

# NIC's Corrections Environmental Scan 2021



The National Institute of Corrections  
An agency under the U.S. Department of Justice



16<sup>th</sup> Edition

Managers, Here's How to Be a Better Ally in the Remote Workplace



### **Managers, Here's How to Be a Better Ally in the Remote Workplace**

Recent research shows that people who have at least one ally at their job are nearly twice as likely to be satisfied and feel like they belong. As a manager, you have a unique opportunity to be role a model in building inclusion across teams, but you may face unique challenges in remote or hybrid settings.

#### **Managers, Here's How to Be a Better Ally in the Remote Workplace**

Author(s)

Melinda Briana Epler

Publisher

Harvard Business Review

Publication Date

01/27/2022

<https://hbr.org/2022/01/managers-heres-how-to-be-a-better-ally-in-the-remote-workplace>

DOMESTIC DEIA

Managers, Here's How to Be a Better Ally in the Remote Workplace



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Recent research shows that people who have at least one ally at their job are nearly twice as likely to be satisfied and feel like they belong. As a manager, you have a unique opportunity to be role a model in building inclusion across teams, but you may face unique challenges in remote or hybrid settings.

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DOMESTIC WORKFORCE

### **How Many People Have Ever Lived on Earth?**

Calculating the answer to the question “How many people have ever lived on Earth?” is complicated. To begin with, when we initially wrote this article back in 1995, “modern” Homo sapiens (that is, people who were roughly like we are now) were thought to have first walked the Earth around 50,000 B.C.E. Discoveries now suggest modern Homo sapiens existed much earlier, around 200,000 B.C.E. This major change in our understanding of human existence spurred new calculations and consultations with experts, resulting in an estimate that about 117 billion members of our species have ever been born on Earth.

#### **How Many People Have Ever Lived on Earth?**

Author(s)

Toshiko Kaneda and Carl Haub

Publisher

Population Reference Bureau (PRB)

Publication Date

05/18/2021

[How Many People Have Ever Lived on Earth?](#)

GLOBAL POPULATION DEMOGRAPHICS



### [Rates for Interstate Inmate Calling Services](#)

In this Fifth Further Notice of Proposed Rulemaking, the Commission seeks to obtain detailed comment to enable it to make further progress toward ensuring that the rates, charges, and practices for and in connection with interstate and international inmate calling services meet applicable statutory standards.

#### **Rates for Interstate Inmate Calling Services**

Publisher  
Federal Communications Commission

Volume, Issue, & Page  
Vol. 86, No. 142

Publication Date  
7/28/2021

[Rates for Interstate Inmate Calling Services](#)

CORRECTIONAL ECONOMY



### [Mass Incarceration: The Whole Pie 2022](#)

This report offers some much-needed clarity by piecing together the data about this country's disparate systems of confinement. It provides a detailed look at where and why people are locked up in the U.S., and dispels some modern myths to focus attention on the real drivers of mass incarceration and overlooked issues that call for reform.

#### **Mass Incarceration: The Whole Pie 2022**

Author(s)  
Wendy Sawyer and Peter Wagner

Publisher  
Prison Policy Initiative

Publication Date  
3/14/2022

<https://www.prisonpolicy.org/reports/pie2022.html>

CORRECTIONAL POPULATION DEMOGRAPHICS



### [States of Incarceration: The Global Context 2021](#)

Not only does the U.S. have the highest incarceration rate in the world; every single U.S. state incarcerates more people per capita than virtually any independent democracy on earth. To be sure, states like New York and Massachusetts appear progressive in their incarceration rates compared to states like Louisiana, but compared to the rest of the world, every U.S. state relies too heavily on prisons and jails to respond to crime.

#### **States of Incarceration: The Global Context 2021**

Author(s)  
Emily Widra and Tiana Herring

Publisher  
Prison Policy Initiative

Publication Date  
September 2021

<https://www.prisonpolicy.org/global/2021.html>

GLOBAL POPULATION DEMOGRAPHICS



### [International Migration Outlook 2021](#)

The 2021 edition of International Migration Outlook analyses recent developments in migration movements and the labour market inclusion of immigrants in OECD countries. It also monitors recent policy changes in migration governance and integration in OECD countries. This edition includes two special chapters, one providing an in-depth analysis of the fiscal impact of migration in OECD countries since the mid 2000s and another on the causes and consequences of the residential segregation of immigrants. The Outlook also includes country notes and a detailed statistical annex.

#### **International Migration Outlook 2021**

Publisher

Organisation for Economic Co-operation and Development (OECD)

Publication Date

10/8/2021

<https://www.oecd.org/migration/international-migration-outlook-1999124x.htm>

GLOBAL POPULATION DEMOGRAPHICS



### [UNFPA Population Data Portal](#)

The Population Data Portal is UNFPA's ultimate data source and tracker for population and development data. It combines the newest population data on topics like sexual and reproductive health and reproductive rights, family planning, maternal health, or gender based violence gathered from a multiple sources.

