a CORCAN employment assignment.

Approximately three quarters or more of women from each group achieved at least one vocational certificate prior to DPED. Black women were the most likely to do so (84.8%).

Correctional reintegration program participation and outcomes

Men. Under CSC guidelines, all men with CRI scores of 8 or more are eligible for moderate or high intensity correctional reintegration programs (CSC, 2018c). Additional men may be eligible based on sex offender risk assessment scales. The current guidelines were in effect for the latter part of the admission sample; however some men within the sample will have been referred to programs under previous guidelines based on ratings from other assessment tools.⁵⁶ As such, the percentage of men designated as eligible for programs in this study reflects only an approximation of those actually eligible.

Of men within the *In-Custody Indicators: DPED Sample* with a CRI score on file ($n = 8,318$), Table B47 in Appendix B shows that the percentage of men per group eligible for moderate or high intensity correctional programs under current criteria (e.g., scoring 8 or more on the CRI) varied from 43.5% of Chinese men to 86.9% of Indigenous men. This reflects the higher risk ratings among Indigenous men. White (72.9%), Black (71.4%), and men identifying as ‘Other’ ethnocultural groups (72.6%) had similar proportions of program eligibility.

In an effort to test equitable access to correctional programs, analyses examined enrollments prior to day parole eligibility. As seen in Table B48 in Appendix B, between 22.2% and 42.3% of men from most groups enrolled in a moderate or high intensity program by DPED, regardless of CRI score, with one third or more of men identifying as Black, South Asian,

⁵⁵ The cumulative 90 days includes days past the DPED but prior to end of study follow-up (release date, warrant expiry date, death, deportation, extradition or September 30, 2019), provided at least one employment assignment in an area of CSC other than CORCAN had occurred prior to DPED.

⁵⁶ Such as the Statistical Information on Recidivism-Revised or the CRS.

‘Other’ ethnocultural identities, Indigenous and White doing so.⁵⁷ Among eligible men, the pre-DPED enrollments ranged from 41.5% of Indigenous men to 52.2% of South Asian men. Between 28.6% (Latin American) and 45.9% (Black) of men that had enrolled in a program completed it prior to DPED. Finally, program incompletions of moderate or high intensity programs for any reason prior to DPED were less common,⁵⁸ yet Indigenous men had the highest percentage with incomplete programs (12.2%), followed by Black men (9.3%) and White men (8.4%). Less than five men from the remaining groups experienced this outcome, therefore exact figures are suppressed.

Women. As per Table B49 in Appendix B, program eligibility of women within the *In-Custody Indicators: DPED Sample* for moderate or high intensity programs varied across ethnocultural groups (i.e. a CRI score of 9 or more).⁵⁹ Roughly one quarter of women identifying as Black or ‘Other’ ethnocultural identities had confirmed program eligibility under current CSC guidelines, as compared with 50.6% of White women and 71.3% of Indigenous women.

As noted in Table B50 in Appendix B, enrollments in moderate or high intensity programs by DPED varied substantially, ranging from just under 30% of women from ‘Other’ ethnocultural groups to almost three quarters of Indigenous women. Yet, this appeared largely due to the variation in program eligibility: over 60% of eligible women from all groups enrolled in moderate or high intensity programs by DPED. While over three quarters of women identifying as ‘Other’ ethnocultural identities who would have been program-eligible under the current referral guidelines enrolled in a moderate or high intensity program, this rate was lower than the rates observed among Indigenous (80.7%) and White (86.8%) women. Black women with program-eligibility under current guidelines had the lowest rate of moderate or high intensity program enrollment at 62.5%. However, program completion rates were higher among women of ‘Other’ ethnocultural identities and Black women. Over 60% of women who enrolled in a program prior to DPED also completed such program by their DPED. The percentage of women with a moderate or high intensity program completion prior to DPED was lowest among Indigenous women (60.2%) and highest among Black and ‘Other’ ethnocultural women (70.6%

⁵⁷ This excluded Chinese men as fewer than five enrolled in programs, therefore exact numbers were suppressed.

⁵⁸ Reasons for program incompletions included: offender reasons, such as withdrawal or suspension; program administration, such as cancellation; or population management, such as offender transfer or release.

⁵⁹ Based on CSC’s Guidelines 726-2 *National Correctional Program Referral Guidelines* in effect as of 2018-02-05 (CSC, 2018c). This reflects only an approximation of eligible women as some women in the sample would have been referred under previous guidelines. Additional women may also have been eligible, see guidelines for details.

and 76.5%, respectively). Program incompletions were less common, with less than five women identifying as Black or 'Other' ethnocultural identities with at least one incomplete program due to any reason (including offender drop out, population management or program administration). This was highest among Indigenous women, with 15.3% having a least one 'incomplete' program by DPED.

As per Table B51 in Appendix B, all women were eligible for the engagement program. Enrollments prior to DPED were also high for women from all groups, ranging from 89.5% of 'Other' ethnocultural women to 97.8% of Black women. Of those enrolled, 100% of Black and 'Other' ethnocultural women completed the engagement program prior to DPED. Less than 10% of women from any group had an incomplete program prior to DPED for any reason.

Study 2: Admission Profile and In-Custody Indicators – Discussion

This study reviewed the admission profile and in-custody indicators by ethnocultural group for a recent cohort of offenders admitted to CSC custody, with differences observed across a variety of correctional indicators. Some differences were favourable for certain ethnocultural groups, including the admission profiles and high rates of successful participation in temporary absences by DPED. Yet, other differences suggested potentially unfavourable results for certain groups on some indicators, such as higher rates of involvement in institutional incidents. Furthermore, lower rates of involvement in on-the-job training through CORCAN by DPED among certain ethnocultural groups were also found, however, it is important to note that CORCAN on-the-job training delivery is dependent on a number of factors, including length of incarceration, participation in other interventions and activities identified in offenders' correctional plans (such as related employment programs or correctional programs), and different availability of CSC and CORCAN employment assignments in institutions. As noted, this research report did not account for why these differences (favourable and unfavourable) may have been observed. Subsequent research could explore each topic in-depth to identify potential explanations of the observed differences. Regardless of underlying cause, differences in admission profile results or in-custody indicators by ethnocultural groups have important implications for CSC and may reflect opportunities to better address the needs (criminogenic and otherwise) of the diverse offender population. The discussion provided below is limited to a selection of key results and directions for future research.

Primary Conclusions

Admission profile

The admission profile assessments form the basis of an offender's initial correctional plan and penitentiary placement. Some differences between ethnocultural groups were observed. Specifically, there were some notably encouraging results, with men identifying as Arab/West Asian, Chinese, Filipino, Latin American, South Asian, and Southeast Asian generally having more positive intake assessment results compared with White men. Members of these groups tended to have lower risk as per the SFA overall rating, lower overall need level as per the DFIA-R, and higher reintegration potential, motivation and accountability. Conversely, results

for Black men were generally less positive, with slightly higher overall risk ratings on the SFA, and lower reintegration potential, motivation and accountability ratings than observed for White men (Indigenous men had similarly more negative ratings). Notably, Gottschall (2012) had provided comparable estimates of the percentage of high risk Black and White men as per SFA ratings, but had noted higher percentages of Black men with high reintegration potential than White men. As such, the current risk and intake estimates for Black men represent a departure from trends observed in previous research.

Also of note is that the CRI did not produce the same risk profiles among offenders as the SFA. Comparable percentages of Black and White men were rated high or high-moderate risk on the CRI, and men across all groups – except Indigenous men – were more likely to be rated as low risk on the CRI as opposed to high risk. Furthermore, although a lower percentage of Arab/West Asian, Latin American and South Asian men were rated as high risk on both tools as compared with White men, these groups were also still more likely to be rated as high risk than low risk on the SFA, a trend not replicated on the CRI.

Future research should continue to compare risk estimates from the CRI and SFA, with an effort to account for the higher risk estimates observed on the SFA (which is based in part on the CRI). Possible directions could include examining the structured professional judgement involved in rendering the SFA (as opposed to the CRI procedure of calculating a score based on the number of indicators endorsed), while controlling for criminal history, offence severity and types, and sentence lengths, and examining the predictive accuracy of each tool in relation to outcomes⁶⁰. Such research would help to clarify why the trends were observed, and may inform how these assessments affect subsequent opportunities for offenders in custody or under community supervision.

There were also observed differences in the need profiles of offenders. In particular, there was a lower prevalence of needs in the Substance Abuse and Marital/Family domains among most groups of ethnocultural men, and higher prevalence of needs in the Associates domains as compared with White men. Furthermore, a high prevalence of need was noted for all men in the Attitude domain, and was the most commonly endorsed need area for men identifying as Black,

⁶⁰ Regarding the SFA, some validation work has been completed. See “Validating the Predictive Accuracy of the Static Factors Assessment (SFA) Risk Scale for Federally Sentenced Offenders in Canada” (2017) Helmus & Forrester [Canadian Journal of Criminology and Criminal Justice \(utpjournals.press\)](https://utpjournals.press/).

Chinese, South Asian and Southeast Asian. These findings are largely consistent with previous research demonstrating lower risk ratings and lower need profiles in the domains of Substance Abuse and Marital/Family, and greater needs in Associates (Gottshcall, 2012; Keown et al., 2015; Trevethan & Rastin, 2004). This difference in need profiles supports the importance of reviewing program materials to ensure relevance to ethnoculturally-diverse population (see BDL Groupe Conseil, 2009; Bernard, 2016; Canadian Ethnocultural Council, 2009; Douyon, 2016; Keown et al., 2015; Malatest, 2009; OCI, 2013). Such a review could include examining if the existing ICPM achieves a similar reduction in recidivism across various need profiles.

For men from all groups, except Indigenous men, it was most common to be serving a sentence for a drug-related offence; Indigenous men were most likely to be serving an assault-related offence. Although the vast majority of men were serving determinate sentences of less than six years, sentence lengths were longer among men from most ethnocultural groups as compared with White men, as indicated by mean and median sentence lengths. Furthermore, White men were among the least likely to be serving an indeterminate sentence (alongside Chinese, Filipino and South Asian men, of which fewer than five men were serving such a sentence). Notably, over 5% of Arab/West Asian and Black men were serving indeterminate sentences. Men (and women, as discussed below) of some ethnocultural groups have considerably longer periods of time in CSC custody, before eligibility for conditional or statutory release. In particular, longer sentences have implications for the CSC's population profile, as these groups may accumulate and continue to represent larger portions of the offender population.

Responsivity needs tended to be higher among ethnocultural groups. For instance, Chinese, Filipino, South Asian, Southeast Asian, 'Other' ethnocultural men, and Indigenous men were more likely to have a responsivity flag, which indicates that these groups may experience challenges in participating fully in programs and services at greater rates than men from other groups. Furthermore, Arab/West Asian, Black, Latin American, and Indigenous men were less likely to have a high school education. Lastly, all ethnocultural men were more likely than White men to speak a language other than English or French at home. This was most notable for Chinese men, who had the highest proportion with a responsivity flag and the highest proportion of language other than English or French spoken at home. It would be beneficial for future planning to continue to explore all potential specific responsivity factors affecting ethnocultural

men, such as language barriers,⁶¹ as well as investigate whether such factors were addressed throughout one's correctional experience, including within program delivery. CSC's own *Ethnocultural Offenders Resource Kit* contains a number of tools and resources dedicated to assisting staff in responding to the needs of ethnocultural offenders. For instance, this resource kit provides an overview of a Continuum of Care, guiding staff through meeting the needs of ethnocultural offenders over four phases: assessment, intervention, reintegration and prevention. The resource kit also includes a non-exhaustive list of Ethnocultural Situational Stressors or circumstances (e.g., a loss of contact with immediate or extended family or experiences being a second generation immigrant) that may impact ethnocultural offenders in order to better inform decisions, provide culturally relevant services and interventions, and assist staff in meeting their needs. Future research could explore the prevalence of these stressors among ethnocultural offenders, as well as the effectiveness of CSC staff responses to these and other Continuum of Care components on the correctional experience of ethnocultural offenders.

Furthermore, the percentage of active STG affiliations was higher among men from almost all ethnocultural groups and Indigenous men as compared with White men (except Chinese men). This confirms past research (e.g., Gottschall, 2012; Keown et al., 2015) that found that racialized ethnocultural offenders were more likely to have a gang affiliation than White offenders, despite overall low numbers of STG affiliation. This result warrants further investigation given the OCI's (2013) comments that some components of such designations are subjective, as well as the implications of having an STG affiliation in-custody (e.g., on inmate pay levels; CSC, 2016b).

In regards to women, those who identified as Black and 'Other' ethnocultural identities had considerably more positive intake assessments ratings as compared with White women. Specifically, Black and 'Other' ethnocultural women had lower percentages with high risk or high need ratings, and higher reintegration potential ratings. A lower proportion of Black or 'Other' ethnocultural women were rated as having moderate or high needs in any domain than White or Indigenous women. Black women also had the highest percentage of women rated as having high accountability and motivation. These trends were fairly consistent with previous research for Black women, with some differences in the observed trends for need profiles.

⁶¹ Previous external reports have pointed to language barriers as a potential concern (BDL Groupe Conseil, 2009; Malatest, 2009; Canadian Ethnocultural Council, 2009; Douyon, 2016).

Previously, Black women were rated as having a higher proportion with some or considerable need in the Associates and Community Functioning domains than White women (Gottschall, 2012). Women with ‘Other’ ethnocultural identities have not been examined in previous research. Indigenous women generally had less positive intake assessment ratings than White women, including for risk, need, reintegration level, and motivation.

As with men, sentences for drug-related offences were most common for women across ethnocultural groups. Furthermore, despite lesser criminal histories as per the CRI, women from Black and ‘Other’ ethnocultural groups were serving longer sentences than White and Indigenous women, as indicated by considerably longer mean and median sentence lengths for determinate sentences. Once again, this has implications for CSC, as women from Black and ‘Other’ ethnocultural groups serve longer periods of time incarcerated prior to being eligible for conditional release and may therefore eventually represent increasingly large portions of the CSC population. Notably, White women were most likely to be serving indeterminate sentences, followed by Indigenous women, although this accounted for a small percentage of each group (less than 3.5%).

Given the observed differences in admission profile results for men and women, future research should continue to disaggregate results by gender to improve the understanding of trends and results specific to women.

In-Custody Indicators

These analyses permitted a preliminary overview of differences in in-custody indicators by ethnocultural group. The areas examined in this study were those which could be assessed through administrative data, and which were thought to be particularly informative of one’s overall in-custody experience, including security classifications, incidents and charges, visits, temporary absences, grievances, and participation in employment, education and correctional programs.

In terms of security classifications, results for men revealed that some ethnocultural groups were more likely to have initial security classifications in maximum security than White men, including for Arab/West Asian, Latin American, ‘Other’ ethnocultural, and Black men. This was also the case for Indigenous men. In particular, high risk men from these groups were considerably more likely than high risk White men to receive an initial security classification at maximum security. Furthermore, low and medium risk men of the same groups were less likely

than low and medium risk White men to have minimum security placements. These findings were largely consistent with those from previous research, which found that Indigenous and Black men were more likely to have maximum security classifications at intake than White men (Gottschall, 2012). Notably, however, overrides to less restrictive initial security placements than recommended by the CRS were more frequent for all ethnocultural men than for White men.

For women in this study, those who identified as Black and ‘Other’ ethnocultural identities had the highest percentages with an initial security classification at minimum security, and the lowest percentages at maximum security. Findings for women were consistent with previous research indicating that Indigenous women were most likely to have an initial security classification at maximum (Gottschall, 2012). There were too few Black or ‘Other’ ethnocultural women at maximum security from any risk level to conduct analyses in the current study. Black and ‘Other’ ethnocultural women were more likely to have an actual initial security classification in a less restrictive setting than recommended by the CRS. Given the legislative requirement to place offenders in the least restrictive setting (s.4 (c) of the *Corrections and Conditional Release Act*, 1992), these findings are encouraging.

Future research on security classifications should explore the factors that are driving higher initial security placements among certain groups of ethnocultural men. This includes greater examination of the role of offence severity, offence types, offender profiles, STG affiliations, and the potential of tool or administrator bias. Greater examination should also be given to the factors considered in assigning a security classification as highlighted in s.17 of the *Corrections and Conditional Release Regulations*, such as the role of any outstanding charges against the offender; performance and behaviour while under sentence; social, criminal, and young-offender history; any dangerous offender designation; any physical or mental illness or disorder suffered by the offender; and any continued involvement in criminal activities. Furthermore, the issue of CRS overrides observed in this study may merit further investigation. Such research should include a validation study of the CRS for suitability with ethnocultural groups where numbers are feasible, identifying the factors contributing to a placement in a setting that is less restrictive than recommended by the CRS and confirming that such deviations are suitable (e.g., that there is not a higher prevalence of institutional incidents among this group). Given the lower prevalence of institutional incidents and charges among Black and ‘Other’ ethnocultural women, these overrides to the recommended CRS-level appear justified.

Results were not as clear for men.

Regarding institutional incidents and charges, there was variation in the percentage of each group of men having at least one incident as an instigator or associate, with half or more of men having such an incident identifying as Indigenous, Arab/West Asian, Black, South Asian and ‘Other’ ethnocultural identities. These groups also had the highest number of incidents, as indicated by the annualized rates. Approximately one third or more of men identifying as White, Indigenous, Arab/West Asian, Black, Latin American, South Asian or ‘Other’ ethnocultural identities incurred an institutional charge. These results have implications for CSC, given that institutional incidents in part reflect difficulties in institutional adjustment, that institutional charges can result in loss of privileges for offenders, and that both incidents and charges can impact security reclassifications, impacting the correctional experiences of ethnocultural men (CSC, 2018b). The OCI (2013) suggested that Black offenders were more likely to receive charges in relation to subjective misconduct, and less likely to receive charges that “could be considered less discretionary” (p.22). Although first charge subtypes were not examined, the first incident subtype (as instigator/associate) supports that there was variation in the pattern by ethnocultural group, wherein Black men were more likely than men of other groups to have a behaviour-related incident as their first incident subtype. Notably, high percentages of all groups had a ‘miscellaneous’ first incident type, which range widely in nature from administrative notes (threat risk assessments of visitors) to protective custody requests, accidents and intelligence-related incidents. Among women, those identifying as Black and ‘Other’ ethnocultural identities had the lowest percentages with at least one incident or charge, and a lower number of incidents as per the annualized rate. However, as with Black men, Black women were also more likely to have a first incident type classified as behaviour-related, although this was based on a relatively low number ($n = 7$). As these results are preliminary and statistical significance while controlling for other risk factors was not examined, further investigation into these findings would be beneficial.

As with previous indicators, there was considerable variation in the findings on visits by ethnocultural group. High percentages (approximately two thirds or more) of men identifying as South Asian, Southeast Asian, Arab/West Asian, Latin American, and Filipino had at least one visitor. These men also had the highest number of visitors on average. However, wide standard deviations were observed across groups, and in all cases, the mean was higher than the median

number of visits. This suggests that even among groups with a high mean number of visitors, a relatively small portion received many visitors, while others received few. Notably, Chinese men had a comparable mean number of visitors to White and ‘Other’ ethnocultural men. However, Chinese (and Indigenous) men had the lowest percentages with at least one visitor and a median number of visits at zero, indicating that most men from these groups did not receive any visitors. Black men, despite having a comparable percentage of men with at least one visitor as with White and ‘Other’ ethnocultural men, had a lower number of visitors (as per the mean and annualized rate) than either group. Indigenous men had among the lowest percentage with at least one visit, and the lowest number of visitors. Collectively, these results suggest that many ethnocultural groups may have a strong support network available (as per the relatively high proportion with at least one visitor). This is supported by the lower percentages with moderate or high need noted in the Marital/Family domain across most ethnocultural groups as compared with White men (excepting ‘Other’ ethnocultural men and Indigenous men, who had higher need prevalence). However, the contradictory findings observed for some groups (e.g., Black men having similar proportions with at least one visitor as White men but a lower mean number of visitors), the wide within-group variability in the number of visitors and the comparatively low median number of visitors may suggest that access to this support varies considerably.

Among women, those with ‘Other’ ethnocultural identities had the highest percentages with at least one visitor, and a high number of visitors, as per the annualized rate. However, just over half of Black women had at least one visitor, as compared with almost 60% of White women, although groups had a comparable mean number of visitors. As with Indigenous men, Indigenous women had the lowest percentages with at least one visitor and the lowest mean number of visitors. Similar to the results observed for men, there was wide within group-variability, with the median number of visitors substantially lower than the mean for all groups, indicating that while a few women had access to rich support networks, most women within each group did not.

These results have implications for CSC given that research has shown offenders receiving visitors have a lower probability of recidivism than those who do not (Derkzen et al.; 2009; Wilton et al., 2015). Therefore, potential barriers to visitations should be explored. For instance, previous research suggested that the distance of facilities from urban centres may disproportionately affect some ethnocultural groups in visit participation (BDL Groupe Conseil,

2009), or that security procedures may be intimidating to members of ethnocultural groups in particular (Malatest, 2009). Furthermore, improving the understanding behind these trends for men and women may help to replicate the positive findings for more groups and help inform ways to improve access to visits for the presently disadvantaged groups, potentially positively impacting rehabilitation. Such research could explore the driving factors for the high visitation rates for some groups, whether there are group differences in barriers to visit participation, and how groups may respond to any such challenges. Further research could also examine changes since the onset of the Covid-19 pandemic, including whether the use of video visits has reduced group differences and if the benefits of such visits are comparable to those observed from in-person contacts.

The results for grievances reflect the rates of recorded grievances in response to an event or decision that offenders felt was unjust or in contravention of policy. Therefore, it is possible that the actual rates at which each group experienced such events or decisions may differ from those recorded (i.e., that there may be fluctuation in the use of the formal grievance process in relation to experiencing such events). Results for men indicated that between 16.5% and 39.5% of men submitted at least one grievance during the study period, primarily related to conditions of confinement, visits, and interactions with staff. Notably, the percentage of men within each group submitting a grievance was highest among Arab/West Asian, Black and ‘Other’ ethnocultural men, but these were generally comparable with White and Indigenous men.

Over half of women in each group submitted at least one grievance, although this was most common for Indigenous women, followed by White women. As with men, these were primarily in relation to conditions, interactions and visits. External reports have raised concerns from ethnocultural offenders and staff regarding the grievance system, noting barriers to submitting grievances, perceived repercussions of engaging in the process, and lack of meaningful response (Canadian Ethnocultural Council, 2009; Douyon, 2016). This may warrant further research to explore if some groups are less likely to use the grievance system in response to issues, and inform strategies to reduce barriers or hesitations to using this mechanism.

Temporary absences by DPED were also examined. Men identifying as Chinese, Filipino and Southeast Asian had particularly high rates of ETAs by DPED, at 14.0% or greater. For the remaining groups, between 5.5% of Black men and 9.9% of South Asian men were granted ETAs (this, in comparison to 7.1% of White men). These were most commonly granted for

community service or personal development. In contrast to Black men, who had the lowest proportions with a temporary absence, Black women had the highest percentages with an ETA. This was followed by ‘Other’ ethnocultural women. As with men, temporary absences for women were most commonly authorized for community service and personal development. All groups of men and women had high rates of successful completion of temporary absences. The factors driving higher ETA participation among some groups and not others should be further explored to determine if there are differences at each stage of the process (e.g., applications versus grant decisions). Furthermore, previous research has demonstrated that temporary absences have a positive correlation with community outcomes (Helmus & Ternes, 2015a, 2015b). Therefore, future research could also determine if groups benefit equally from participation in temporary absences, including the relation with community outcomes and offender perceptions of the value of temporary absences in their rehabilitation.

In-custody employment and education programs are important opportunities for rehabilitation, reintegration and skill development. Results for men indicated some variability in education achievements or vocational certificate attainment by DPED across ethnocultural groups. Of men with less than high school education, 50% or less of most groups (all except those identifying as Arab/West Asian and Latin American) had made meaningful education achievements by DPED. However, men with less than a high school education identifying as Arab/West Asian, Black, Latin American, Southeast Asian and Indigenous were comparable or more successful in making education progress as compared with White men. Exceptions were noted for Filipino men (which may in part be due to the low number of men with an education need), Chinese and South Asian men (which may be related with language barriers given the high percentages with a language other than English or French spoken at home), and ‘Other’ ethnocultural men. The percentage of women with education achievements and vocational certificate attainment by DPED was higher than for men across all groups, and education improvements were highest for ‘Other’ ethnocultural, Black and Indigenous women where education was an identified need. Additionally, Black women were the most likely to achieve a vocational certificate completion prior to DPED. Given the encouraging results observed among ethnocultural offenders, future research could explore offenders’ motivations to participate in education programs and vocational certificate completions, as well as the perceived gains from such participation for ethnocultural offenders. Such research could additionally examine the

reasons for the lower participation rates in education activities observed among those with less than a high school education, including men identifying as Chinese, Filipino, South Asian and ‘Other’ ethnocultural identities.

Most groups of men (between 70% and 80%) had at least one period of an employment assignment in an area at CSC other than CORCAN by DPED, with the highest percentages observed among Filipino and Southeast Asian men. Between 17.9% and 28.5% of offenders had on-the-job training through a CORCAN employment assignment by DPED; the lowest was among Indigenous men and the highest was among White men. As for women, there was minimal variability in the proportion of those with employment in other CSC areas across groups, although it was highest among Black and Indigenous women. Nevertheless, Black women had notably lower levels of employment assignments through CORCAN, whereas ‘Other’ ethnocultural women had the highest levels of these assignments to CORCAN. CORCAN on-the-job training has demonstrated correlations with positive community employment outcomes (Nolan et al., 2014) and a beneficial association with release outcomes, in terms of lower rates of revocation of conditional release (Wilton et al., 2015). Based on the findings for both men and women, and given that CORCAN on-the-job training delivery is dependent on a number of factors, including length of incarceration, participation in other interventions and activities identified in offenders’ correctional plans (such as related employment programs or correctional programs), and different availability of CSC and CORCAN employment assignments in institutions, more research is needed to determine if strategies to increase CORCAN employment among all groups would be beneficial and operationally feasible. However, given the greater need in the Employment/Education domain among many of the groups of ethnocultural men with lower employment rates, it appears to be a worthwhile opportunity to explore ways to further address this need along the continuum of the sentence, and any potential barriers to employment. Consideration must be made for the limited time most offenders spend incarcerated. CORCAN is one of several correctional interventions, and reintegration programs, education, and social programs need to be prioritized according to the offenders’ risk and criminogenic needs. Providing opportunities for employment programs while offenders are supervised in the community may make more sense in some cases.

Moderate and high intensity correctional programs are one of the ways in which CSC assists offenders to address their criminogenic needs and prepare for release, and the results

showed little variance in enrollments among men eligible under the current program criteria (i.e., CRI of 8 or more). Between 41.5% (Indigenous) and 52.2% (South Asian) of eligible men from most groups enrolled by DPED, with men from almost all ethnocultural groups having comparable or better enrollment rates than White men. An exception was noted among Chinese men, wherein fewer than five of the ten eligible men enrolled by DPED. As a notable limitation, the eligibility criteria used in this study reflect the most recent criteria (see CSC, 2018c); yet many offenders within this sample would have been referred under previous criteria. While it would not be expected that the effect of this would differ by group, it may result in the enrollments among those eligible appearing lower than actual, given that an offender may not have been eligible under previous criteria. Also, it may help to explain instances where an offender was enrolled, but not eligible under the current criteria.

Program outcomes were also generally comparable for ethnocultural and White men, as evidenced by similar levels of completions by DPED of those who enrolled. Exceptions were noted among ‘Other’ ethnocultural and Latin American men, who had lower percentages with completions by DPED than White men, and no Chinese men completed a program prior to DPED (of the less than five enrolled). Black men had the highest program completion rates by DPED at 45.9%. Among men, the groups with the highest percentages completing at least one program by DPED (i.e. Black, South Asian and Arab/West Asian men) had among the lowest ratings of engagement in their correctional plan, perhaps indicating that their engagement levels improved during the sentence (e.g., Correctional Program Officers may have been adept at engaging these men) or that the initial assessments of engagement were inaccurate. Lastly, program incompletions for any reason were uncommon for most ethnocultural groups, but most common for White, Black and Indigenous men.

Women in general had higher enrollments in correctional programs among those eligible under the current criteria (i.e. CRI score of 9 or more) and higher completion rates than men. Black women with confirmed eligibility under the current criteria were the least likely to be enrolled in a program. However, this appeared in part to be a function of a small sample of eligible women (i.e. only three eligible Black women were not enrolled, but this comprised a sizeable percentage). A similar pattern was noted for ‘Other’ ethnocultural women; there was lower enrollment among eligible women, although this was likely due to small sample sizes. Moreover, ‘Other’ ethnocultural women were the most likely to have a completion of a moderate

or high intensity program prior to DPED, followed by Black women. The same limitation applies to the analyses of enrollments among women with confirmed eligibility as discussed for men, wherein women may not have been eligible under the criteria in effect at the time of their admission but would have been captured as eligible in this study, which used the most recent eligibility criteria. While the implications of this are not expected to vary by group, it may have led to a decreased percentage of enrollments among those who are eligible for program participation if women are captured as eligible under the current guidelines but were not under previous criteria (and therefore not referred for enrollment).

Reasons for the differences in program outcomes across groups, in particular the lower program completion rates for Chinese, Latin American, 'Other', and Indigenous men, should be further explored. Earlier research conducted by Malatest (2009) indicated that both citizenship and language barriers may hinder offenders' participation in CSC correctional programming. In regard to the current study, Latin American men had the highest rates of non-citizens, while Chinese men had the highest rates of responsivity flags and those whose languages spoken at home were not English or French. Given that these two groups had among the lowest program completion rates, the results of this study also suggest that citizenship and language may continue to affect program participation, although these findings should be interpreted with caution given low numbers. Future research could be conducted to evaluate the ways in which citizenship status and language barriers impact offenders' successful enrollment and completion of programs, as well as any additional responsivity factors that present as barriers to program participation unidentified in this report. Furthermore, earlier reports raised concerns that existing correctional programs were not meeting the needs of an ethnoculturally diverse offender population (Canadian Ethnocultural Council, 2009; Malatest, 2009; OCI, 2013). However, such conclusions from previous reports would have drawn from the traditional cadre of programs as opposed to the current ICPM, which places emphasis on holistically addressing an individual's criminogenic needs and has been shown to be effective with different ethnocultural groups (CSC, 2019d; Usher & Stewart, 2011). Regardless, some groups of ethnocultural men within the current sample had considerably lower rates of completion by DPED (i.e. Chinese, Latin American, and 'Other' ethnocultural men), which should be further explored.

A recent qualitative report on the correctional and program experiences of ethnocultural offenders revealed a range of responses to correctional programs (Greco et al., 2021). Although

taken from a non-random, small sample (which therefore limits the generalizability of results to the broader ethnocultural population), the majority of the study participants felt motivated to participate and that the program examples provided were largely relevant. Certainly, this was not a universal sentiment, with some participants expressing the opinion that programs were targeted to White and Indigenous peoples, and indicating a desire for cultural programming, similar to what is currently available to Indigenous offenders. As detailed above, future research should explore if existing programs respond equally well to the range of criminogenic needs observed for ethnocultural offenders, as well as if culturally relevant responsivity factors are addressed. This will help to ensure that programs are equipped to deal with the varied needs profiles and responsivity factors. Such lines of research could be examined in relation to community outcomes or provide greater insight into offender self-reported experiences.

Overall, the results observed for ethnocultural groups in terms of admission profile and in-custody indicators have demonstrated some areas for CSC to explore further. Much of the future research should be dedicated to identifying the causes of differences in indicators, both to understand the favourable and unfavourable results, in order to better address ethnocultural offenders' needs and ensure successful rehabilitation. Furthermore, while the present study focused on identifying differences between the admission profile and in-custody indicators for ethnocultural men and women with those observed for White men and women, results for Indigenous men and women were notable. The admission profile indicators for Indigenous men and women designated them as high-risk groups, with a complex need profile (as demonstrated by the high prevalence of need across domains) and high levels of responsivity needs. Furthermore, the in-custody results demonstrated higher initial security placements for Indigenous men and women, challenges with institutional adjustment as per high incident and charge rates, limited community support as per the lower proportion with at least one visitor, and a slightly higher rate of incompletions of moderate and high intensity correctional programs. However, as with the observations for ethnocultural groups, results also revealed areas with favourable findings. Indigenous men and women demonstrated comparable or greater participation in ETAs, educational achievements and credits, employment assignments, and vocational certifications (women only) as compared with White men and women. Although CSC has implemented a number of initiatives to address Indigenous offenders' needs (see *General Discussion* for a summary), it is clear that this population also requires further attention and

resources to ensure support across indicators.

Study 3: Community Supervision Indicators – Introduction and Method

Introduction

Study 3 reviewed the key community supervision indicators for ethnocultural offenders, including discretionary release rates, residency conditions, community employment and program participation, as well as release outcomes. As with *Study 2: Admission Profile and In-Custody Indicators*, outcomes in these areas were examined by ethnocultural groups, wherein differences signal areas for further attention and review by CSC. As in *Study 2*, this study is limited in that its design only permits identification of differences in key areas, without providing further explanations beyond cursory controls for risk in some analyses.

Participants

As per Table 29, the ethnocultural composition of the release cohort was similar to the samples of men and women in *Study 2: Admission Profile and In-Custody Indicators*. The release cohort represented first term releases from April 1, 2015 to March 31, 2017, with a fixed follow-up period of 8 months (rounded to 243 days). Any individuals with less than 8 months of potential community follow-up (e.g., a warrant expiry date less than 8 months from release) were excluded, as were individuals missing ethnocultural information. The final cohort included $N = 8,858$ men and $N = 753$ women.

Table 29

Proportion of each ethnocultural group for Study 3: Community supervision indicators

Community Supervision Indicators (Release Cohort)		
	%	<i>n</i>
Men		
Arab/West Asian	1.9	166
Black	9.4	833
Chinese	0.5	43
Filipino	0.3	28
Latin American	1.3	119
South Asian	1.2	104
Southeast Asian	1.9	170
Other ^a	1.2	106
Indigenous ^b	21.8	1,930
White	60.5	5,359
Women		
Black	6.4	48
Other ^c	7.2	54
Indigenous ^b	32.3	243
White	54.2	408

Note. Percentages represent the proportion of groups for the first term releases from April 1, 2015 to March 31, 2017, with a follow-up period of 8 months and ethnocultural data available.

^a The 'Other' ethnocultural offender category for men includes Korean, Japanese, multiracial/ethnicity, other, unable to specify, and unknown. ^b Includes Inuit, Metis, and First Nations. ^c The 'Other' ethnocultural offender category for women includes Arab/West Asian, Chinese, Filipino, Japanese, Korean, Latin American, South Asian, multiracial/ethnicity, other, unable to specify, and unknown.

Data

As with *Study 2*, all data for the current study was extracted from OMS, including release types, residency conditions, employment and correctional program participation and release outcomes, as well as control variable such as socio-demographic information, risk/need assessments (as per the overall level of intervention based on the SFA and the DFIA-R, respectively), and OSL at release. The SFA at release serves as a control variable and will reflect information available at intake since static risk levels are unlikely to change between intake and

release unless new information indicates otherwise, such as a significant and sustained change in the offender's performance or situation that would justify an increase or decrease in the level of interventions based on static factors (see CD 710-1; CSC, 2019b).

Discretionary releases

Discretionary releases (i.e., day or full parole) occur earlier in the sentence than statutory release, which is mandated to occur at two thirds of a sentence. Discretionary release decisions are made by the Parole Board of Canada, which has the authority to grant parole provided the offender does not pose an undue risk to society.⁶² In this study, rates of discretionary and statutory releases were reviewed for offenders by group overall and by risk level.

Residency condition

A residency condition is an additional restriction on a period of community release, which requires an offender to reside in a community-based residential facility or community correctional centre. Although residency conditions can also be applied to parole or UTAs, the current study examines the application of the condition on periods of statutory release by ethnocultural group, given the higher threshold in the legislation to justify such a condition on this type of release. As per the *Corrections and Conditional Release Act (1992)*, a residency condition may be applied to parole or UTAs where, in the opinion of the releasing authority, the circumstances of the case justify (s. 133(4)); conversely it may only be applied to statutory release if it is the opinion of the Parole Board of Canada that the offender would otherwise present an undue risk to society by committing a Schedule I offence prior to sentence expiration or criminal organization offences under s. 467.11, 467.12 and 467.13 of the *Criminal Code (Corrections and Conditional Release Act, 1992, s. 133 (4.1))*.

Community employment

In accordance with the *Corrections and Conditional Release Act (1992)*, the purpose of conditional release is to contribute to the maintenance of a just, peaceful and safe society (s. 100). This purpose is achieved by means of decisions on the timing and conditions of release that best facilitate the rehabilitation and safe reintegration of offenders into the community as law-abiding citizens (s. 100). Community employment is one way in which CSC supports offender rehabilitation and reintegration on community release (Nolan & Power, 2014b). Community

⁶² See s.102 of the *Corrections and Conditional Release Act (1992)*, for the detailed criteria under which the Parole Board of Canada may grant parole.

employment rates within the first 8 months of the first term of release were examined by group. Notably, there are a number of reasons for which offenders may not be seeking employment upon release (e.g., if retired, participating in education or correctional program, due to parental or caregiving responsibilities, etc.). As such the first employment search status among those unemployed was also examined. Furthermore, CSC offers Community Employment Services to offenders under CSC supervision in the community. Through this program, Employment Coordinators work with offenders to assist them in gaining employment. Placement flags track initial job placements through these services. Employment outcomes for any jobs that started within 8 months of release were examined for the release cohort. The outcomes for the jobs which started within 8 months, however, were not restricted to 8 months to avoid inflating negative outcomes, and could occur anytime from release to data extraction date for *Study 3: Community Supervision Indicators* (June 8, 2020). Employment outcomes were grouped into three possible categories, as per Table 30.

Table 30

Detailed grouping of possible outcomes per employment outcome category

Outcome Group	Outcomes
Any Positive Outcome	Employed, Completed, Changed Job, Sentence Completed, Placement Completed, Promotion
Any Neutral Outcome	Quit, Deceased, Other, Deported, Education, Laid Off, Transferred, Program Participation, Medical Reasons.
Any Negative Outcome	Fired, Reoffended, Unlawfully at Large, Suspension/Revocation, Terminated by the Parole Board of Canada.

Community Maintenance and Self-Management Programs

Community maintenance programs (for men) and community self-management programs (for women) are another way that CSC supports offender rehabilitation and reintegration on community release.⁶³ Community maintenance programs were available to men offenders who had completed a moderate or high intensity correctional program (either a main institutional

⁶³ CSC also offers the ICPM Community Program for those who did not participate in institutional programs, although this was not included in the current study due to challenges with data extraction.

program or the ICPM Community Program). Under policies in effect at the time of the study, women were eligible for self-management programs if they had completed an engagement program or moderate or high intensity correctional program, or if they required additional support in the community (i.e. *Guidelines 726-2 National Correctional Program Referral Guidelines 726-2*, versions in effect as of 2015-05-11 and 2017-01-23). Program enrollments within the first 8 months of release were examined, as were program outcomes occurring by data extraction date (June 8, 2020 for *Study 3*).

Release outcomes

Finally, this study also examined release outcomes within the first 8 months of conditional release, including revocations and revocations with offence, where numbers permitted analyses. Offenders may have their release revoked if they breach a condition of release or to prevent the breach of a release condition, and such decisions are made by the Parole Board of Canada (*Corrections and Conditional Release Act*, 1992; CSC, 2019c). Although offenders with certain return types (i.e. conditional release inoperative, revocation for outstanding charge, or termination) were included within the general cohort for inclusion in the community employment and program outcomes, they were removed from the release outcomes analyses ($n = 427$ men and $n = 9$ women).

Study 3: Community Supervision Indicators – Results

Descriptive Overview

Men. As previously illustrated in Table 29, White, Indigenous and Black men formed the majority of the release cohort (60.5%, 21.8% and 9.4%, respectively). The remaining ethnocultural groups accounted for less than 10% of the cohort. As seen in Table C1 in Appendix C, mean age at release was lowest among men identifying as Black and ‘Other’ ethnocultural identities, at approximately 33 years. White and South Asian men had the highest mean age at release at over 40 years. Moreover, most men were serving a determinate sentence at the time of release (98.4%, $n = 8,714$), and this was true across all ethnocultural groups. As per Table C1 in Appendix C, the aggregate sentence length for men with determinate sentences was examined. Southeast Asian men had the longest mean aggregate sentences at approximately 4.5 years, whereas White and Indigenous men had the shortest mean aggregate sentences at approximately 3.6 years.