#### **UNFPA Population Data Portal**

Publisher

United Nations Population Fund (UNFPA)

Publication Date

2021

<https://pdp.unfpa.org/search?categories=population>

GLOBAL POPULATION DEMOGRAPHICS



### [World Health Statistics 2021](#)

The World health statistics report is the World Health Organization's (WHO) annual compilation of the most recent available data on health and health-related indicators for its 194 Member States. The 2021 edition features the latest data for 50+ health-related indicators from the Sustainable Development Goals (SDG) and WHO Triple Billion targets. The 2021 report additionally focuses on the human toll and impact of the coronavirus disease 2019 (COVID-19) pandemic, highlighting the importance of tracking inequalities and the urgency to accelerate progress to get back on track and recover equitably with the support of robust data and health information systems.

#### **World Health Statistics 2021**

Publisher

World Health Organization (WHO)

Publication Date

2021

<https://apps.who.int/iris/bitstream/handle/10665/342703/9789240027053-eng.pdf>

GLOBAL POPULATION DEMOGRAPHICS



### [Federal Prisoner Statistics Collected under the First Step Act, 2021](#)

This is the third report as required under the First Step Act of 2018 (FSA; P.L. 115-391). It includes data on federal prisoners provided to BJS by the Federal Bureau of Prisons (BOP) for calendar year 2020. Under the FSA, BJS is required to report on selected characteristics of persons in prison, including marital, veteran, citizenship, and English-speaking status; education levels; medical conditions; and

participation in treatment programs. Also, BJS is required to report facility-level statistics, such as the number of assaults on staff by prisoners, prisoners' violations of rules that resulted in time credit reductions, and selected facility characteristics related to accreditation, on-site health care, remote learning, video conferencing, and costs of prisoners' phone calls.

#### **Federal Prisoner Statistics Collected under the First Step Act, 2021**

Publisher

Bureau of Justice Statistics

Publication Date

11/1/2021

<https://bjs.ojp.gov/library/publications/federal-prisoner-statistics-collected-under-first-step-act-2021>

CORRECTIONAL    POPULATION DEMOGRAPHICS



#### **Trends in U.S. Corrections**

The Sentencing Project's key fact sheet provides a compilation of major developments in the criminal justice system over the past several decades.

#### **Trends in U.S. Corrections**

Publisher

The Sentencing Project

Publication Date

5/1/2021

<https://www.sentencingproject.org/publications/trends-in-u-s-corrections/>

CORRECTIONAL    POPULATION DEMOGRAPHICS



#### **FUTURE OF WORK Insights for 2021 and Beyond**

The aftermath of the 2008-09 financial crisis spotlighted unequal access to jobs and opportunities in the US. After the Occupy Wall Street protests, many industries and agencies re-examined policy areas for their impacts on inequality (including even the Federal Reserve<sup>1</sup>). Many policies today, including universal basic income,<sup>2</sup> free education and health care, reduced labor inflows, and controlled trade and investments, are partly in response to unequal access to opportunities and uncertainties about the future of work.

Meanwhile, artificial intelligence (AI) has exceeded human capability<sup>3</sup> in such areas as image classification, language translation, and speech recognition. For example, DeepMind's AlphaFold has generated breakthrough solutions in protein folding (a 50-year-old problem),<sup>4</sup> while OpenAI's GPT-3 can write HTML code to generate websites based only on human descriptions of what the site would look like.<sup>5</sup> AI enables autonomous vehicles and navigational systems that allow ships to cross the Atlantic and planes to land without radio signals. Entire factories and ports are already fully automated, as are an increasing suite of services. The benefits for industries are deep and far-reaching.

#### **FUTURE OF WORK Insights for 2021 and Beyond**

Author(s)

Kevin Klowden and Quintus Lim

Publisher

Milken Institute

Publication Date

2021

<https://milkeninstitute.org/sites/default/files/2021-04/MI%20Future%20of%20Work%20Report%20-%20FINAL.pdf>

DOMESTIC    POPULATION DEMOGRAPHICS



#### **U.S. Population Growth Rate 1950-2022**

Chart and table of U.S. population from 1950 to 2022. United Nations projections are also included through the year 2100.

- The current population of U.S. in 2022 is **338,289,857**, a **0.38% increase** from 2021.
- The population of U.S. in 2021 was **336,997,624**, a **0.31% increase** from 2020.
- The population of U.S. in 2020 was **335,942,003**, a **0.49% increase** from 2019.
- The population of U.S. in 2019 was **334,319,671**, a **0.66% increase** from 2018.