As evident in Table C2 in Appendix C, risk levels at release as per the SFA varied by ethnocultural group. In most cases, men were rated as having medium or high static risk at release, with fewer men rated as having low static risk. Ethnocultural groups with the largest proportions of low static risk at release were Chinese (48.8%), Southeast Asian (32.4%), South Asian (30.8%) and Filipino (28.6%). Indigenous men were the least likely to be rated as having low static risk at release (5.7%) and were the most likely to be rated as having high static risk at release (54.8%), followed by Black (42.7%) and White (42.5%) men. Black and White men had comparable percentages at low, medium and high risk ratings at release. Furthermore, proportions of men at each level of dynamic need at release were also examined by ethnocultural group. As seen in Table C2 in Appendix C, the majority of men were rated as having medium or high dynamic need at release. Notably, Chinese men were most likely to have low dynamic need at release (37.2%) as compared with other groups, including with White men (8.8%). Indigenous men were the least likely to have low dynamic need (3.5%), and most likely to have high dynamic need ratings (53.0%), followed by White men (45.8%) and Black men (41.9%).

When exploring changes to dynamic need levels, Table C3 in Appendix C shows that the majority of all groups maintained the same level as per the intake assessment (75.3% or greater of each group maintained the same dynamic need rating level as from intake). Moreover, it was more common for all groups to experience a decrease in noted need levels than an increase. Latin

American men were least likely to have a decrease in dynamic need (12.6%), as compared with 30% of Filipino men.

As evident in Table 31, OSL at release varied across ethnocultural groups. Most men identifying as Southeast Asian, Chinese, Filipino, and South Asian had a minimum security OSL at release; most men identifying as Black, ‘Other’ ethnocultural identities or Indigenous had medium security OSLs at release. Men identifying as White, Arab/West Asian, and Latin American had a comparable percentage of releases with minimum and medium OSL classifications. Relatively few offenders from any ethnocultural group had a maximum security OSL classification at release, although Black men were most likely at just over 10%.

Table 31

Offender security level at release for men by group

	Minimum		Medium		Maximum	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Arab/ West Asian	45.2	75	48.2	80	6.6	11
Black	34.2	285	55.0	458	10.8	90
Chinese	67.4	29	32.6	14	0.0	0
Filipino	64.3	18	35.7	10	0.0	0
Latin American	47.9	57	45.4	54	6.7	8
South Asian	65.4	68	31.7	33	†	†
Southeast Asian	68.2	116	27.7	47	4.1	7
Other	40.6	43	51.9	55	7.6	8
Indigenous	36.3	700	54.7	1,054	9.0	174
White	45.4	2,430	47.9	2,563	6.8	363

Note. † = Information suppressed due to frequency fewer than 5. Based on men in the *Community Supervision* cohort with security classification information available, *n* = 8,853. Excludes 0.1% of men missing security classification information, *n* = 5.

Women. White and Indigenous women comprised the vast majority of women in the release cohort (54.2% and 32.3%, respectively). Black women and ‘Other’ ethnocultural women comprised less than 15% collectively (6.4% and 7.2%, respectively). As per Table C4 in Appendix C, the mean age at release was lowest for Indigenous women (33.5, SD = 9.2), and highest for women from ‘Other’ ethnocultural groups (*M* = 39.2; SD = 11.8). The vast majority

of women across groups were serving determinate sentences (98.9%, $n = 745$). Of these women, Black women were more likely to be serving longer sentences, with a mean sentence length of approximately 4.5 years, as compared with the mean sentence length of White women, serving the shortest mean sentence length at approximately 2.9 years.

As can be seen in Table C5 in Appendix C, the majority of Black women and women from ‘Other’ ethnocultural groups were categorized as low risk at release, and women from both groups were less likely than White women to be rated as medium or high risk at release. Notably, almost half (48.6%) of Indigenous women were categorized as medium risk at release, with less than one fifth (18.9%) of Indigenous women rated as having low static risk. Also as per Table C5 in Appendix C, Black women and those within the ‘Other’ ethnocultural groups were more likely to be rated as low dynamic need at release and less likely to be categorized as having high dynamic need than White women. Indigenous women were equally likely to be rated as medium (47.7%) or high (47.7%) need at release.

As illustrated in Table C6 in Appendix C, the majority of women had the same static risk level at release as at intake, with less than 3% experiencing a change. Changes to dynamic need level were more common, with 17.1% of ‘Other’ ethnocultural women experiencing a decrease in the noted need level, as compared with 25.0% of Black women, 25.5% of White women and 29.8% of Indigenous women.

As shown in Table 32 below, the majority of women across all ethnocultural groups were released from minimum security. Notably, Indigenous women were more likely to be released from medium (41.6%) or maximum (6.2%) security levels compared to women identifying as White, Black, or ‘Other’ ethnocultural identities.

Table 32

Offender security level at release for women by ethnocultural group

	Minimum		Medium		Maximum	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Black	75.0	36	20.8	10	†	†
Other	72.2	39	24.1	13	†	†
Indigenous	52.3	127	41.6	101	6.2	15
White	67.4	275	29.4	120	3.2	13

Note. † = Information suppressed due to frequency fewer than 5. Based on women in the *Community Supervision* cohort, *N* = 753.

Differences in Discretionary Release

Men. As shown in Table 33, rates of discretionary release varied, ranging from just under a third of Indigenous men released on a discretionary release, to over 60% of men identifying as Chinese or Filipino. When examined by risk level, men rated as low risk at the time of release had the highest percentages with discretionary release for all groups. However, there was some variation in the percentages of discretionary release by group at each risk level. The percentage of low risk men granted discretionary release ranged from 68.8% of South Asian men to 89.5% of Latin American men, compared with 85.6% of White men. Men from all groups rated as medium risk at release were more likely than high risk men of their same groups to be granted a period of discretionary release. The percentage of medium risk men granted discretionary release ranged from 38.5% of Indigenous men to over 60% of men identifying as White, Filipino, South Asian and Southeast Asian. Medium risk Black men had the lowest discretionary release rates of the non-Indigenous ethnocultural groups at 47.9%, with similar rates observed for Arab/West Asian and ‘Other’ ethnocultural men. Less than half of men from any group rated high risk were granted a period of discretionary release. Rates were lowest among Indigenous men (21.1%) and highest among South and Southeast Asian men, at over 40%.

Table 33

Discretionary release rates overall and by risk level among men by group

	Overall		Low Risk ^a		Medium Risk ^b		High Risk ^c	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Arab/ West Asian	52.4	87	87.8	36	50.0	37	27.5	14
Black	42.5	354	81.2	82	47.9	180	25.8	92
Chinese	65.1	28	76.2	16	56.3	9	†	†
Filipino	71.4	20	87.5	7	66.7	10	†	†
Latin American	50.4	60	89.5	17	58.2	32	24.4	11
South Asian	60.6	63	68.8	22	64.4	29	44.4	12
Southeast Asian	61.8	105	76.4	42	62.9	44	42.2	19
Other	51.9	55	83.3	15	51.9	27	36.1	13
Indigenous	31.0	598	73.6	81	38.5	294	21.1	223
White	50.0	2,681	85.6	558	62.0	1,506	27.1	617

Note. † = Information suppressed due to frequency fewer than 5. Risk level as per Static Factors Assessment at release. Based on men in the *Community Supervision* cohort, *N* = 8,858.

^a Percentage of men granted a discretionary release per group, of low risk men, *n* = 1,057. ^b Percentage of men granted a discretionary release per group, of medium risk men, *n* = 3,894. ^c Percentage of men granted a discretionary release per group, of high risk men *n* = 3,907.

Women. As can be seen in Table 34, rates of discretionary release among women were compared overall and across SFA level at release. Overall rates of discretionary release ranged considerably. Black women were most likely to be granted a period of discretionary release at 81.3%, as compared to just under three quarters of ‘Other’ ethnocultural and White women, and 58.4% of Indigenous women. Among low risk women, over three quarters of women from any group were granted discretionary release, ranging from 76.1% of low risk Indigenous women up to 93.1% of low risk Black women. As expected, a lower percentage of medium risk women from any group were granted discretionary release than low risk women of the same group. While medium risk ‘Other’ ethnocultural women were least likely to be granted discretionary release (47.4%) and medium risk Black women were most likely to be granted discretionary release (73.3%), these percentages could change with a small difference in the numbers of medium risk women granted discretionary release. As such, the results need to be interpreted with caution. Predictably, high risk women had the lowest percentages with discretionary release as compared with low and medium risk women of their ethnocultural groups, where sample size

permitted analyses.

Table 34

Discretionary release rates overall and by risk level among women, by group

	Overall		Low Risk ^a		Medium Risk ^b		High Risk ^c	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Black	81.3	39	93.1	27	73.3	11	†	†
Other	72.2	39	87.5	28	47.4	9	†	†
Indigenous	58.4	142	76.1	35	61.9	73	43.0	34
White	71.6	292	88.4	153	67.1	118	35.6	21

Note. † = Information suppressed due to frequency fewer than 5. Risk level as per Static Factors Assessment at release. Based on women in the *Community Supervision* cohort, *N* = 753.

^a Percentage of women granted a discretionary release per group, of low risk women, *n* = 280. ^b Percentage of women granted a discretionary release, of medium risk women, *n* = 328. ^c Percentage of women granted a discretionary release, of high risk women, *n* = 145.

Differences in Application of Residency Conditions

Men. As per Table 35, over one third of men on statutory release from most groups had a residency condition, except those identifying as Chinese, Filipino, Southeast Asian (20.0%) or ‘Other’ ethnocultural identities (29.4%). A higher proportion of Indigenous (44.3%), South Asian (46.3%) and Black men (41.3%) had residency conditions in comparison with White men (36.9%).

Table 35

Residency conditions among men on statutory release, by ethnocultural group

	Residency Condition	
	%	<i>n</i>
Arab/ West Asian	35.4	28
Black	41.3	198
Chinese	†	†
Filipino	†	†
Latin American	35.6	21
South Asian	46.3	19
Southeast Asian	20.0	13
Other	29.4	15
Indigenous	44.3	590
White	36.9	7

Note. † = Information suppressed due to frequency fewer than 5. Based on number of men in the *Community Supervision* cohort on statutory release, *n* = 4,807.

Women. Of women on statutory release, Indigenous women were most likely to have a residency condition (36.6%), followed by White women (25.0%). Black women and women from ‘Other’ ethnocultural groups were unlikely to have a residency condition (fewer than five women from either group had a residency condition, thus exact figures were suppressed).

Differences in Community Employment

Men. As seen in Table 36, over half of men from almost all ethnocultural groups began a period of community employment within 8 months of release, except Indigenous men, of whom 46.7% were employed in the same timeframe. The highest rates of community employment were for men identifying as Southeast Asian, South Asian, Filipino, Arab/West Asian, and Chinese, with employment rates of over 70%. Of men with a period of community employment, less than half of men from any ethnocultural group had a placement flag on file indicating CSC’s Community Employment Services support in obtaining such employment. Filipino men were most likely to have a placement flag at just over 40%, followed by White and Indigenous men, at just over 35%. South Asian, Southeast Asian, and Chinese men were the least likely to have a placement flag with just over one fifth of men per group with one on file.

Table 36

Community employment within 8 months of release among men by group

	Employment		Placement Flag ^a	
	%	<i>n</i>	%	<i>n</i>
Arab/ West Asian	74.7	124	26.6	33
Black	62.7	522	32.0	167
Chinese	74.4	32	21.9	7
Filipino	75.0	21	42.9	9
Latin American	63.0	75	33.3	25
South Asian	76.0	79	20.3	16
Southeast Asian	79.4	135	21.5	29
Other	67.9	72	34.7	25
Indigenous	46.7	901	35.7	322
White	62.0	3,320	36.5	1,211

Note. Based on men in the *Community Supervision* cohort, *n* = 8,858. Percentages reflect periods of employment started within 8 months of release.

^a Of those with community employment, *n* = 5,281.

According to Table C7 in Appendix C, the majority of unemployed men across groups, for whom search statuses were available,⁶⁴ were looking for work upon release (except for Filipino men; exact figures were suppressed). Rates did not vary widely across groups, although it was more common for unemployed men from ethnocultural groups to be looking for employment than White men (58.5%). Unemployed Indigenous men were most likely to be searching for work (73.2%), followed by Chinese (71.4%), ‘Other’ ethnocultural (70.8%) and South Asian men (70.6%).⁶⁵

Table 37 displays the percentages of groups with at least one positive, neutral, and negative employment outcome. As can be seen in Table 37, Chinese men were the most likely to have at least one positive community employment outcome at 62.5%, followed by men identifying as Filipino, ‘Other’ ethnocultural identities, Arab/West Asian, and South Asian men,

⁶⁴ Employment search status was missing for 21.2% of men who were not employed in the community, *n* = 757.

⁶⁵ Notably, only five unemployed Chinese men were searching for employment, although this accounted for a large percentage.

at over 40%.⁶⁶ Indigenous men were least likely to have a positive employment outcome (29.1%) and most likely to have a negative outcome (over 50%) while employed in the community, with similar trends observed among Black men (35.4% had a positive outcome and 41.0% had a negative outcome). Latin American, Arab/West Asian, South Asian, and Southeast Asian men were among the least likely to have a negative employment outcome, at around one quarter.

Table 37

Community employment outcomes among men, by group

	Any Positive Outcome		Any Neutral Outcome		Any Negative Outcome	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Arab/West Asian	46.0	57	34.7	43	26.6	33
Black	35.4	185	38.7	202	41.0	214
Chinese	62.5	20	31.3	10	18.8	6
Filipino	47.6	10	33.3	7	†	†
Latin American	37.3	28	33.3	25	29.3	22
South Asian	43.0	34	26.6	21	26.6	21
Southeast Asian	36.3	49	25.9	35	25.2	34
Other	45.8	33	27.8	20	38.9	28
Indigenous	29.1	262	28.4	256	53.8	485
White	36.1	1,199	30.6	1,015	39.9	1,326

Note. † = Information suppressed due to frequency fewer than 5. Based on men in the *Community Supervision* cohort with a period of employment begun within 8 months of release, *n* = 5,281. One person can experience multiple outcomes if they have multiple periods of employment. Outcome data tracked until data extraction date, June 8, 2020.

Women. As per Table 38, approximately 40% to 60% of women across ethnocultural groups had started a period of employment during the first 8 months of their release. Women within ‘Other’ ethnocultural groups were most likely to be employed in the community (61.1%), followed by White (55.9%), Black (47.9%), and Indigenous (41.6%) women. Of those employed, White women were most likely to have a placement flag (43.4%), indicating the use of CSC Community Employment Services to assist with a job placement. This was followed by

⁶⁶ Where the employment began within 8 months of release, employment outcomes occurred up to data extraction (June 8, 2020).

Indigenous women (35.6%). Comparable proportions of Black and ‘Other’ ethnocultural women had a placement flag (30.4% and 30.3%, respectively).

Table 38

Community employment within 8 months of release among women by group

	Employment		Placement Flag ^a	
	%	<i>n</i>	%	<i>n</i>
Black	47.9	23	30.4	7
Other	61.1	33	30.3	10
Indigenous	41.6	101	35.6	36
White	55.9	228	43.4	99

Note. Based on women in the *Community Supervision* cohort, *n* = 753. Percentages reflect periods of employment started within 8 months of release.

^a Of those with community employment, *n* = 385.

Of those not employed with employment search statuses available,⁶⁷ Table C8 in Appendix C shows that 61.8% to 66.7% of women from all groups were searching for employment.

Information regarding the outcome of employment information was examined for women employed in the community. As seen in Table 39, White women were the most likely to have a positive employment outcome while in the community (37.3%), followed by ‘Other’ ethnocultural (30.3%), Indigenous (25.7%), and Black women (21.7%). Just under half of Indigenous women (49.5%) had a negative employment outcome while in the community, as compared with approximately one third of Black and ‘Other’ ethnocultural women and 29.0% of White women. Black and ‘Other’ ethnocultural women were most likely to have a neutral outcome while in the community (60.9% and 54.6%, respectively).

⁶⁷ Employment search status was missing for 18.8% of women who were not employed in the community, *n* = 69.

Table 39

Community employment outcomes for women by group

	Any Positive Outcome		Any Neutral Outcome		Any Negative Outcome	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Black	21.7	5	60.9	14	34.8	8
Other	30.3	10	54.6	18	30.3	10
Indigenous	25.7	26	30.7	31	49.5	50
White	37.3	85	38.2	87	29.0	66

Note. Based on women in the *Community Supervision* cohort with a period of employment beginning within 8 months of release, *n* = 385. One person can experience multiple outcomes if they have multiple periods of employment. Outcome data tracked until data extraction date, June 8, 2020.

Differences in Program Participation

Men. Maintenance programs were primarily available to offenders who completed a main institutional or community program (CSC, 2015c, 2018c). As evident in Table 40, rates of enrollment were highest among Indigenous, ‘Other’ ethnocultural and White men at over 40%. The remaining groups had comparable levels of enrollment, ranging from 25.0% to 35.1%. A notable exception is Chinese men, who were unlikely to enroll in a maintenance program while in the community (less than five enrolled; exact figures were suppressed). The proportion of men across ethnocultural groups who completed at least one maintenance program was high, with over two thirds of men from any group having a completion. South Asian, Southeast Asian, Filipino and ‘Other’ ethnocultural men were most likely to complete at least one maintenance program, while Indigenous offenders were least likely to complete a maintenance program.

Table 40

Enrollments and completions of at least one community maintenance program among men by group

	Enrollment		Completion ^a	
	%	<i>n</i>	%	<i>n</i>
Arab/ West Asian	28.9	48	70.8	34
Black	35.1	292	70.2	205
Chinese	†	†	†	†
Filipino	25.0	7	85.7	6
Latin American	31.9	38	73.7	28
South Asian	27.9	29	89.7	26
Southeast Asian	27.1	46	87.0	40
Other	45.3	48	81.3	39
Indigenous	54.1	1,044	66.5	694
White	42.8	2,292	75.9	1,741

Note. † = Information suppressed due to frequency fewer than 5. Based on men in the *Community Supervision* cohort, *N* = 8,858. Enrollments within 8 months of releases into the community are reflected.

^a Of men who enrolled within 8 months of release, *n* = 3,848.

Women. Women's self-management programs in the community are available to those who have completed moderate or high intensity programs, although additional women may also participate (e.g., for women whose dynamic factors assessment rating has been recently elevated to moderate or high; see CSC, 2018c). Table 41 provides detailed results regarding women's enrollments and completions of the self-management program while in the community. Notably, Indigenous and White women were most likely to enroll within the first 8 months of community release (68.3% and 61.3%, respectively), whereas approximately half of Black and 'Other' ethnocultural women were enrolled. Of those enrolled in a self-management program, two thirds or more of women from all groups completed the program.⁶⁸ Black women were least likely to complete a self-management program (69.6%), while White women were most likely to complete the program (84.8%), followed by 'Other' ethnocultural women (82.1%).

⁶⁸ Program outcomes reflect any outcome to a program started within 8 months of release up to data extraction date. (June 8, 2020).

Table 41

Enrollments and completions of at least one self-management program in the community among women by group

	Enrollment		Completion ^a	
	%	<i>n</i>	%	<i>n</i>
Black	47.9	23	69.6	16
Other	51.9	28	82.1	23
Indigenous	68.3	166	73.5	122
White	61.3	250	84.8	212

Note. Based on women in the *Community Supervision* cohort, $N = 753$. Enrollments within 8 months of release are reflected.

^aOf women who enrolled within 8 months of release, $n = 467$.

Differences in Release Outcomes

Men. The percentage of men offenders who had a revocation while in the community was examined by release type (discretionary or non-discretionary) across ethnocultural groups.⁶⁹ Due to low base rates of returns to custody, ethnocultural groups were further collapsed. Here, the category for ‘Other’ ethnocultural men represented all groups with the exception of Black, Indigenous, and White offenders.⁷⁰

As evident in Table 42, revocation rates within the first 8 months of release were lower across all groups on discretionary release than for non-discretionary release. Indigenous men had the highest rates of revocations within the first 8 months of discretionary and non-discretionary release. Black men and men from ‘Other’ ethnocultural groups were least likely to have a revocation on either discretionary or non-discretionary release within 8 months.

⁶⁹ Analyses of release outcomes removed from the sample those with return types listed as revoked with outstanding charge, conditional release inoperative or termination of conditional release ($n = 427$ men excluded).

⁷⁰ The ‘Other’ ethnocultural category for men included Arab/West Asian, Chinese, Filipino, Latin American, South Asian, Southeast Asian, Korean, Japanese, multiracial/ethnic, other, unable to specify, and unknown.

Table 42

Revocation rates in the first 8 months of release across release type among men by group

	Discretionary Release		Non-Discretionary Release	
	%	<i>n</i>	%	<i>n</i>
Black	6.7	23	23.2	105
Other	3.2	13	14.8	45
Indigenous	15.2	87	44.5	539
White	8.7	227	28.4	714

Note. Based on men in the *Community Supervision* cohort with valid outcome data, *n* = 8,431. Excludes 4.8% of men with invalid return types, including revoked with outstanding charge, conditional release inoperative or termination of conditional release, *n* = 427.

Furthermore, as per Table 43, rates of re-offending during the first 8 months of conditional release were less than 10% across all groups. As with revocations, rates were lower among men with discretionary releases than non-discretionary releases. For those on a non-discretionary release, rates of re-offending among those released ranged from 2.6% of ‘Other’ ethnocultural men to 8.8% of Indigenous men.

Table 43

Rates of revocation with new offence in the first 8 months of release across release type among men by group

	Discretionary Release		Non-Discretionary Release	
	%	<i>n</i>	%	<i>n</i>
Black	†	†	4.2	19
Other	†	†	2.6	8
Indigenous	1.9	11	8.8	107
White	1.0	27	5.9	148

Note. † = Information suppressed due to frequency fewer than 5. Based on men in the *Community Supervision* cohort with valid outcome data, *n* = 8,431. Excludes 4.8% of men with invalid return types, including revoked with outstanding charge, conditional release inoperative or termination of conditional release, *n* = 427.

The mean number of days spent in the community of a possible 243 days among those with a return to custody (with or without offence) did not vary considerably by group.

Indigenous men returned to custody slightly sooner than the other groups with a mean of 145

days from release to return to custody. ‘Other’ ethnocultural men had the longest mean number of days of release prior to return to custody with a mean of 162 days. See Table C9 in Appendix C for detailed results.

Women. The percentage of women offenders who had their conditional release revoked within the first 8 months of community release was examined by release type (discretionary or non-discretionary release) across ethnocultural groups.⁷¹ Overall, women who were released on discretionary release were less likely to experience a return to custody within 8 months of release as compared to those with non-discretionary release. As per Table 44, Black women and women from ‘Other’ ethnocultural groups were unlikely to have a revocation during the first 8 months in the community, with fewer than five women in either group experiencing this outcome. Indigenous women released on either discretionary or non-discretionary release were most likely to have a revocation within 8 months, followed by White women.

Table 44

Revocation rates in the first 8 months of release across release type among women by group

	Discretionary Release		Non-Discretionary Release	
	%	<i>n</i>	%	<i>n</i>
Black	†	†	†	†
Other	†	†	†	†
Indigenous	16.3	23	45.9	45
White	8.7	25	23.5	27

Note. † = Information suppressed due to frequency fewer than 5. Based on women in the *Community Supervision* cohort with valid outcome data, *n* = 744. Excludes 1.2% of women with invalid return types, including revoked with outstanding charge, conditional release inoperative or termination of conditional release, *n* = 9.

As per Table 45, no women identifying as Black or ‘Other’ ethnocultural experienced a new offence within 8 months of release, as compared with 1.5% of White women and 7.1% of Indigenous women (the low base rate prohibited analyses by release type).

⁷¹ Release outcomes excluded those with return types listed as revoked with outstanding charge, conditional release inoperative or termination of conditional release (*n* = 9 women excluded).

Table 45

Rates of revocation with a new offence within 8 months of release among women by group

	Any Release Type	
	%	<i>n</i>
Black	0.0	0
Other	0.0	0
Indigenous	7.1	17
White	1.5	6

Note. Based on women in the *Community Supervision* sample with valid outcome data, $n = 744$. Excludes 1.2% of women with invalid return types, including revoked with outstanding charge, conditional release inoperative or termination of conditional release, $n = 9$.

As per Table C10 in Appendix C, the mean number of days spent in the community of a possible 243 days, among those with any return to custody, was comparable for White women (153 days) and Indigenous women (155 days). As fewer than five Black or ‘Other’ ethnocultural women had a return to custody during the timeframe, mean days were suppressed.

Study 3: Community Supervision Indicators – Discussion

As with *Study 2: Admission Profile and In-Custody Indicators*, *Study 3* examined differences in community supervision indicators of ethnocultural offenders as compared with White offenders. Results for Indigenous offenders were presented for completeness. The discussion that follows is limited to a selection of the key results and directions for future research.

Primary Conclusions

Descriptive overview, discretionary release and residency conditions

The ethnocultural groups in this study's community supervision cohort comprised a similar portion of men and women as in *Study 2*'s admission cohort. However, among men in this study, the Indigenous group was considerably smaller. Moreover, it was less common for men to be serving indeterminate sentences in the release cohort than in the admission cohort, demonstrating that those sentenced to indeterminate sentences tended to accumulate in the in-custody offender population.⁷² This has particular implications for several groups of men from *Study 2* who were comparably or more likely to be sentenced to indeterminate sentences than White men including Arab/West Asian, Black, Latin American, Southeast Asian, 'Other' ethnocultural and Indigenous men. Furthermore, ethnocultural men were serving sentences that were generally equal to or longer than those of White men, which was similar to the trends observed in *Study 2*. In terms of risk profiles at release, the percentages of Black and White men rated as high risk as per the SFA were among the highest, although these ratings were similar for both groups at just under 43%. Black men were slightly less likely to be rated as high need at release than White men. Otherwise, ethnocultural men were less likely to have high risk or high need ratings than White men, and more likely to have low risk or low need ratings, which was again similar to the trends observed in *Study 2*. Indigenous men had the lowest percentage of men rated as low risk or low need at release, and the highest percentage of men rated as high risk

⁷² Indeterminate sentences include life sentences for the commission of violent offences (including murder) and life sentences for offenders who are designated by the court under s. 753 of the *Criminal Code* as "Dangerous Offenders" for being convicted of a violent (including sexual) offence, where the offender must remain in custody until the PBC determines that they are no longer a danger to the community (Johnson & Grant, 2015). While offenders serving an indeterminate sentence may not be incarcerated for their entire lives, they will remain under sentence, subject to supervision by CSC for the rest of their lives.

or high need. In terms of security levels, Black men were more likely than men of all other groups to be released from medium or maximum security institutions.

As for women, the composition and descriptive overview of the community supervision cohort was similar to that of the admission cohort in *Study 2*. For instance, Black women in the release cohort were serving the longest determinate sentences, and a greater percentage of Black and ‘Other’ ethnocultural women were released from minimum security institutions than White women. These women were also more likely to be rated as low risk or low need at release than White women. Although the majority of Indigenous women were released from minimum security institutions, this was lower than the percentage observed for the other groups of women. Furthermore, Indigenous women were typically rated as medium or high risk and need at release. This was comparable to the results from the admission cohort.

Further results for men showed that for all groups, discretionary release rates were highest among offenders rated as low risk on the SFA, followed by those rated as medium risk. This suggests that for all groups, the most suitable candidates for release were more likely to be granted a period of discretionary release (i.e. low risk offenders). Among men, most ethnocultural groups had discretionary release rates that were comparable to or higher than those of White men, with notable exceptions observed among Black and Indigenous men, who had lower rates of discretionary release. Notably, the lower rates of discretionary release, combined with the longer sentence lengths observed in both the admission and release cohorts, may be contribute to the overrepresentation of both Black and Indigenous men in CSC’s population. There was also considerable variation for groups when discretionary releases were examined by risk level that were not reflected in the overall trends. For instance, despite Chinese, South Asian and Southeast Asian men having among the highest overall percentages of discretionary release, low risk men within these groups had lower discretionary release rates than low risk White men by 10 percentage points or greater. Furthermore, among medium risk men, those identifying as Black, Arab/West Asian, and as ‘Other’ ethnocultural identities had lower rates of discretionary release compared to White men, by as much as 10% or greater.

For women, discretionary release rates were comparable between ‘Other’ ethnocultural women and White women, and highest among Black women. Indigenous women had the lowest overall rates of discretionary release. Low risk women (as per the SFA at release) from any group were most likely to be granted discretionary release, and high risk women were the least

likely; again, this suggests that overall, suitable candidates were most likely to be granted discretionary release. However, there were notable trends by risk level, although the small sample sizes mean that trends may be sample-specific. In particular, medium risk women of ‘Other’ ethnocultural identities were considerably less likely to be granted discretionary release than women of any other group (less than half of medium risk women of ‘Other’ ethnocultural identities were granted discretionary release as compared with almost two thirds of White women).

Finally, residency conditions on statutory release were also considered. Recall that such conditions are imposed on offenders who are believed to otherwise be at risk of committing a Schedule I offence or criminal organization offences prior to sentence expiration. Less than half of men from any group on statutory release had such a condition, including low rates (less than one fifth) of men identifying as Chinese, Filipino or Southeast Asian; however rates were highest among Black and South Asian men (over 40% for these groups, as compared with 36.9% of White men). Among women, residency conditions on statutory release were uncommon for ethnocultural women, although imposed for one quarter of White women and for over one third of Indigenous women.

Future research on discretionary release rates and the application of residency conditions on statutory release should explore the observed differences in trends by risk level, including the role of program participation, Parole Officer recommendations, and release plans, as well as any correlations with index offences. Additional factors should be explored to explain differences in the application of the residency condition, including offence severity and types, as well as previous experiences on community supervision.

Community employment

Community employment results for men were largely encouraging: rates of community employment within 8 months of release among ethnocultural men were comparable to or greater than those of White men, as was the percentage of those experiencing at least one positive employment outcome in the study follow-up. However, Indigenous men were considerably less likely to have at least one period of community employment within 8 months of release, less likely to have at least one positive outcome, and more likely to have at least one negative employment outcome. While community employment is a component of successful reintegration for some offenders in terms of earning a legitimate income and engaging in prosocial activities

(Latessa, 2012), not all offenders will seek employment upon release, for instance, if of retirement age, participating in other activities (e.g., education upgrades, correctional program participation), for health reasons, or due to parental or other caretaking responsibilities. However, it was more common for unemployed Indigenous men and ethnocultural men (except for Filipino men) to be searching for work than for unemployed White men. Notably, the groups with the lowest percentage of unemployed men searching for work (i.e. Filipino and White men) also had the highest percentages with a placement flag. A placement flag indicated that the work of those employed was obtained with the assistance of CSC's Community Employment Services. Conversely, those with the highest percentages searching for work also had the lowest percentages with a placement flag (i.e. Chinese and South Asian men). As such, it is possible that greater uptake of these services had a beneficial effect for those who used this resource, and could further assist ethnocultural men in securing community employment.

In contrast, the results for women, and in particular for ethnocultural women, were less encouraging. Women of 'Other' ethnocultural identities had the highest percentages of at least one period of community employment within 8 months of release, yet they were less likely than White women to have a positive employment outcome. Furthermore, less than half of Black or Indigenous women had a period of community employment, and these women were less likely to have a positive employment outcome than were White women. Also, unemployed Black and Indigenous women were most likely to be searching for work, although for Indigenous women, this was comparable to the percentages of 'Other' ethnocultural and White women. Job placement flags were highest among White women, and lowest among Black and 'Other' ethnocultural women, at under one third. These results suggest that 'Other' ethnocultural women were largely successful in securing their employment independently, and that increased use of services among Black and Indigenous women may help to address the higher rates of unemployed women among those seeking employment. Evidently, community employment outcomes represent an area of need for Black and 'Other' ethnocultural women, given the difficulties observed among Black women in obtaining community employment and among Black and 'Other' ethnocultural women in terms of less positive employment outcomes. Therefore, this represents a potential area where CSC could further explore the factors impacting the outcomes and identify strategies to improve, in terms of assistance provided pre- and post-release to prepare these women for community employment.

Overall, the community employment results warrant further attention in future research for both men and women, particularly as observed results in this study contradicted those from *Study 2*. Ethnocultural men in *Study 2* (excluding Filipino and Latin American men) demonstrated greater needs in the Employment/Education domain of the DFIA-R than did White men, but attained greater community employment success. Conversely, Black and ‘Other’ ethnocultural women were less likely to be rated as having a moderate or high need in this domain but incurred some challenges in the community. Research could explore the accounts of ethnocultural men and women regarding the factors contributing to successes and challenges in job attainment and maintenance, including the contributions of institutional and community employment initiatives, such as interventions and services through the employment and employability programs both pre- and post-release.

Program participation

Participation rates in community maintenance programs tended to be lower for ethnocultural men than for White men (with the exception of ‘Other’ ethnocultural men, who had slightly higher enrollments). This may be due to lower program eligibility: if men are not required to take a main institutional program while in custody (as observed by the lower eligibility for men from most ethnocultural groups in *Study 2*), it is also less likely they would be required to take a community maintenance program. Indigenous men were most likely to enroll in a community maintenance program, and despite two thirds of Indigenous men completing such a program, this was the lowest completion rate observed. Among men identifying as Filipino, Latin American, South Asian, Southeast Asian, and ‘Other’ ethnocultural identities, rates of completion of community maintenance programs was generally comparable to or higher than that of White men. Rates were slightly lower among Black and Arab/West Asian men at approximately 70% each. Reasons for lower completion rates among these groups should be further explored, particularly of any barriers in the community that may prevent the successful completion of maintenance programs.

Women’s participation in self-management programs in the community within 8 months of release was examined, which are offered to women who have completed a moderate or high intensity program in custody. Black and ‘Other’ ethnocultural women were the least likely to enroll, which is again unsurprising given *Study 2* results demonstrated that these women were the least likely to be eligible for and enroll in moderate or high intensity correctional programs in

custody. However, while ‘Other’ ethnocultural women were comparably likely to complete a community program if enrolled as White women, Black women were least likely to complete such a program (although completion rates remained at over two thirds). Indigenous women were most likely to enroll in a self-management program and less likely to complete the program as compared to White or ‘Other’ ethnocultural women. The lower participation in community self-management programs, in particular for Black women, who also demonstrated lower community employment participation, should be further explored to identify any potential barriers.

Release outcomes

Low base rates of revocations and revocations with offence required the categories for men to be collapsed. Therefore, the categories of men examined for these analyses were Black, ‘Other’ ethnocultural identities, Indigenous and White. For all groups, the percentage of revocations and revocations with an offence within 8 months of release were lower for those on discretionary release than for those on non-discretionary release. Furthermore, Black and ‘Other’ ethnocultural men had comparable or better release outcomes (i.e. lower percentages with revocations or revocations with an offence) for both release types than White men. Indigenous men had the highest percentages of revocations and revocations with an offence, for both discretionary and non-discretionary releases.

Among women, fewer than five Black or ‘Other’ ethnocultural women experienced a revocation, and no Black or ‘Other’ ethnocultural women experienced a revocation with an offence within 8 months of release. This was lower than the rates observed for White women. Indigenous women, however, had the highest percentages of revocations for both discretionary and non-discretionary releases, as well as the highest percentages of revocation with an offence for any release type. White and Indigenous women on discretionary release had lower percentages of revocations than those on non-discretionary release (the base rates of revocations were too small to permit similar analyses for Black and ‘Other’ ethnocultural women). For both men and women, these results suggest that in general, those released on discretionary release were better candidates for release than those on non-discretionary release.

Notably, these findings of post release success among Black and other ethnocultural groups is largely consistent with previous research, including a 2019 study on recidivism rates among Canadian federal offenders. Further, while the OCI (2013) did not disaggregate findings

by gender, its 2013 report on Black offenders in CSC also found better release outcomes for Black offenders (as compared with the total population) despite some unfavourable institutional outcomes, and posited that this may indicate resiliency among those from Black communities and experiences of “protective cultural factors” (p.25) post release. Further, a 2019 study on factors associated with successful release found that men and women rated as having higher reintegration levels at release (as well as higher motivation at release and accountability at intake for Indigenous and non-Indigenous men), at least one visitor in the institution and a period of community employment were more likely to be successful for at least 6 months in the community. This may help to explain the more positive release outcomes among ethnocultural groups, given the general tendency for more positive admission profiles, higher participation in visits for most groups, and higher participation in community employment (among men from ethnocultural groups). Future research should continue to explore the factors that contribute to post-release success by ethnocultural group, including analyses by risk level, given the differences observed in the discretionary release trends.

Overall, results from the *Study 3* present differences on key community supervision indicators for ethnocultural groups, where some may warrant further attention. As with *Study 2*, although not the primary focus of the report, notable trends were observed for Indigenous men and women. These groups had higher risk and need ratings at release and were less likely to be granted discretionary release (overall and by risk level, except for high risk Indigenous women who were more likely than high risk White women to be granted a discretionary release). Indigenous men and women were also more likely to have a residency condition applied to a period of statutory release. With respect to community programs, although Indigenous men were more likely to enroll in a community maintenance program, those who enrolled were less likely to complete one. A similar trend was observed for Indigenous women regarding community self-management programs. Finally, with respect to release, revocation outcomes were higher for Indigenous men than for White men, particularly those on non-discretionary release. Although rates of revocation with offences were also higher for Indigenous men than White men, these differences were not as notable. Similarly for Indigenous women a greater difference was observed for revocation outcomes than revocation with offence outcomes in comparison with White women. Encouragingly, Indigenous men released on discretionary releases had lower revocations or revocations with offences than those released on non-discretionary release. While

this was also true for Indigenous women regarding revocations, low base rates in revocations with offences among Black and 'Other' ethnocultural women precluded such analyses comparing rates of revocations with offence on discretionary versus non-discretionary release.

General Discussion

The purpose of the present report was to provide a comprehensive and updated overview of the profiles and outcomes of various correctional indicators for ethnocultural offenders under CSC custody, through three distinct yet interconnected studies. Briefly, *Study 1* examined population and diversity trends among men and women offenders from the end of Fiscal Years 2009/2010 to 2019/2020. This included a comparison of the proportion of each ethnocultural group in the correctional population to their proportion in the Canadian general population in 2016. *Study 2* analyzed the profiles and outcomes of in-custody indicators for all federally sentenced offenders admitted to CSC custody between April 1, 2016 and September 30, 2018. Some outcomes, such as those for temporary absences and participation in correctional programs, were examined prior to DPED. Finally, *Study 3* explored the outcomes of community supervision indicators for offenders on their first term releases from April 1, 2015 to March 31, 2017, with a fixed follow-up period of 8 months. Data in *Study 2* and *Study 3* were examined by ethnocultural group, disaggregating by gender.

Collectively, these studies demonstrated a vast array of outcomes for ethnocultural groups. *Study 1* provided important context for interpreting these results, by demonstrating the growth of many groups of men offenders with ethnocultural identities over the past decade, contrasting with the observed decline of White men offenders. Declines were also observed for Chinese men and ‘Other’ ethnocultural men. As for women offenders, all groups experienced growth, most notably Indigenous women. Although many ethnocultural groups experienced growth, representation in CSC custody and under community supervision was not disproportionate to representation in the Canadian public for most groups. However, in some cases where overrepresentation occurred, it was notable. This was true for Indigenous men and women, as well as Black men and women. Southeast Asian men were also overrepresented, though to a lesser extent. Overall, *Study 1* results confirmed the diversity in CSC’s offender population, and reiterated the overrepresentation of some groups. These results serve to reinforce the importance of ensuring that CSC policies, procedures and practices continue to be suitable for a diverse offender population..

Study 2 and *Study 3* provided a preliminary look at a wide range of admission profile and

correctional indicators, including those in-custody and under community supervision.⁷³ These studies provided an update on the outcomes of ethnocultural groups to some indicators examined in previous research (e.g., admission profile indicators as explored in Gottschall, 2012), and offered a preliminary look at other indicators for these groups (e.g., visitations and temporary absences). Correctional indicators were selected that were thought to be informative of one's correctional experience, and could be evaluated using administrative data. Overall, the results demonstrated a high degree of fluctuations in outcomes. Readers are referred to *Study 2: Discussion* and *Study 3: Discussion* for implications of specific results by indicator.

In short, results varied among ethnocultural groups across the indicators. This was particularly notable in the results for men, in part due to the greater number of ethnocultural groups examined. For instance, Arab/West Asian, Black, Latin American, South Asian and 'Other' ethnocultural men were more likely to experience an institutional charge in-custody than White men, while Chinese, Filipino and Southeast Asian men were less likely. Furthermore, Black, Southeast Asian, and 'Other' ethnocultural men were more likely than White men to have a residency condition imposed upon a period of statutory release, while the remaining groups were less likely. Indeed, even where all ethnocultural groups had differing results on a given indicator than White offenders, the extent of the differences fluctuated greatly. For example, although women with both Black and 'Other' ethnocultural identities were more likely than White women to experience an override to a lower initial security placement than was recommended by the CRS, this occurred for 17.9% of 'Other' ethnocultural women as compared with 37.0% of Black women. Further, variations by indicator meant that a group may have experienced a positive result on one indicator, but less positive results on another. For instance, Chinese men had positive results on institutional adjustment indicators as well as community employment indicators; but had less positive results on other areas, such as a high prevalence of responsivity issues, and low rates of in-custody program enrollments and completions by DPED. These observations support the disaggregation of results of other research studies into smaller groups where possible, as trends were not uniform across or within ethnocultural groups examined.

⁷³ Readers are referred to Greco et al. (2021) for a qualitative study of ethnocultural offender experiences in correctional programs and services.

With respect to results for the groups overrepresented in the offender population of CSC as compared with the Canadian public – that is, Black and Indigenous men and women and Southeast Asian men consistent with observations from previous reports (e.g., Gottschall, 2012), Black men experienced differential outcomes on a number of indicators. For instance, they were more likely to have lower ratings on measures of reintegration potential, motivation, accountability, and engagement than White men, or of men from several other ethnocultural groups. Black men were also among the most likely to be flagged as having an STG affiliation, placed in maximum security institutions, and involved in institutional charges. Also, while comparable to the results for White men, Black men had a lower mean number of visitors and the lowest proportion with a temporary absence. For conditional release, Black men were more likely than men of all other groups to be released from medium or maximum security institutions, and less likely to be granted discretionary release. They were among the most likely to have a residency condition imposed on a period of statutory release.

These findings were somewhat in contrast to some encouraging in-custody and community results. For instance, Black men had comparable or slightly higher proportions with education achievements or credits, participation in CSC employment assignments other than CORCAN, and vocational certification by DPED than White men. Furthermore, in-custody correctional program participation by DPED was comparable or better among Black men. In the community, Black men also had comparable or lower percentages of revocations or revocations with offence as White men, as well as comparable participation in community employment.

With respect to Black women offenders, it was found that they had lower risk and need ratings than White women, and a lower prevalence of moderate or high needs across DFIA-R domains. They were also found to have a lower involvement in institutional incidents and charges than White women, as well as greater participation in temporary absences, education, vocational certification and employment in CSC areas other than CORCAN. The positive findings on admission profiles and in-custody results continued with generally positive findings on community supervision indicators. When compared to White women, Black women had higher rates of discretionary release, lower proportions with residency conditions applied to statutory release, and were less likely to have a revocation or revocation with offence on either discretionary or non-discretionary release within 8 months. However, similar to the results for Black men offenders, Black women, experienced a higher percentage of first incident subtypes

classified as behaviour related. Further, Black women had lower enrollments among those eligible for moderate or high intensity correctional programs by DPED, although a higher completion rate by DPED among those enrolled. Institutional and community employment findings also revealed some areas for attention, for instance further exploring employment assignment opportunities, which may include through CORCAN in the institution, as well as securing community employment opportunities. Notably, the results for Black women were substantially different from the results for Black men, reinforcing the importance of disaggregating data by gender when conducting research on ethnocultural groups.

Finally, Southeast Asian men, in contrast with the other groups of overrepresented men, had generally more positive intake assessments, including lower ratings of risk, need, and higher ratings of reintegration level, motivation and accountability than White men. Encouraging findings continued in-custody, with Southeast Asian men more likely to be placed in minimum security, and more likely to have a visitor, more temporary absences, education and CSC employment assignments other than CORCAN by DPED than White men. However, Southeast Asian men were also found to be more likely to have STG affiliations than White men, as well as more likely to be involved in an incident. They were also less likely to gain an employment assignment in CORCAN, and less likely to enroll in moderate or high intensity correctional programs by DPED (of those eligible), but comparably likely to complete one if enrolled. In the community, although Southeast Asian men were overall more likely than White men to be granted discretionary release, low risk Southeast Asian men were less likely to achieve this than low risk White men (in contrast, high risk Southeast Asian men were more likely to achieve this than high risk White men). Further, although Southeast Asian men were more likely to attain community employment within 8 months of release, they were also more likely to have a negative employment outcome than White men.

Implications of the Research

The fluctuations in the observed trends between groups and across indicators, as well as the vastly different results for men and women, make overall trends difficult to establish. These results contribute to CSC's understanding of the heterogeneity within its offender population, and the implications of such on admission profile indicators, and in-custody and community supervision outcomes. In general, this line of research has the potential to benefit corrections overall by permitting CSC to ensure the best support for a diverse offender population.

Although not the primary focus of the report, the results for Indigenous men and women also have implications for CSC policy, practices, and procedures. This is a unique offender sub-population, given their experiences and social histories in Canadian society, including their lived experiences of Canada's colonialism and its legacies, as well as systemic racism and discrimination (Bombay et al., 2020; Bracken et al., 2009; Caldwell & Sinha, 2020; Chartrand, 2019; McKenzie et al., 2016; Wesley, 2012; Ontario Human Rights Commission, 2005). Further contextualization is required to interpret the meaning of such results effectively, given the unique histories and needs of Indigenous groups, and the unique efforts made by CSC with respect to this group (CSC, 2013a, 2013c, 2013d). Nevertheless, the results of the current research suggest that continued efforts are required to assist Indigenous offenders in achieving successful reintegration. As noted earlier, differences in correctional results between Indigenous and non-Indigenous offenders will be explored in more detail in separate research report.⁷⁴

The descriptive nature of this report did not permit an understanding of why results were observed, and as such can offer little in terms of concrete recommendations for actions in relation to the observed trends aside from identifying focused topics for future research. However, overall, the results of the present report, in association with the existing literature, reinforce the importance of better understanding offenders of diverse backgrounds in order to offer insight into the next steps to improve correctional outcomes across ethnocultural groups.

Limitations of the Research

As with all research, there are limitations to the studies of this report that should be acknowledged. First, as reiterated throughout the report, the current studies were limited to detecting group differences in indicators or outcomes. Future research exploring the areas of difference should investigate if such trends remain while controlling for additional explanatory variables. This would serve to better identify the causes of observed disparities and inform appropriate remedial actions.

A further limitation to the studies is the categorization of offenders. The purpose of this report was to examine the results of ethnocultural offenders (as per CSC's definition in effect from 2013 to 2021; that is, offenders with specific needs based on race, language, or culture). As

⁷⁴ R-461 (2022) Exploring the "Results Gaps" between Indigenous and Non-Indigenous Individuals Incarcerated in Canadian Federal Correctional Facilities (Correctional Service Canada, In publication).

a result, data in the current studies were disaggregated based on self-identification categories in OMS relating to racial (e.g., Black), ethnocultural (e.g., Arab, Hispanic), and place of origin (e.g., Southeast Asian) affiliations. Such categories are not mutually exclusive; however, offenders are limited to a single selection. The benefit of such categorization is that it broadly aligned with those conceptualized by Statistics Canada (2017c) of the Canadian general population for the most recent Census data. This permitted comparisons of the CSC offender population to that of the Canadian general population, as well as the ability to identify differences in ethnocultural offenders' profiles and correctional indicator outcomes in comparison with White offenders. However, this conceptualization has a number of limitations, primarily failing to reflect the multifaceted nature of a person's identity and, in turn, holding an assumption of group homogeneity that may be inaccurate or overstated. For example, if an offender identifies as both Black and South Asian, they may select either category or the multiracial/ethnic category. With any of these choices, the selection of a single category suppresses the multiplicity of the offender's identity and, subsequently, the ethnocultural diversity of the offender population is not accurately represented.

Furthermore, when group affiliations had less than 20 offenders, categories were merged into a single category to facilitate the analyses of data (see Table B1 and Table B2 in Appendix B for more details). While necessary to improve the reliability of observed trends in the data, this had the undesirable effect of conflating race with ethnicity or place of origin, which is not always accurate. For instance, offenders who self-identified as Black, Sub-Saharan African, or Caribbean were merged together into the 'Black' study category. Yet, this category typically refers to a racial identity or characteristic (Boatswain & Lalonde, 2000; Medina et al., 2019; Ontario Human Rights Commission, 2005), and incorporating ethnic identities within the category assumes that offenders who self-identify as African or Caribbean are, in fact, Black, and that offenders who belong to other groups (e.g., Latin American, Arab) are not. Furthermore, the catchall 'Black' category in OMS can itself also encompass offenders that differ in terms of ancestry, immigration status, citizenship, or culture (including religion and language) (Owusu-Bempah & Wortley, 2014). However, because these differences are concealed by the studies' categories, so too are the offenders' distinct needs, as well as differences in correctional indicators that may be more pronounced for some than for others within each category. Previous research has shown, for instance, that Black individuals of African descent differ from those of

Caribbean descent in terms of their involvement in crime and views toward the criminal justice system (Owusu-Bempah & Wortley, 2014). This intragroup difference may hold true for most categories conceptualized for the present studies, yet the correctional experiences of offenders in each category are presumed to be similar and comparable.

Finally, as Keown et al (2015) note in their earlier report on the social variable factors at intake for ethnocultural offenders, when interpreting the numerous informative patterns that emerge from such research, an important caution is necessary. Specifically, as Perlin and McClain (2009) argued, it is important not to assume that individuals are defined by their cultural background. In other words, simply because certain differences emerged between groups in this study, it would not be appropriate to assume that the underlying findings apply to all individuals in each ethnocultural group. Instead, it is always important to consider each offender's life experience and pre-incarceration background individually.

General Future Directions

The results from each study within this report can inform recommendations for future research, as detailed within each study's discussion section.

As previously expressed, each indicator explored within *Study 2* and *Study 3* could be the subject of more focused research to delve into the factors explaining differential outcomes observed for ethnocultural groups.

Furthermore, future research should explore the unique social history factors of various ethnocultural groups and their effect on offenders' involvement with the criminal justice system, as is acknowledged for Indigenous offenders (Keown et al., 2015). CSC (2013a) defines Indigenous social history as "the various circumstances that have affected the lives of Aboriginal people," including the effects of residential schools, family or community history of suicide, level (or lack) of formal education, experience with poverty, and loss of cultural/spiritual identity. Yet, social history factors are also important considerations for ethnocultural offenders. For example, those who self-identify as Black confront disparities in key areas important to criminal justice. They are more likely to face educational barriers, unemployment, poverty, victimization, and greater policing (Owusu-Bempah et al., 2021). Such inequities are important to acknowledge throughout correctional decision-making processes and service delivery to better address the needs of Black (and other ethnocultural) offenders; to allow for more targeted interventions; and to improve cultural competency skills among CSC staff (Bernard, 2016;

Keown et al., 2015). Such efforts could be important to improving the correctional experiences and outcomes for ethnocultural offenders.

Additionally, in conjunction with future studies, improvements to available data should be considered for ethnocultural groups to expand the range of feasible research questions. For instance, data is presently unreliable regarding the participation of ethnocultural offenders in ethnocultural services offered in institutions. Research on these services is of interest to determine both the frequency and effect of offenders' participation in services related to their ethnocultural identities. Such research could determine the association of such services with reintegration outcomes (as recommended by Senator Bernard [2016]). Improved data collection and access to social history factors of ethnocultural offenders could also improve the feasibility of research studies in this important area, as discussed above.

Conclusion

Overall, Canada is a multicultural society with a growing ethnocultural population, which is mirrored in CSC's offender population. Thus, research on ethnocultural offenders, particularly groups overrepresented in the correctional population should be conducted regularly. Such future research should also be mindful of the limitations outlined above, and should strive to categorize offenders in ways that better reflect the multifaceted nature of their identities and various pathways into the criminal justice system.

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Appendix A: Additional Tabular Results for Study 1

Table A1

Number of men in CSC custody or under CSC community supervision, end of Fiscal Year snapshots 2009/2010 to 2019/2020 by group

Group	2009/ 2010	2010/ 2011	2011/ 2012	2012/ 2013	2013/ 2014	2014/ 2015	2015/ 2016	2016/ 2017	2017/ 2018	2018/ 2019	2019/ 2020	Population Growth ^a (%)
Arab/West Asian	231	266	284	335	360	353	354	368	368	370	407	76
Black	1,564	1,731	1,779	1,875	1,916	1,922	1,811	1,753	1,718	1,714	1,934	24
Chinese	110	122	141	141	136	122	105	93	85	82	96	-13
Filipino	56	62	61	69	65	67	69	65	66	77	74	32
Latin American	182	206	189	225	242	241	233	238	236	258	249	37
South Asian	197	208	222	287	290	271	252	238	242	241	309	57
Southeast Asian	395	404	418	449	444	419	399	414	422	404	408	3
Other	364	369	398	210	209	221	211	211	213	230	250	-31
Indigenous	3,750	3988	4,163	4,492	4,513	4,655	4,825	4,907	5,111	5,425	5,539	48
White	13,941	13,994	13,765	13,653	13,582	13,317	12,978	12,733	12,449	12,092	11,810	-15
No Data	222	228	326	141	320	182	541	694	916	1,139	606	173

Note. Includes men serving provincial sentences with CSC, $n = 1,496$ from periods end of Fiscal Year 2009/2010 to end of Fiscal Year 2019/2020.

^a Formula for calculating population growth: $(2020 \text{ group } n - 2010 \text{ group } n) / 2010 \text{ group } n$.

Table A2

Number of women in CSC custody or under CSC community supervision, end of Fiscal Year snapshots 2009/2010 to 2019/2020 by group

Group	2009/ 2010	2010/ 2011	2011/ 2012	2012/ 2013	2013/ 2014	2014/ 2015	2015/ 2016	2016/ 2017	2017/ 2018	2018/ 2019	2019/ 2020	Population Growth ^a (%)
Black	79	93	100	106	99	75	87	83	88	88	92	16
Other	78	79	93	83	78	99	100	100	104	110	112	44
Indigenous	261	294	320	307	334	354	402	415	461	489	487	87
White	631	613	612	593	591	655	675	705	705	706	698	11
No Data	16	17	17	10	22	8	15	28	39	39	27	69

Note. Includes women serving provincial sentences with CSC, $n = 200$ from periods end of Fiscal Year 2009/2010 to end of Fiscal Year 2019/2020.

^a Formula for calculating population growth: $(2020 \text{ group } n - 2010 \text{ group } n) / 2010 \text{ group } n$.

Table A3

Group representation in CSC: In-custody and community supervised populations as compared with the Canadian public in 2016

Group	Canadian Public		In Custody ^a		Under Community Supervision ^b	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Men						
Arab/West Asian	2.4	409,900	1.6	218	1.8	136
Black	3.4	580,070	9.1	1,281	6.8	530
Chinese	4.4	746,400	0.3	45	0.8	60
Filipino	2.0	341,800	0.3	37	0.4	32
Latin American	1.3	215,460	1.1	155	1.0	78
South Asian	5.8	977,690	1.0	142	1.4	110
Southeast Asian	0.9	148,880	1.6	217	2.4	182
Other ^c	1.8	304,895	1.0	137	1.0	74
Indigenous	4.8	813,520	25.2	3,532	16.7	1,293
White	73.3	12,432,965	55.6	7,797	66.8	5,181
Women						
Black	3.5	618,475	5.5	38	8.4	49
Other ^d	19.1	3,331,015	6.8	47	9.1	53
Indigenous	4.9	860,265	36.1	251	25.9	151
White	72.5	12,678,735	49.8	346	56.3	329

Note. Canadian Public percentages reflect population estimates based on the 2016 census and offender percentages reflect the offender population at the end of Fiscal Year 2015/2016. Source for Canadian public data: Statistics Canada (2017). Source for offender data: CSC Corporate Reporting System-Modernized.

^a No ethnocultural group data was available for 3.3% of in custody men (*n* = 456) and 1.9% (*n* = 13) of in-custody women. ^b No ethnocultural group data was available for 1.1% of men under community supervision (*n* = 85), and 0.3% of women (*n* = 2). ^c For Canadian public data, 'Other' includes men identifying as Korean, Japanese, visible minority (not otherwise identified) and multiple visible minorities. For CSC data, 'Other' includes men identifying as Japanese, Korean, Multiracial/Ethnic, Other, Unable to specify, Unknown. ^d For Canadian public data, 'Other' includes women identifying as Arab, West Asian, Chinese, Filipino, Latin American, South Asian, Southeast Asian, Japanese, Korean, visible minority (not otherwise identified) and multiple visible minorities. For CSC data, 'Other' includes all women not included in the Black, White or Indigenous categories, with ethnocultural data available. See *Study 1: Introduction and Methods* for details.

Appendix B: Additional Tabular Results for Study 2

Table B1

Prevalence of OMS self-identification options in the admission profile cohort among men by study category

OMS Self-Identification Options by Study Category	Admission Profile	
	%	<i>n</i>
Arab/West Asian		
Arab	1.1	111
Arab/West Asian	0.7	77
Asian-West	0.1	14
Black		
Black	7.4	772
Caribbean	0.3	31
Sub-Saharan African	0.2	24
Chinese		
Chinese	0.4	41
Filipino		
Filipino	0.4	43
Latin American		
Hispanic	†	†
Latin American	1.2	128
South Asian		
Asian-South	0.6	63
East Indian	†	†
South Asian	0.4	44
Southeast Asian		
Asian-East and Southeast	1.2	120
Asiatic	†	†
Oceania	†	†
Southeast Asian	0.7	77
Other		
Japanese	0.1	5
Korean	0.1	6
Multiracial/ethnic	0.8	88
Other	0.1	9
Unable to Specify	0.1	8
Unknown	†	†

OMS Self-Identification Options by Study Category	Admission Profile	
	%	<i>n</i>
Indigenous		
Inuit	1.0	106
Metis	8.4	880
First Nations	18.0	1,880
White		
British Isles	†	†
European-Eastern	0.1	8
European-Northern	†	†
European-Southern	0.2	18
European-Western	0.1	6
White	56.2	5,882

Note. OMS = Offender Management System. † = information suppressed due to frequency fewer than 5. Percentages represent the OMS self-identification options among men within the *Admission Profile* cohort, of all men within the cohort with available ethnocultural data, *N* = 10,461. Subheadings are included for clarity to present the OMS options per study category.

Table B2

Prevalence of OMS self-identification options in the admission profile cohort among women by study category

Self-Identification Categories by Study Category	Admission Profile	
	%	<i>n</i>
Black		
Black	5.8	56
Caribbean	†	†
Sub-Saharan African	†	†
Other		
Arab	0.6	6
Arab/West Asian	†	†
Asian-East and Southeast	†	†
Asian-South	†	†
Asian-West	†	†
Chinese	1.0	10
Filipino	0.5	5
Korean	†	†
Latin American	0.7	7
Multiracial/ethnic	2.0	19
Southeast Asian	0.6	6
South Asian	†	†
Unable to Specify	†	†
Indigenous		
Inuit	†	†
Metis	8.8	85
First Nations	25.5	248
White		
European-Eastern	†	†
European-Western	†	†
White	51.7	502

Note. OMS = Offender Management System. † = information suppressed due to frequency fewer than 5. Percentages represent the OMS self-identification options among women within the *Admission Profile* cohort, of all women within the cohort with available ethnocultural data, *N* = 971. Subheadings are included for clarity to present the OMS options per study category.

Table B3

Days from admission to CSC until day parole eligibility date, by group

	Range	<i>M</i>	<i>SD</i>	Median
Men				
Arab/West Asian	156-872	271.6	141.2	216.0
Black	152-1,029	298.1	171.2	229.5
Chinese	164-723	301.2	166.0	192.0
Filipino	162-669	290.1	151.0	235.0
Latin American	161-1,000	267.3	149.5	222.0
South Asian	154-931	295.8	160.5	228.0
Southeast Asian	154-1,017	271.2	160.1	179.0
Other	161-1,002	271.5	162.1	189.5
Indigenous	152-1,093	268.7	153.6	180.0
White	152-1,214	254.6	146.2	178.0
Women				
Black	156-670	304.5	150.8	256.0
Other	159-739	256.7	132.3	190.0
Indigenous	152-779	240.1	119.7	177.0
White	152-921	227.3	124.3	175.0

Note. Among offenders in the *In-Custody Indicators: DPED Sample*, *N* = 9,064 men and *N* = 813 women.

Table B4

Prevalence of Criminal Risk Index ratings for men, by group

	Low		Low-Moderate		Moderate		High-Moderate		High		No Rating	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Arab/West Asian	28.7	58	21.3	43	13.4	27	8.4	17	8.4	17	19.8	40
Black	24.7	204	24.2	200	14.5	120	12.5	103	14.8	122	9.4	78
Chinese	53.7	22	†	†	17.1	7	0.0	0	0.0	0	19.5	8
Filipino	46.5	20	18.6	8	14.0	6	†	†	0.0	0	18.6	8
Latin American	47.7	63	18.9	25	9.9	13	7.6	10	6.8	9	9.1	12
South Asian	39.6	44	28.8	32	9.0	10	5.4	6	5.4	6	11.7	13
Southeast Asian	40.2	82	19.1	39	10.8	22	4.9	10	4.9	10	20.1	41
Other	27.4	32	19.7	23	14.5	17	9.4	11	21.4	25	7.7	9
Indigenous	12.7	365	18.6	533	19.2	549	14.7	421	32.2	922	2.7	76
White	25.5	1,510	22.3	1,322	16.4	971	12.2	724	15.0	887	8.5	504

Note. The groupings in this table (low, low-moderate, moderate, high-moderate, and high) correspond to the CRI's five risk level groupings based on the total score generated on the CRI, where at least one of the risk indicators was endorsed. Low = a score of 1 to 7 on the CRI for men; a score of 1 to 4 for women. Low-moderate = a score of 8 to 13 on the CRI for men; a score of 5 to 8 for women. Moderate = a score of 14 to 17 on the CRI for men; a score of 9 to 13 for women. Moderate-high = a score of 18 to 21 on the CRI for men; a score of 14 to 18 for women. High = a score of 22+ on the CRI for men; a score of 19+ for women. † = Information suppressed due to frequency fewer than 5. Percentages sum to 100 across risk categories for each ethnocultural group (may not be exact due to rounding). Based on men in the *Admission Profile* cohort, *N* = 10,461.

Table B5

Prevalence of reintegration level ratings for men, by group

	Low		Medium		High	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Arab/West Asian	21.0	42	38.5	77	40.5	81
Black	30.6	251	41.1	337	28.3	232
Chinese	†	†	23.7	9	65.8	25
Filipino	†	†	20.9	9	69.7	30
Latin American	17.7	23	28.5	37	53.9	70
South Asian	11.0	12	42.2	46	46.8	51
Southeast Asian	11.9	24	33.2	67	55.0	111
Other	28.2	33	39.3	46	32.5	38
Indigenous	54.6	1,562	33.0	943	12.4	354
White	27.7	1,630	37.8	2,220	34.5	2,026

Note. † = Information suppressed due to frequency fewer than 5. Percentages sum to 100 across ratings for each ethnocultural group (may not be exact due to rounding). Based on men in the *Admission Profile* cohort, *n* = 10,394. Excludes 0.6% of men missing reintegration level ratings, *n* = 67.

Table B6

Prevalence of motivation level ratings for men, by group

	Low		Medium		High	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Arab/West Asian	12.5	25	63.0	126	24.5	49
Black	13.4	110	74.4	610	12.2	100
Chinese	†	†	65.8	26	26.3	10
Filipino	†	†	51.2	22	39.5	17
Latin American	6.2	8	67.7	88	26.2	34
South Asian	11.9	13	67.9	74	20.2	22
Southeast Asian	7.9	16	68.3	138	23.8	48
Other	6.8	8	69.2	81	23.9	28
Indigenous	9.4	270	78.4	2,240	12.2	349
White	10.5	616	69.7	4,095	19.8	1,165

Note. † = Information suppressed due to frequency fewer than 5. Percentages sum to 100 across ratings for each ethnocultural group (may not be exact due to rounding). Based on men in the *Admission Profile* cohort, *n* = 10,394. Excludes 0.6% of men missing motivation level ratings, *n* = 67.

Table B7

Prevalence of accountability level ratings for men, by group

	Low		Medium		High	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Arab/West Asian	23.5	47	54.0	108	22.5	45
Black	27.4	225	63.1	518	9.5	78
Chinese	†	†	73.7	28	18.4	7
Filipino	14.0	6	58.1	25	27.9	12
Latin American	20.0	26	60.8	79	19.2	25
South Asian	21.1	23	63.3	69	15.6	17
Southeast Asian	15.8	32	63.9	129	20.3	41
Other	13.7	16	70.9	83	15.4	18
Indigenous	18.6	532	72.0	2,059	9.4	269
White	17.7	1,041	67.2	3,949	15.1	889

Note. † = Information suppressed due to frequency fewer than 5. Percentages sum to 100 across ratings for each ethnocultural group (may not be exact due to rounding). Based on men in the *Admission Profile*, *n* = 10,399. Excludes 0.6% of men missing accountability level ratings, *n* = 67.

Table B8

Prevalence of engagement flag for men, by group

	Engagement Flag	
	%	<i>n</i>
Arab/West Asian	74.0	148
Black	70.7	580
Chinese	89.5	34
Filipino	81.4	35
Latin American	79.2	103
South Asian	76.2	83
Southeast Asian	80.7	163
Other	85.5	100
Indigenous	79.1	2,263
White	80.1	4,709

Note. Based on men in the *Admission Profile* cohort, *n* = 10,399. Excludes 0.6% of men missing engagement flags, *n* = 62.

Table B9

Prevalence of sentence length categories for men, by group

	2 to 4 years		4 to 6 years		6 to 10 years		10 or more years		Indeterminate	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Arab/West Asian	63.4	128	15.8	32	8.9	18	4.5	9	7.4	15
Black	59.4	491	20.1	166	12.5	103	2.9	24	5.2	43
Chinese	48.8	20	19.5	8	12.2	5	14.6	6	†	†
Filipino	65.1	28	14.0	6	14.0	6	0.0	0	†	†
Latin American	72.0	95	10.6	14	10.6	14	†	†	3.8	5
South Asian	55.0	61	24.3	27	15.3	17	†	†	†	†
Southeast Asian	68.1	139	13.7	28	10.3	21	4.4	9	3.4	7
Other	70.1	82	16.2	19	6.8	8	†	†	4.3	5
Indigenous	68.3	1,957	15.5	444	8.9	255	2.5	71	4.9	139
White	73.7	4,361	13.4	793	8.0	475	1.9	115	2.9	174

Note. † = Information suppressed due to frequency fewer than 5. Percentages sum to 100 across sentence length categories for each ethnocultural group (may not be exact due to rounding). Based on men in the *Admission Profile* cohort; *N* = 10,461.

Table B10

Men's sentence lengths in years, by group

	<i>n</i>	<i>M</i>	<i>SD</i>	Median
Arab/West Asian	187	4.1	2.7	3.3
Black	784	4.1	2.4	3.4
Chinese	39	5.3	3.9	4.0
Filipino	40	3.6	1.5	3.1
Latin American	127	3.8	2.3	3.0
South Asian	109	4.4	2.7	3.8
Southeast Asian	197	3.9	2.4	3.0
Other	112	3.8	2.1	3.2
Indigenous	2,727	3.7	2.2	3.0
White	5,744	3.6	2.1	3.0

Note. *M* = Mean. *SD* = Standard Deviation. Based on men in the *Admission Profile* cohort; *n* = 10,066. Excludes 3.8% of men serving indeterminate sentences, *n* = 395.

Table B11

Prevalence of sentence length categories for women, by group

	2 to 4 years		4 to 6 years		6 to 10 years		10 or more years		Indeterminate	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Black	53.3	32	25.0	15	15.0	9	0.0	0	†	†
Other	71.8	51	12.7	9	8.5	6	†	†	†	†
Indigenous	77.9	261	13.1	44	5.7	19	†	†	2.7	9
White	81.2	414	8.9	45	5.2	26	†	†	3.4	17

Note. † = information suppressed due to frequency fewer than 5. Percentages sum to 100 across sentence length categories for each ethnocultural group (may not be exact due to rounding). Based on women in the *Admission Profile* cohort; *N* = 971.

Table B12

Women's sentence lengths in years, by group

	<i>n</i>	<i>M</i>	<i>SD</i>	Median
Black	56	3.9	1.7	3.5
Other	69	4.1	3.8	3.0
Indigenous	326	3.2	1.6	2.6
White	488	3.0	1.5	2.5

Note. *M* = Mean. *SD* = Standard Deviation. Based on women in the *Admission Profile* cohort; *n* = 939. Excludes 3.3% of women serving indeterminate sentences, *n* = 32.

Table B13 Initial Offender Security Level classifications for men, by Static Factor Assessment level at intake, by group

Security Level by Risk Rating	Arab/ W. Asian		Black		Chinese		Filipino		Lat. Amer.		S. Asian		S.-E. Asian		Other		Indigenous		White	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Low Risk																				
Minimum	81.8	36	74.2	72	87.5	7	87.5	14	82.6	19	85.7	18	88.9	56	85.7	12	76.2	99	86.2	560
Medium	18.2	8	23.7	23	†	†	†	†	†	†	†	†	11.1	7	†	†	23.9	31	13.7	89
Maximum	0.0	0	†	†	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	†	†
Med. Risk																				
Minimum	35.4	23	36.6	113	47.4	9	64.7	11	46.9	30	28.3	13	42.7	35	40.0	18	34.4	356	49.9	1,208
Medium	64.6	42	60.2	186	52.6	10	35.3	6	51.6	33	71.7	33	53.7	44	60.0	27	62.1	643	48.7	1,180
Maximum	0.0	0	3.2	10	0.0	0	0.0	0	†	†	0.0	0	†	†	0.0	0	3.6	37	1.4	35
High Risk																				
Minimum	†	†	7.7	30	†	†	†	†	11.9	5	20.0	7	18.4	9	13.0	7	8.1	135	13.7	360
Medium	75.3	61	67.1	261	†	†	†	†	66.7	28	71.4	25	67.3	33	70.4	38	72.4	1,211	72.8	1,907
Maximum	21.0	17	25.2	98	†	†	†	†	21.4	9	†	†	14.3	7	16.7	9	19.5	326	13.5	353
Overall																				
Minimum	32.6	62	27.0	215	50.0	17	65.1	28	41.9	54	37.3	38	51.6	100	32.7	37	20.8	590	37.4	2,128
Medium	58.4	111	59.1	470	44.1	15	27.9	12	50.4	65	59.8	61	43.3	84	59.3	67	66.4	1,885	55.8	3,176
Maximum	9.0	17	13.8	110	†	†	†	†	7.8	10	†	†	5.2	10	8.0	9	12.8	363	6.8	389

Note. Arab/W. Asian = Arab/West Asian. Lat. Amer. = Latin American. S. Asian = South Asian. S.-E. Asian = Southeast Asian. † = Information suppressed due to frequency fewer than 5. Percentages sum to 100 across security classifications per group and risk level (may not be exact due to rounding). Based on men in the *In-Custody Indicators: Full Sample*, *n* = 10,131. Excludes 1.2% of men missing security classification or Static Factors Assessment at intake, *n* = 118.

Table B14

Concordance and discordance between initial Custody Rating Scale assessment and initial Offender Security Level classification for men, by group

	CRS = OSL ^a		CRS < OSL ^b		CRS > OSL ^c	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Arab/West Asian	74.7	127	10.0	17	15.3	26
Black	74.8	504	8.0	54	17.2	116
Chinese	69.7	23	†	†	24.2	8
Filipino	61.0	25	†	†	29.3	12
Latin American	69.2	83	11.7	14	19.2	23
South Asian	76.2	64	7.1	6	16.7	14
Southeast Asian	70.6	127	8.9	16	20.6	37
Other	79.2	76	6.3	6	14.6	14
Indigenous	75.3	1,950	7.1	184	17.6	456
White	74.9	3,890	12.1	626	13.1	681

Note. CRS = Custody Rating Scale. OSL = Offender Security Level Classification. † = Information suppressed due to frequency fewer than 5. Percentages sum to 100 across columns for each ethnocultural group (may not be exact due to rounding). Based on men in the *In-Custody Indicators: Full Sample*, *n* = 9,185. Excludes 10.4% of men missing an initial Custody Rating Scale assessment within 120 days of admission and prior to OSL decision, or missing security classification, *n* = 1,064.

^a Represents a match between the CRS-recommended level and actual placement. ^b Represents cases when the CRS recommended a lower security level than the actual placement. ^c Represents cases when the CRS recommended a more restrictive level than the actual placement.

Table B15

Prevalence of security level decreases among men and days to decrease, by group

	Decrease		Days to Decrease ^a			
	%	<i>n</i>	Range	<i>M</i>	<i>SD</i>	Median
Arab/West Asian	5.5	7	217-337	283.7	44.8	300.0
Black	5.7	33	116-365	284.8	68.1	296.0
Chinese	†	†	†	†	†	†
Filipino	0.0	0	-	-	-	-
Latin American	†	†	†	†	†	†
South Asian	†	†	†	†	†	†
Southeast Asian	†	†	†	†	†	†
Other	7.9	6	190-357	282.5	63.4	298.0
Indigenous	9.4	212	107-365	291.9	56.3	306.0
White	5.3	189	78-365	282.2	60.7	295.0

Note. *M* = Mean. *SD* = Standard Deviation. † = Information suppressed due to frequency fewer than 5. Percentages based on men per group in the *In-Custody Indicators: Full Sample* with an initial classification of medium or maximum security, *n* = 6,863. Decreases must have occurred by end of follow-up: the earliest of one year from admission, first release date, warrant expiry date, death, deportation or extradition, or September 30, 2019.

^a Among men with a decrease, *n* = 456.

Table B16

Prevalence of security level increases among men and days to increase, by group

	Increase		Days to Increase ^a			
	%	<i>n</i>	Range	<i>M</i>	<i>SD</i>	Median
Arab/West Asian	4.6	8	135-322	235.5	63.1	227.5
Black	4.2	29	119-363	239.3	75.7	240.0
Chinese	0.0	0	-	-	-	-
Filipino	†	†	†	†	†	†
Latin American	4.2	5	134-325	209.8	84.5	164.0
South Asian	†	†	†	†	†	†
Southeast Asian	3.8	7	98-343	212.3	89.5	232.0
Other	†	†	†	†	†	†
Indigenous	6.4	158	79-365	217.3	79.8	202.0
White	4.0	213	77-364	228.2	82.0	222.0

Note. *M* = Mean. *SD* = Standard Deviation. † = Information suppressed due to frequency fewer than 5. Percentages based on men per group in the *In-Custody Indicators: Full Sample* with an initial classification of minimum or medium security, *n* = 9,217. Increases must have occurred by end of follow-up: the earliest of one year from admission, first release date, warrant expiry date, death, deportation or extradition, or September 30, 2019.

^a Among men with an increase, *n* = 429.

Table B17

Initial Offender Security Level classifications for women, by Static Factor Assessment rating at intake, by group

Security Level by Risk Rating	Black		Other		Indigenous		White	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Low Risk								
Minimum	94.7	36	77.4	24	81.1	43	83.6	143
Medium	†	†	22.6	7	18.9	10	16.4	28
Maximum	0.0	0	0.0	0	0.0	0	0.0	0
Med. Risk								
Minimum	38.5	5	59.1	13	31.5	58	41.4	84
Medium	53.9	7	36.4	8	66.9	123	56.2	114
Maximum	†	†	†	†	†	†	2.5	5
High Risk								
Minimum	†	†	†	†	5.8	5	20.0	14
Medium	†	†	†	†	73.6	64	62.9	44
Maximum	†	†	†	†	20.7	18	17.1	12
Overall								
Minimum	73.2	41	67.2	39	32.7	106	54.3	241
Medium	19.6	11	27.6	16	60.8	197	41.9	186
Maximum	†	†	†	†	6.5	21	3.8	17

Note. † = Information suppressed due to frequency fewer than 5. Percentages sum to 100 across security classifications per group and risk level (may not be exact due to rounding). Based on women in the *In-Custody Indicators: Full Sample*, *n* = 882. Excludes 1.2% of women missing security classification or Static Factors Assessment at intake, *n* = 11.

Table B18

Concordance and discordance between initial Custody Rating Scale assessment and initial Offender Security Level classification for women, by group

	CRS = OSL ^a		CRS < OSL ^b		CRS > OSL ^c	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Black	57.4	31	†	†	37.0	20
Other	69.6	39	12.5	7	17.9	10
Indigenous	66.6	199	14.1	42	19.4	58
White	68.4	285	16.6	69	15.1	63

Note. CRS = Custody Rating Scale. OSL = Offender Security Level Classification. † = Information suppressed due to frequency fewer than 5. Percentages sum to 100 across ethnocultural group (may not be exact due to rounding). Based on women in the *In-Custody Indicators: Full Sample*, *n* = 826. Excludes 7.5% of women missing initial Custody Rating Scale assessment within 120 days of admission and prior to OSL decision, or missing security classification, *n* = 67.

^a Represents a match between the CRS-recommended level and actual placement. ^b Represents cases when the CRS recommended a lower security level than the actual placement. ^c Represents cases when the CRS recommended a more restrictive level than the actual placement.

Table B19

Prevalence of security level decreases among women and days to decrease, by group

	Decrease		Days to Decrease ^a			
	%	<i>n</i>	Range	<i>M</i>	<i>SD</i>	Median
Black	46.7	7	173-346	294.4	57.1	307.0
Other	26.3	5	145-324	259.4	72.2	276.0
Indigenous	30.3	66	136-363	260.7	54.7	260.0
White	19.7	40	174-364	272.3	55.0	266.5

Note. *M* = Mean. *SD* = Standard Deviation. † = Information suppressed due to frequency fewer than 5. Percentages based on women per group in the *In-Custody Indicators: Full Sample* with an initial classification of medium or maximum security, *n* = 455. Decreases must have occurred by end of follow-up: the earliest of one year from admission, first release date, warrant expiry date, death, deportation or extradition, or September 30, 2019.

^a Among women with a decrease, *n* = 118.

Table B20

Prevalence of security level increases among women and days to increase, by group

	Increase		Days to Increase ^a			
	%	<i>n</i>	Range	<i>M</i>	<i>SD</i>	Median
Black	†	†	†	†	†	†
Other	†	†	†	†	†	†
Indigenous	8.3	25	92-355	220.1	73.9	221.0
White	3.8	16	98-340	197.6	75.1	168.0

Note. *M* = Mean. *SD* = Standard Deviation. † = Information suppressed due to frequency fewer than 5. Percentages based on women with an initial classification of minimum or medium security (*n* = 837). Increases must have occurred by end of follow-up: the earliest of one year from admission, first release date, warrant expiry date, death, deportation or extradition, or September 30, 2019.

^a Among women with an increase, *n* = 44.

Table B21

Institutional incidents as an instigator/associate among men, by group

	At Least One Incident		Number of Incidents		Days to First Incident ^a				Annualized Rate ^b
	%	<i>n</i>	<i>M</i>	<i>SD</i>	Range	<i>M</i>	<i>SD</i>	Median	
Arab/West Asian	50.3	97	1.4	2.4	0-360	129.6	99.9	118.0	1.51
Black	58.6	474	1.8	4.3	0-364	122.8	95.8	103.5	1.87
Chinese	32.4	12	0.6	1.1	42-328	170.3	102.9	163.0	0.59
Filipino	41.9	18	1.2	2.3	21-284	98.1	68.8	78.5	1.28
Latin American	42.8	56	1.1	2.0	4-364	145.2	102.4	113.0	1.16
South Asian	60.0	63	1.3	1.9	0-362	132.0	107.8	93.0	1.39
Southeast Asian	47.2	93	1.1	2.0	0-363	140.3	102.8	127.0	1.23
Other	74.3	84	2.2	2.6	1-365	130.8	91.4	125.5	2.35
Indigenous	60.9	1,739	2.2	3.7	0-365	126.2	97.2	104.0	2.29
White	44.1	2,543	1.3	2.6	0-365	132.4	97.8	115.0	1.36

Note. *M* = Mean. *SD* = Standard Deviation. Table reflects incidents occurring between admission and end of follow-up: the earliest of one year from admission, first release date, warrant expiry date, death, deportation or extradition, or September 30, 2019. Based on men in the *In-Custody Indicators: Full Sample*, *N* = 10,249.

^a Among men with at least one incident as instigator/associate, *n* = 5,179. ^b Indicates the number of institutional incidents as instigator/associate expected to occur per person within a group within the first full year of incarceration, calculated as: (Total number of incidents per group / Total number of study follow-up days per group) * 365.25

Table B22

Prevalence of first instigator/associate incident subtype among men, by group

	Assault		Behaviour Related		Contraband		Miscellaneous		Property Related		Self-Injury	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Arab/West Asian	17.5	17	24.7	24	24.7	24	29.9	29	0.0	0	†	†
Black	17.1	81	35.7	169	20.7	98	24.5	116	1.5	7	†	†
Chinese	†	†	†	†	50.0	6	†	†	0.0	0	0.0	0
Filipino	†	†	0.0	0	27.8	5	50.0	9	0.0	0	0.0	0
Latin American	21.4	12	14.3	8	30.4	17	32.1	18	†	†	0.0	0
South Asian	7.9	5	30.2	19	25.4	16	34.9	22	†	†	0.0	0
Southeast Asian	11.8	11	18.3	17	25.8	24	41.9	39	†	†	0.0	0
Other	11.9	10	21.4	18	32.1	27	29.8	25	†	†	†	†
Indigenous	22.1	385	23.7	412	32.8	570	17.9	311	1.4	24	1.9	33
White	12.4	316	20.9	532	32.8	833	30.0	763	1.5	39	2.1	54

Note. † = Information suppressed due to frequency fewer than 5. Percentages sum to 100 across incident types for each ethnocultural group (may not be exact due to rounding). Based on men in the *In-Custody Indicators: Full Sample* with an incident as instigator/associate, *n* = 5,179. Fewer than five men per group had an incident classified as escape-related or death-related, therefore columns not reported.

Table B23

Institutional incidents as a victim among men, by group

	At Least One Incident		Number of Incidents		Days to First Incident ^a				Annualized Rate ^b
	%	<i>n</i>	<i>M</i>	<i>SD</i>	Range	<i>M</i>	<i>SD</i>	Median	
Arab/West Asian	11.9	23	0.15	0.43	0-361	138.8	108.8	90.0	0.16
Black	11.3	91	0.13	0.39	0-360	145.6	103.7	120.0	0.13
Chinese	0.0	0	-	-	-	-	-	-	-
Filipino	†	†	†	†	†	†	†	†	0.03
Latin American	12.2	16	0.15	0.46	1-339	163.9	127.4	148.0	0.17
South Asian	7.6	8	0.08	0.27	22-351	152.1	122.8	149.5	0.08
Southeast Asian	9.6	19	0.12	0.38	0-315	150.3	93.4	168.0	0.13
Other	8.9	10	0.12	0.4	69-331	180.3	96.3	184.0	0.12
Indigenous	14.0	401	0.17	0.47	0-365	156.8	108.8	151.0	0.17
White	11.7	674	0.15	0.51	0-365	142.3	105.2	128.0	0.16

Note. *M* = Mean. *SD* = Standard Deviation. † = Information suppressed due to frequency fewer than 5. Table reflects incidents occurring between admission and end of follow-up: the earliest of one year from admission, first release date, warrant expiry date, death, deportation or extradition, or September 30, 2019. Based on men in the *In-Custody Indicators: Full Sample*; *N* = 10,249.

^a Among men with at least one incident as a victim, *n* = 1,243. ^b Indicates the number of institutional incidents as a victim expected to occur per person within a group within the first full year of incarceration, calculated as: (Total number of incidents as a victim per group/Total number of study follow-up days per group)*365.25.

Table B24

Days to first institutional charge among men, by group

	Range	<i>M</i>	<i>SD</i>	Median
Arab/West Asian	8-354	153.0	96.0	150.0
Black	1-364	166.8	100.4	159.0
Chinese	89-214	144.3	44.0	141.0
Filipino	70-342	194.4	94.7	200.0
Latin American	5-355	155.3	105.7	144.0
South Asian	31-362	182.4	110.8	168.5
Southeast Asian	6-363	164.3	112.3	139.0
Other	1-360	170.3	97.8	173.0
Indigenous	0-365	146.3	98.5	131.0
White	0-365	153.3	96.2	145.0

Note. *M* = Mean. *SD* = Standard Deviation. Among men in the *In-Custody Indicators: Full Sample*, with at least one institutional charge, *n* = 3,956.

Table B25

Institutional incidents as an instigator/associate among women, by group

	At Least One Incident		Number of Incidents		Days to First Incident ^a				Annualized Rate ^b
	%	<i>n</i>	<i>M</i>	<i>SD</i>	Range	<i>M</i>	<i>SD</i>	Median	
Black	41.4	24	1.4	3.2	5-326	154.9	98.7	166.0	1.6
Other	46.8	29	1.0	1.9	2-359	110.1	91.8	85.0	1.3
Indigenous	71.6	232	4.0	6.0	0-357	84.5	83.0	54.5	4.4
White	52.1	234	1.9	4.6	0-365	96.2	80.1	78.5	2.3

Note. *M* = Mean. *SD* = Standard Deviation. Table reflects incidents occurring between admission and end of follow-up: the earliest of one year from admission, first release date, warrant expiry date, death, deportation or extradition, or September 30, 2019. Among women in the *In-Custody Indicators: Full Sample*, *N* = 893.

^a Among women with at least one incident, *n* = 519. ^b Indicates the number of institutional incidents as an instigator/associate expected to occur per person within a group within the first full year of incarceration, calculated as: (Total number of incidents per group/Total number of study follow-up days per group)*365.25.

Table B26

Prevalence of first instigator/associate incident subtype among women, by group

	Assault		Behaviour Related		Contraband		Miscellaneous		Self-Injury	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Black	†	†	29.2	7	29.2	7	37.5	9	0.0	0
Other	†	†	†	†	20.7	6	58.6	17	0.0	0
Indigenous	24.5	57	19.8	46	32.8	76	16.8	39	3.9	9
White	15.8	37	17.5	41	24.4	57	35.9	84	5.6	13

Note. † = Information suppressed due to frequency fewer than 5. Percentages sum to 100 across incident types for each ethnocultural group (may not be exact due to rounding) Based on women in the *In Custody Indicators: Full Sample* with an incident as instigator/associate, *n* = 519. Fewer than five women per group had an incident classified as property-related, escape-related or death-related, therefore columns are omitted.

Table B27

Institutional incidents as a victim among women, by group

	At Least One Incident		Number of Incidents		Days to First Incident ^a				Annualized Rate ^b
	%	<i>n</i>	<i>M</i>	<i>SD</i>	Range	<i>M</i>	<i>SD</i>	Median	
Black	13.8	8	0.22	0.68	14-300	141.1	94.3	113.0	0.3
Other	14.5	9	0.16	0.41	4-296	100.4	92.8	56.0	0.2
Indigenous	29.3	95	0.52	1.22	3-363	134.6	97.2	112.0	0.6
White	23.2	104	0.32	0.72	0-364	128.8	93.1	112.0	0.4

Note. *M* = Mean. *SD* = Standard Deviation. Table reflects incidents occurring between admission and end of follow-up: the earliest of one year from admission, first release date, warrant expiry date, death, deportation or extradition, or September 30, 2019. Among women in the *In-Custody Indicators: Full Sample*, *N* = 893.

^a Among women with at least one incident, *n* = 216. ^b Indicates the number of institutional incidents as a victim expected to occur per person within a group within the first full year of incarceration, calculated as: (Total number of incidents as a victim per group / Total number of study follow-up days per group)*365.25.

Table B28

Days to first institutional charge among women, by group

	Range	<i>M</i>	<i>SD</i>	Median
Black	22-303	148.0	92.7	128.5
Other	18-266	109.1	81.5	70.0
Indigenous	1-355	90.1	76.3	63.0
White	1-362	113.2	85.0	97.5

Note. *M* = Mean. *SD* = Standard Deviation. Table reflects time to charge among women in the *In-Custody Indicators: Full Sample* with at least one institutional charge, *n* = 389.

Table B29

Percentage of men with at least one visit, by visit type, by group

	Any Visit		Any PFV		Any Reg. Visit		Any Visit: Imm. Fam.		Any Visit: Ext. Fam.		Any Visit: Friend		Any Visit: Partner		Any Visit: Other	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Arab/West Asian	66.3	128	10.4	20	66.3	128	53.9	104	18.7	36	18.1	35	29.5	57	†	†
Black	53.4	432	11.6	94	53.2	430	27.1	219	9.0	73	11.7	95	36.3	294	1.1	9
Chinese	40.5	15	13.5	5	40.5	15	27.0	10	†	†	†	†	24.3	9	†	†
Filipino	79.1	34	20.9	9	79.1	34	55.8	24	27.9	12	32.6	14	46.5	20	†	†
Latin American	69.5	91	12.2	16	69.5	91	54.2	71	21.4	28	21.4	28	42.0	55	†	†
South Asian	64.8	68	19.0	20	64.8	68	50.5	53	21.0	22	14.3	15	31.4	33	†	†
Southeast Asian	65.0	128	12.2	24	65.0	128	50.8	100	15.7	31	14.2	28	37.1	73	†	†
Other	54.0	61	9.7	11	54.0	61	35.4	40	15.9	18	17.7	20	31.9	36	0.0	0
Indigenous	35.0	999	4.0	114	34.9	997	21.6	617	9.5	272	6.4	184	16.9	483	1.1	31
White	54.2	3,122	8.7	502	54.1	3,117	40.4	2,328	18.1	1,041	13.7	791	25.8	1,485	1.6	95

Note. PFV = Private Family Visit. Reg. Visit = Regular Visit. Imm. Fam. = Immediate Family. Ext. Fam. = Extended Family. † = Information suppressed due to frequency fewer than 5. Table reflects percentage per group with visits occurring between admission and end of follow-up: the earliest of one year from admission, first release date, warrant expiry date, death, deportation or extradition, or September 30, 2019. One person may experience multiple visit types. Based on men in the *In-Custody Indicators: Full Sample*, *N* = 10,249.

Table B30

Total number of visitors and days to first visit among men, by group

	Total Number of Visitors					Days to First Visit ^a			
	Range	<i>M</i>	<i>SD</i>	Median	Annualized Rate ^b	Range	<i>M</i>	<i>SD</i>	Median
Arab/West Asian	0-167	17.9	28.9	4.0	19.39	12-365	114.0	83.7	91.0
Black	0-128	7.7	14.9	1.0	8.02	11-365	137.2	82.6	126.5
Chinese	0-100	11.3	25.2	0.0	11.82	20-317	103.6	73.2	96.0
Filipino	0-236	38.5	58.0	9.0	42.33	17-337	89.2	77.5	62.0
Latin American	0-191	24.3	34.2	10.0	26.48	16-320	102.7	73.2	74.0
South Asian	0-223	19.2	33.2	6.0	20.26	11-363	104.6	83.0	86.0
Southeast Asian	0-242	18.3	37.9	4.0	20.13	19-348	110.0	84.1	94.0
Other	0-141	11.5	23.5	2.0	12.28	17-326	110.0	78.0	99.0
Indigenous	0-350	6.0	17.8	0.0	6.14	5-362	130.1	86.4	109.0
White	0-257	12.7	25.4	2.0	13.80	6-363	107.6	78.5	85.0

Note. *M* = Mean. *SD* = Standard Deviation. Table reflects visits occurring between admission and end of follow-up: the earliest of one year from admission, first release date, warrant expiry date, death, deportation or extradition, or September 30, 2019. Based on men in the *In-Custody Indicators: Full Sample*, *N* = 10,249.

^a Among men with at least one visit, *n* = 5,078. ^b Indicates the number of visitors expected per person within a group within the first full year of incarceration, calculated as: (Total number of visitors per group / Total number of study follow-up days per group)*365.25.

Table B31

Percentage of women with at least one visit, by visit type, by group

	Black		Other		Indigenous		White	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Any Visit	51.7	30	62.9	39	34.0	110	59.7	268
Any Private Family Visit	†	†	†	†	4.3	14	7.6	34
Any Regular Visit	51.7	30	62.9	39	34.0	110	59.2	266
Any Visit: Imm. Family	39.7	23	43.6	27	22.5	73	47.7	214
Any Visit: Ext. Family	24.1	14	25.8	16	12.4	40	27.0	121
Any Visit: Friend	22.4	13	30.7	19	7.4	24	20.7	93
Any Visit: Partner	17.2	10	21.0	13	7.7	25	19.6	88
Any Visit: Other	†	†	8.1	5	3.1	10	2.5	11

Note. Imm. Family = Immediate Family. Ext. Family = Extended Family. † = Information suppressed due to frequency fewer than 5. Table reflects visits occurring between admission and end of follow-up: the earliest of one year from admission, first release date, warrant expiry date, death, deportation or extradition, or September 30, 2019. One person may experience multiple visit types. Based on women in the *In-Custody Indicators: Full Sample* *N* = 893.

Table B32

Total number of visitors and days to first visit among women, by group

	Total Number of Visitors					Days to First Visit ^a			
	Range	<i>M</i>	<i>SD</i>	Median	Annualized Rate ^b	Range	<i>M</i>	<i>SD</i>	Median
Black	0-128	10.4	22.1	1.0	11.9	22-359	125.8	87.6	95.5
Other	0-92	14.9	22.6	6.5	17.8	13-346	92.2	80.0	60.0
Indigenous	0-138	3.9	12.6	0.0	4.3	18-365	122.7	81.9	103.0
White	0-284	11.6	23.8	2.0	14.1	5-365	87.9	61.9	69.5

Note. *M* = Mean. *SD* = Standard Deviation. Table reflects visits occurring between admission and end of follow-up: the earliest of one year from admission, first release date, warrant expiry date, death, deportation or extradition, or September 30, 2019. Based on women in the *In-Custody Indicators: Full Sample*, *N* = 893.

^a Among women with at least one visit, *n* = 447. ^b Indicates the number of visitors expected per person within a group within the first full year of incarceration, calculated as: (Total number of visitors per group / Total number of study follow-up days per group)*365.25.

Table B33

Number of unique grievances submitted and days to first grievance among men, by group

	Total Number of Unique Grievances ^a					Days to First Grievance ^b			
	Range	<i>M</i>	<i>SD</i>	Median	Annualized Rate ^c	Range	<i>M</i>	<i>SD</i>	Median
Arab/West Asian	0-19	0.92	2.3	0	1.0	9-362	151.9	103.9	133.0
Black	0-38	0.84	2.3	0	0.9	2-365	157.5	100.3	145.0
Chinese	0-3	0.24	0.6	0	0.3	76-363	221.3	118.3	211.0
Filipino	0-2	0.26	0.5	0	0.3	30-354	160.4	115.6	130.0
Latin American	0-15	0.55	1.6	0	0.6	8-349	127.3	102.6	84.0
South Asian	0-5	0.46	0.9	0	0.5	18-362	158.9	104.6	132.0
Southeast Asian	0-16	0.51	1.8	0	0.6	12-357	156.2	111.1	137.0
Other	0-17	0.83	2.0	0	0.9	10-231	148.4	93.9	135.5
Indigenous	0-47	0.99	2.6	0	1.0	2-364	158.9	98.1	142.5
White	0-462	1.05	7.3	0	1.1	1-365	146.5	99.2	136.0

Note. *M* = Mean. *SD* = Standard Deviation. Table reflects grievances received between admission and end of follow-up: the earliest of one year from admission, first release date, warrant expiry date, death, deportation or extradition, or September 30, 2019. Based on men in the *In Custody Indicators: Full Sample*, *N* = 10,249.

^a Total number of unique grievances (i.e. escalated issues only counted once). ^b Among those with at least one grievance, *n* = 3,830. ^c Indicates the number of grievances expected to occur per person within a group within the first full year of incarceration, calculated as: (Total number of unique grievances / Total number of study follow-up days per group)*365.25.

Table B34

Grievance level submissions and escalations among men, by group

	Grievance Level Submissions						Any Escalation	
	Any Complaint		Any Initial		Any Final			
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Arab/West Asian	80.0	60	20.0	15	28.0	21	0.0	0
Black	83.3	245	18.7	55	30.61	90	1.7	5
Chinese	83.3	5	†	†	0.0	0	0.0	0
Filipino	90.0	9	0.0	0	†	†	0.0	0
Latin American	85.7	30	†	†	22.9	8	0.0	0
South Asian	82.1	23	†	†	25.0	7	†	†
Southeast Asian	85.4	35	22.0	9	29.3	12	†	†
Other	89.5	34	36.8	14	18.4	7	†	†
Indigenous	86.4	975	20.7	233	22.7	256	1.7	19
White	88.6	1,926	18.4	400	26.0	565	2.8	61

Note. † = Information suppressed due to frequency fewer than 5. Table reflects grievances received between admission and end of follow-up: the earliest of one year from admission, first release date, warrant expiry date, death, deportation or extradition, or September 30, 2019. Based on men in the *In-Custody Indicators: Full Sample* with at least one grievance, *n* = 3,830. One person may submit multiple grievances at different levels.

Table B35

Grievance outcomes among men, by group

	Any Denied		Any Rejected/Beyond Authority		Any Resolved/No Further Action		Any Upheld/Upheld in Part	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Arab/West Asian	45.3	34	†	†	60.0	45	21.3	16
Black	59.5	175	6.1	18	53.4	157	15.3	45
Chinese	†	†	0.0	0	†	†	†	†
Filipino	†	†	0.0	0	70.0	7	0.0	0
Latin American	54.3	19	†	†	54.3	19	17.1	6
South Asian	60.7	17	0.0	0	50.0	14	17.9	5
Southeast Asian	56.1	23	0.0	0	53.7	22	22.0	9
Other	73.7	28	†	†	55.3	21	21.1	8
Indigenous	52.0	587	6.0	68	62.5	705	23.3	263
White	58.4	1,271	7.3	159	58.6	1,275	21.8	475

Note. † = Information suppressed due to frequency fewer than 5. Table reflects grievance outcomes occurring by data extraction date (December 16, 2019) for grievances received between admission and end of follow-up: the earliest of one year from admission, first release date, warrant expiry date, death, deportation or extradition, or September 30, 2019. Based on men in the *In-Custody Indicators: Full Sample* who submitted at least one grievance, *n* = 3,830. One person can experience multiple outcomes, if they submitted more than one grievance.

Table B36

Number of unique grievances and days to first grievance among women, by group

	Total Number of Unique Grievances ^a					Days to First Grievance ^b			
	Range	<i>M</i>	<i>SD</i>	Median	Annualized Rate ^c	Range	<i>M</i>	<i>SD</i>	Median
Black	0-8	1.3	1.9	1.0	1.5	22-328	128.3	86.8	99.0
Other	0-11	1.1	1.8	1.0	1.3	24-356	140.9	92.6	115.5
Indigenous	0-24	1.9	2.7	1.0	2.1	12-359	121.8	90.7	90.0
White	0-24	1.7	2.4	1.0	2.1	2-350	109.1	83.3	84.0

Note. *M* = Mean. *SD* = Standard Deviation. Table reflects grievances received between admission and end of follow-up: the earliest of one year from admission, first release date, warrant expiry date, death, deportation or extradition, or September 30, 2019.

^aTotal number of unique grievances (i.e. escalated issues only counted once). ^b Among those with at least one grievance, *n* = 570. ^c Indicates the number of grievances expected to occur per person within a group within the first full year of incarceration, calculated as: (Total number of unique grievances / Total number of study follow-up days per group)*365.25.

Table B37

Grievance level submissions and escalations among women, by group

	Grievance Level Submissions						Any Escalation	
	Any Complaint		Any Initial		Any Final			
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Black	90.6	29	25.0	8	18.8	6	0.0	0
Other	93.8	30	†	†	21.9	7	†	†
Indigenous	76.9	173	35.6	80	25.3	57	†	†
White	86.5	243	19.6	55	24.9	70	†	†

Note. † = Information suppressed due to frequency fewer than 5. Table reflects grievances received between admission and end of follow-up: the earliest of one year from admission, first release date, warrant expiry date, death, deportation or extradition, or September 30, 2019. Based on women in the *In Custody Indicators: Full Sample* with at least one grievance, *n* = 570. One person may submit multiple grievances at different levels.

Table B38

Grievance outcomes among women by group

	Any Denied		Any Rejected/ Beyond Authority		Any Resolved/ No Further Action		Any Upheld/ Upheld in Part	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Black	40.6	13	†	†	65.6	21	21.9	7
Other	28.1	9	†	†	75.0	24	25.0	8
Indigenous	48.4	109	10.2	23	73.8	166	22.7	51
White	47.3	133	5.7	16	76.9	216	24.6	69

Note. † = Information suppressed due to frequency fewer than 5. Table reflects grievance outcomes occurring by data extraction date (December 16, 2019) for grievances received between admission and end of follow-up: the earliest of one year from admission, first release date, warrant expiry date, death, deportation or extradition, or September 30, 2019. Based on women in the *In-Custody Indicators: Full Sample* who submitted at least one grievance, *n* = 570. One person can experience multiple outcomes, if they submitted more than one grievance.

Table B39

Temporary absence types among men prior to day parole eligibility date by group

	Community Service		Family Contact		Compassionate		Parental		Pers. Dev. 15 days		Pers. Dev. 60 days	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Arab/West Asian	4.2	7	3.0	5	0.0	0	0.0	0	5.5	9	†	†
Black	2.5	17	†	†	0.9	6	†	†	3.1	21	†	†
Chinese	†	†	†	†	0.0	0	0.0	0	17.2	5	0.0	0
Filipino	13.2	5	†	†	†	†	0.0	0	†	†	0.0	0
Latin American	4.5	5	†	†	0.0	0	0.0	0	4.5	5	0.0	0
South Asian	†	†	†	†	0.0	0	0.0	0	†	†	0.0	0
Southeast Asian	7.0	12	4.7	8	†	†	0.0	0	7.0	12	0.0	0
Other	†	†	0.0	0	†	†	0.0	0	†	†	0.0	0
Indigenous	2.3	56	1.2	30	3.9	95	0.0	0	5.0	123	†	†
White	2.9	151	1.5	76	1.6	86	0.0	0	4.1	216	†	†

Note. Pers. Dev. = Personal Development. † = Information suppressed due to frequency fewer than 5. Percentages reflect men per group with at least one absence in that category by day parole eligibility date. One person can experience multiple absence types. Based on men in the *In-Custody Indicators: DPED Sample*, *N* = 9,064.

Table B40

Temporary absence outcomes among men by group

	Any Success		Any Failure		Any Other Outcome	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Arab/West Asian	100.0	15	0.0	0	0.0	0
Black	97.3	36	0.0	0	†	†
Chinese	100.0	5	0.0	0	0.0	0
Filipino	100.0	9	0.0	0	0.0	0
Latin American	100.0	9	0.0	0	0.0	0
South Asian	100.0	9	0.0	0	0.0	0
Southeast Asian	100.0	24	0.0	0	0.0	0
Other	100.0	6	0.0	0	0.0	0
Indigenous	99.5	216	0.0	0	†	†
White	99.5	370	0.0	0	1.3	5

Note. DPED = Day parole eligibility date. † = Information suppressed due to frequency fewer than 5. Percentages based on men in the *In-Custody Indicators: DPED Sample* with a temporary absence occurring prior to day parole eligibility date, *n* = 703. One person may experience multiple outcomes if authorized multiple absences.

Table B41

Temporary absence types among women prior to day parole eligibility date by group

	Black		Other		Indigenous		White	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Community Service	47.8	22	17.5	10	11.5	31	10.2	45
Family Contact	15.2	7	†	†	5.6	15	7.5	33
Compassionate	†	†	†	†	10.8	29	3.9	17
Parental	†	†	0.0	0	†	†	1.6	7
Personal Development 15 days	54.4	25	33.3	19	35.3	95	23.8	105
Personal Development 60 days	†	†	0.0	0	†	†	†	†

Note. DPED = Day parole eligibility date. † = Information suppressed due to frequency fewer than 5. Percentages reflect women per group with at least one authorized absence in that category. One person can experience multiple absence types. Based on women in the *In-Custody Indicators: DPED Sample*, *N* = 813.

Table B42

Temporary absence outcomes among women by group

	Any Success		Any Failure		Any Other Outcome	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Black	100.0	28	0.0	0	†	†
Other	100.0	22	0.0	0	†	†
Indigenous	100.0	108	†	†	4.6	5
White	99.3	136	0.0	0	3.7	5

Note. DPED = Day parole eligibility date. † = Information suppressed due to frequency fewer than 5. Percentages based on women in the *In-Custody Indicators: DPED Sample* with a temporary absence occurring prior to day parole eligibility date, *n* = 295. One person may experience multiple outcomes if authorized multiple absences.

Table B43

First education achievement or credit level among men prior to day parole eligibility date by group

	ABE I		ABE II		ABE III		ABE IV		CEGEP/ GED	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Arab/West Asian	18.0	11	13.1	8	36.1	22	32.8	20	0.0	0
Black	23.0	45	9.7	19	30.6	60	35.2	69	†	†
Chinese	†	†	0.0	0	†	†	62.5	5	0.0	0
Filipino	†	†	†	†	†	†	66.7	6	0.0	0
Latin American	25.6	10	†	†	30.8	12	33.3	13	0.0	0
South Asian	23.8	5	†	†	38.1	8	28.6	6	0.0	0
Southeast Asian	17.0	9	†	†	24.5	13	50.9	27	0.0	0
Other	†	†	†	†	25.0	6	45.8	11	†	†
Indigenous	14.2	114	8.4	67	27.9	224	48.9	392	0.6	5
White	28.9	393	13.4	182	26.0	354	29.3	399	2.4	33

Note. ABE = Adult Basic Education. CEGEP = College of General and Vocation Education. GED = General Education Development certificate. DPED = Day parole eligibility date. † = Information suppressed due to frequency fewer than 5. Percentages reflect the first education achievement or credit level of men in the *In-Custody Indicators: DPED Sample* with at least one education achievement or credit prior to day parole eligibility date, *n* =2,574. Percentages sum to 100 across first education level categories per ethnocultural group (may not be exact due to rounding).

Table B44

Percentage of men with at least one employment assignment period through CORCAN or another CSC employment area and earned vocational certificates prior to day parole eligibility date by group

	Any CSC Employment ^a		CSC Empl. 90+ days ^b		Any CORCAN Employment ^a		CORCAN 90+ days ^c		VOC Issued ^a	
	%	<i>n</i>	%	<i>N</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Arab/West Asian	78.8	130	76.9	100	24.9	41	70.7	29	44.9	74
Black	74.2	497	81.3	404	26.4	177	59.9	106	40.2	269
Chinese	75.9	22	72.7	16	24.1	7	†	†	41.4	12
Filipino	89.5	34	88.2	30	23.7	9	66.7	6	50.0	19
Latin American	75.7	84	78.6	66	24.3	27	66.7	18	40.5	45
South Asian	78.0	71	80.3	57	22.0	20	65.0	13	44.0	40
Southeast Asian	87.7	150	83.3	125	21.6	37	59.5	22	40.4	69
Other	70.2	73	86.3	63	23.1	24	62.5	15	34.6	36
Indigenous	76.4	1,876	85.9	1,612	17.9	439	54.4	239	30.2	742
White	72.6	3,797	79.1	3,004	28.5	1,488	64.9	966	37.3	1,950

Note. VOC = Vocational certificate. DPED = Day parole eligibility date. † = Information suppressed due to frequency fewer than 5. Table reflects percentages for employment started prior to day parole eligibility date.

^a Based on men in the *In-Custody Indicators: DPED Sample*, *N* = 9,064. ^b Of those with at least one period of CSC employment started prior to DPED, *n* = 6,734. Employment length outcomes followed until data extraction date, December 16, 2019. The full 90 days may not occur entirely prior to DPED. ^c Of those with at least one period of CORCAN employment started prior to DPED, *n* = 2,269. Employment length outcomes followed until data extraction date, December 16, 2019. The full 90 days may not occur entirely prior to DPED.

Table B45

Educational achievements and credits by day parole eligibility date among women by group

	By DPED				Education Need					
	Educational Achievements ^a		Education Credits ^a		Education Less Than High School ^b		Educational Achievements ^c		Education Credits ^c	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Black	41.3	19	37.0	17	42.9	12	75.0	9	58.3	7
Other	49.1	28	43.9	25	60.9	14	78.6	11	64.3	9
Indigenous	54.7	147	49.1	132	66.4	150	74.0	111	66.0	99
White	40.1	177	32.2	142	52.1	138	63.8	88	45.7	63

Note. DPED = Day parole eligibility date. † = Information suppressed due to frequency fewer than 5.

^a Based on women in the *In-Custody Indicators: DPED sample*, *N* = 813. ^b Based on women in the *DPED Sample* with education information available, *n* = 542. Excludes 33.3% of women missing education information, *n* = 271.

^c Of women in the *DPED Sample* with an identified education need (less than high school in the DFIA-R indicators), *n* = 314.

Table B46

Percentage of women with at least one employment assignment period through CORCAN or another CSC employment area and earned vocational certificates prior to day parole eligibility date by group

	Black		Other		Indigenous		White	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Any CSC Employment ^a	71.7	33	63.2	36	72.1	194	66.7	294
CSC Employment 90+ days ^b	87.9	29	66.7	24	84.0	163	79.2	233
Any CORCAN Employment ^a	13.0	6	31.6	18	20.8	56	22.9	101
CORCAN 90+ days ^c	†	†	27.8	5	55.4	31	58.4	59
Any VOC ^a	84.8	39	73.7	421	76.2	205	75.3	332

Note. DPED = Day parole eligibility date. VOC = Vocational certificate. † = Information suppressed due to frequency fewer than 5. Table reflects percentages for employment started prior to day parole eligibility date.

^a Based on women in the *In-Custody Indicators: DPED Sample*, *N* = 813. ^b Of those with at least one period of CSC employment started prior to DPED, *n* = 557. Employment length outcomes followed until data extraction date, December 16, 2019. The full 90 days may not occur entirely prior to DPED. ^c Of those with at least one period of CORCAN employment started prior to DPED, *n* = 181. Employment length outcomes followed until data extraction date, December 16, 2019. The full 90 days may not occur entirely prior to DPED.

Table B47

Moderate-high intensity program eligibility among men by group

	Program Eligibility	
	%	<i>n</i>
Arab/West Asian	65.9	83
Black	71.4	426
Chinese	43.5	10
Filipino	46.7	14
Latin American	47.5	47
South Asian	58.2	46
South-East Asian	50.0	66
Other	72.6	69
Indigenous	86.9	2,074
White	72.9	3,465

Note. Program eligibility determined by Criminal Risk Index scores greater or equal to 8. Based on men in the *In-Custody Indicators: DPED Sample* with Criminal Risk Index scores available (*n* = 8,318).

Table B48

Moderate-high intensity correctional program enrollments, completions and incompletions prior to day parole eligibility date among men by group.

	At Least One Enrollment ^a		At Least One Enrollment (CRI ≥ 8) ^b		At Least One Completion ^c		At Least One Incompletion ^{c, d}	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Arab/West Asian	28.5	47	44.6	37	40.4	19	†	†
Black	40.0	683	51.4	219	45.9	123	9.3	25
Chinese	†	†	†	†	0.0	0	0.0	0
Filipino	29.0	11	50.0	7	†	†	†	†
Latin American	25.2	28	44.7	21	28.6	8	†	†
South Asian	33.0	30	52.2	24	43.3	13	†	†
Southeast Asian	22.2	38	45.5	30	39.5	15	†	†
Other	42.3	44	47.8	33	31.8	14	†	†
Indigenous	39.6	972	41.5	860	36.5	355	12.2	119
White	36.5	1,911	45.7	1,582	38.4	734	8.4	160

Note. CRI = Criminal Risk Index. † = Information suppressed due to frequency fewer than 5.

^a Based on men in the *In-Custody Indicators: DPED Sample*, *N* = 9,064. ^b Based on men with a CRI greater or equal to 8, *n* = 6,300. ^c Based on men enrolled in moderate-high correctional programs, *n* = 3,353. ^d Includes incompletions for any reason including offender reasons, population management or program administration.

Table B49

Moderate-high intensity program eligibility among women by group

	Program Eligibility	
	%	<i>n</i>
Black	25.8	8
Other	25.0	9
Indigenous	71.3	171
White	50.6	159

Note. CRI = Criminal Risk Index. Program eligibility for women indicated by CRI scores greater or equal to 9. Based on women in the *In Custody Indicators: DPED Sample* with CRI scores available (*n* = 621).

Table B50

Moderate-high intensity correctional program enrollments, completions and incompletions prior to day parole eligibility date among women by group.

	At Least One Enrollment ^a		At Least One Enrollment (CRI ≥ 9) ^b		At Least One Completion ^c		At Least One Incompletion ^{c, d}	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Black	37.0	17	62.5	5	70.6	12	†	†
Other	29.8	17	77.8	7	76.5	13	†	†
Indigenous	72.9	196	80.7	138	60.2	118	15.3	30
White	67.6	298	86.8	138	67.8	202	8.1	24

Note. CRI = Criminal Risk Index. † = Information suppressed due to frequency fewer than 5.

^a Based on women in the *In-Custody Indicators: DPED Sample*, *N* = 813. ^b Based on women with a CRI greater or equal to 9, *n* = 347. ^c Based on women enrolled in moderate-high correctional programs, *n* = 528. ^d Includes incompletions for any reason including offender reasons, population management or program administration.

Table B51

Enrollments and outcomes for engagement program prior to day parole eligibility date among women by group

	At Least One Enrollment ^a		At Least One Completion ^b		At Least One Incompletion ^b	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Black	97.8	45	100.0	45	†	†
Other	89.5	51	100.0	51	0.0	0
Indigenous	95.5	257	95.3	245	6.6	17
White	96.4	425	97.7	415	3.8	16

Note. † = Information suppressed due to frequency fewer than 5.

^a Based on women in the *In-Custody Indicators: DPED Sample*, *N* = 813. ^b Based on women enrolled in an engagement program, *n* = 778.

Appendix C: Additional Tabular Results for Study 3

Table C1

Average age at release and sentence lengths in years among men by group

	Age				Sentence Length ^a				Indeterminate Flag	
	<i>N</i>	<i>M</i>	<i>SD</i>	Median	<i>N</i>	<i>M</i>	<i>SD</i>	Median	%	<i>n</i>
Arab/West Asian	166	35.9	11.1	32.9	161	3.9	2.2	3.3	3.0	5
Black	833	33.5	9.7	30.9	822	4.2	2.5	3.5	1.3	11
Chinese	43	39.5	11.2	36.9	43	3.9	2.3	3.0	0.0	0
Filipino	28	35.0	10.9	34.2	28	4.1	1.9	3.8	0.0	0
Latin American	119	37.1	11.3	35.6	117	4.1	2.4	3.3	†	†
South Asian	104	40.4	11.7	39.1	101	4.4	3.0	3.3	†	†
Southeast Asian	170	38.7	11.7	35.9	166	4.5	2.9	3.8	†	†
Other	106	33.2	10.2	30.6	105	3.7	2.2	3.0	†	†
Indigenous	1,930	35.4	10.6	32.7	1,903	3.6	2.1	3.0	1.4	27
White	5,359	40.7	13.0	38.5	5,268	3.6	2.1	3.0	1.7	91

Note. *M* = Mean. *SD* = Standard Deviation. † = Information suppressed due to frequency fewer than 5. Based on men in the *Community Supervision* sample, *N* = 8,858.

^a Among men serving determinate sentences, *n* = 8,714.

Table C2

Static risk and dynamic need levels at release among men by group

	Static Risk						Dynamic Need					
	Low		Medium		High		Low		Medium		High	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Arab/W. Asian	24.7	41	44.6	74	30.7	51	13.9	23	56.6	94	29.5	49
Black	12.1	101	45.1	376	42.7	356	9.1	76	49.0	408	41.9	349
Chinese	48.8	21	37.2	16	14.0	6	37.2	16	55.8	24	†	†
Filipino	28.6	8	53.6	15	17.9	5	21.4	6	57.1	16	21.4	6
Latin American	16.0	19	46.2	55	37.8	45	13.5	16	53.8	64	32.8	39
South Asian	30.8	32	43.3	45	26.0	27	23.1	24	53.9	56	23.1	24
Southeast Asian	32.4	55	41.2	70	26.5	45	15.3	26	69.4	118	15.3	26
Other	17.0	18	49.1	52	34.0	36	12.3	13	52.8	56	34.9	37
Indigenous	5.7	110	39.5	763	54.8	1,057	3.5	68	43.5	839	53.0	1,023
White	12.2	652	45.3	2,428	42.5	2,279	8.8	469	45.5	2,437	45.8	2,453

Note. † = Information suppressed due to frequency fewer than 5. Based on men in the *Community Supervision* cohort, *N* = 8,858. Static risk as per the Static Factors Assessment overall rating. Dynamic need as per the Dynamic Factors Intake Assessment – Revised overall rating.

Table C3

Changes in dynamic need from intake to release among men by group

	Dynamic Need ^a					
	No Change		Increase		Decrease	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Arab/W. Asian	79.3	119	†	†	18.0	27
Black	78.9	627	2.4	19	18.7	149
Chinese	82.9	29	0.0	0	17.1	6
Filipino	65.0	13	†	†	30.0	6
Latin American	82.9	92	4.5	5	12.6	14
South Asian	86.8	79	0.0	0	13.2	12
Southeast Asian	78.3	119	3.3	5	18.4	28
Other	75.3	73	†	†	21.7	21
Indigenous	77.9	1,459	1.1	21	21.0	394
White	82.4	4,111	2.1	106	15.5	772

Note. † = Information suppressed due to frequency fewer than 5.

^a Based on men in the *Community Supervision* cohort, with an updated Dynamic Factors Intake Assessment-revised rating available, *n* = 8,314.

Table C4

Average age at release and sentence lengths in years among women by group

	Age				Sentence Length ^a				Indeterminate Flag	
	<i>N</i>	<i>M</i>	<i>SD</i>	Median	<i>N</i>	<i>M</i>	<i>SD</i>	Median	%	<i>n</i>
Black	48	35.9	8.7	34.4	48	4.5	2.8	3.4	0.0	0
Other	54	39.2	11.8	39.0	54	3.3	1.8	2.7	0.0	0
Indigenous	243	33.5	9.2	31.8	239	3.0	1.5	2.5	†	†
White	408	39.0	12.3	35.9	404	2.9	1.4	2.4	†	†

Note. *M* = Mean. *SD* = Standard Deviation. † = Information suppressed due to frequency fewer than 5. Based on women in the *Community Supervision* cohort, *N* = 753.

^a Among women serving determinate sentences, *n* = 745.

Table C5

Static risk and dynamic need levels at release among women by group

	Static Risk						Dynamic Need					
	Low		Medium		High		Low		Medium		High	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Black	60.4	29	31.3	15	†	†	47.9	23	35.4	17	16.7	8
Other	59.3	32	35.2	19	†	†	25.9	14	53.7	29	20.4	11
Indigenous	18.9	46	48.6	118	32.5	79	4.5	11	47.7	116	47.7	116
White	42.4	173	43.1	176	14.5	59	14.5	59	54.7	223	30.9	126

Note. † = Information suppressed due to frequency fewer than 5. Based on women in the *Community Supervision* cohort, *N* = 753.

Table C6

Changes in static risk or dynamic need from intake to release among women by group

	Static Risk ^a						Dynamic Need ^b					
	No Change		Increase		Decrease		No Change		Increase		Decrease	
	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>
Black	97.2	35	†	†	†	†	69.4	25	†	†	25.0	9
Other	0.0	0	†	†	†	†	77.1	27	†	†	17.1	6
Indigenous	98.2	214	†	†	†	†	69.3	151	†	†	29.8	65
White	98.3	286	†	†	†	†	72.4	210	2.1	6	25.5	74

Note. † = Information suppressed due to frequency fewer than 5.

^a Based on women in the *Community Supervision* cohort, with an updated Static Factors Assessment rating available, *n* = 580. ^b Based on women in the *Community Supervision* cohort with an updated Dynamic Factors Intake Assessment-Revised rating available, *n* = 579.

Table C7

First employment search statuses of unemployed men in the community by group

	Searching for Work	
	%	<i>n</i>
Arab/ West Asian	61.3	19
Black	64.3	142
Chinese	71.4	5
Filipino	†	†
Latin American	62.1	18
South Asian	70.6	12
Southeast Asian	62.5	15
Other	70.8	17
Indigenous	73.2	582
White	58.5	975

Note. † = Information suppressed due to frequency fewer than 5. Table represents the first available employment status. Percentages based on unemployed men in the *Community Supervision* cohort with employment search statuses available, *n* = 2,820.

Table C8

First employment search status of unemployed women in the community by group

	Searching for Work	
	%	<i>n</i>
Black	66.7	10
Other	62.5	10
Indigenous	63.1	70
White	61.8	97

Note. † = Information suppressed due to frequency fewer than 5. Table represents the first available employment status. Percentages based on unemployed women in the *Community Supervision* cohort with employment search statuses available, *n* = 299.

Table C9

Mean number of days in the community for men among those with a return to custody by group

	Range	<i>M</i>	<i>SD</i>	Median
Black	41-238	154.4	43.7	152.0
Other	63-240	162.2	47.1	166.0
Indigenous	36-243	145.2	49.6	144.0
White	35-243	151.0	47.1	147.0

Note. *M* = Mean. *SD* = Standard Deviation. Based on men in the *Community Supervision* cohort with a return to custody, *n* = 1,753.

Table C10

Mean number of days in the community for women among those with a return to custody by group

	Range	<i>M</i>	<i>SD</i>	Median
Black	†	†	†	†
Other	†	†	†	†
Indigenous	83-237	155.3	46.4	153.0
White	51-240	153.1	53.7	154.0

Note. *M* = Mean. *SD* = Standard Deviation. † = Information suppressed due to frequency fewer than 5. Based on women in the *Community Supervision* cohort with a return to custody, *n* = 128.