#### U.S. Population Growth Rate 1950-2022

Publisher

Macrotrends

Publication Date

2022

<https://www.macrotrends.net/countries/USA/united-states/population-growth-rate>

DOMESTIC POPULATION DEMOGRAPHICS



#### U.S. Births Increased in 2021. But Don't Call It a Comeback.

[Preliminary data](#) from the National Center for Health Statistics show that the number of births in the United States rose in 2021 to just under 3.66 million, after falling to 3.61 million in 2020. While it might be tempting to call this increase—representing nearly 46,000 births—a rebound, we'll need to see another year of growth before we can call it a comeback.

2020, marked by the advent of the COVID-19 pandemic, saw the largest one-year dip in births in more than a quarter-century. And the preliminary 2021 figure, while an improvement from 2020, is still lower than 2019's 3.75 million births.

#### U.S. Births Increased in 2021. But Don't Call It a Comeback.

Author(s)

Beth Jarosz

Publisher

Population Reference Bureau

Publication Date

May 24, 2022

<https://www.prb.org/articles/u-s-births-increased-in-2021-but-dont-call-it-a-comeback/>

DOMESTIC POPULATION DEMOGRAPHICS



#### State of the Global Workplace: 2021 Report

This annual report represents the *collective voice of the global employee*. In this edition, the pandemic and its aftershock continued to disrupt the workplace. Check out the most recent employee data and workplace trends in the *State of the Global Workplace: 2022 Report*.

#### State of the Global Workplace: 2021 Report

Publisher

Gallup

Publication Date

2021

<https://www.gallup.com/workplace/349484/state-of-the-global-workplace.aspx>

State of the Global Workplace: 2021 Report

GLOBAL WORKFORCE

#### People in Prison in Winter 2021-22

Conditions inside prisons—including high populations and inadequate vaccination and hygiene protocols—meant that, in winter 2021-22, both correctional officers and incarcerated people experienced high levels of COVID-19. 1 Research has clearly demonstrated that incarceration also increases the level of COVID-19 infection in communities outside of prisons and jails.2 All levels of government should take action to further reduce the number of people held in jails and prisons.

### People in Prison in Winter 2021-22

Author(s)

Jacob Kang-Brown

Publisher

Vera Institute

Publication Date

2/1/2022

[https://www.vera.org/downloads/publications/People\\_in\\_Prison\\_in\\_Winter\\_2021-22.pdf](https://www.vera.org/downloads/publications/People_in_Prison_in_Winter_2021-22.pdf)

CORRECTIONAL POPULATION DEMOGRAPHICS



### Global Prison Trends 2021

Global Prison Trends 2021 exposes the impact of the global pandemic on prison populations and staff, showing that in the face of the COVID-19 crisis millions of people in prison have suffered as a result of preventive measures, at a huge cost to their mental health and human rights.

### Global Prison Trends 2021

Publisher

Penal Reform International

Publication Date

5/1/2021

<https://www.penalreform.org/global-prison-trends-2021/>

GLOBAL POPULATION DEMOGRAPHICS



### World Prison Brief

Customizable tool to allow the viewer to observe world prison data from several categories.

### World Prison Brief

Publisher

Institute for Justice and Crime Policy Research

Publication Date

12/1/2021

[https://www.prisonstudies.org/highest-to-lowest/prison-population-total?field\\_region\\_taxonomy\\_tid=All](https://www.prisonstudies.org/highest-to-lowest/prison-population-total?field_region_taxonomy_tid=All)

GLOBAL POPULATION DEMOGRAPHICS



### 2021 State of the Workforce Report: Responding to the Pandemic

The intent of this report is to provide the nation a better understanding of the extraordinary challenges state workforce agency staff faced during the 2020 pandemic and present the measurable results of their tireless efforts. For more information or to begin a conversation, use the contact information provided on each state's profile within the report.

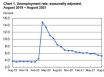
### 2021 State of the Workforce Report: Responding to the Pandemic

Publisher  
National Association of State Workforce Agencies

Publication Date  
2021

<https://www.naswa.org/system/files/2021-03/2021-state-of-the-workforce-reportweb3-9-21.pdf>

DOMESTIC WORKFORCE



### **The Employment Situation, August 2021**

Total nonfarm payroll employment rose by 235,000 in August, and the unemployment rate declined by 0.2 percentage point to 5.2 percent, the U.S. Bureau of Labor Statistics reported today. So far this year, monthly job growth has averaged 586,000. In August, notable job gains occurred in professional and business services, transportation and warehousing, private education, manufacturing, and other services. Employment in retail trade declined over the month.

#### **The Employment Situation, August 2021**

Publisher  
U.S. Bureau of Labor Statistics

Publication Date  
8/1/2021

[https://www.bls.gov/news.release/archives/empsit\\_09032021.pdf](https://www.bls.gov/news.release/archives/empsit_09032021.pdf)

DOMESTIC WORKFORCE



### **7 Gallup Workplace Insights: What We Learned in 2021**

2020 will likely be remembered as the year the workplace changed forever. From in-office safety measures to work-from-home conference calls, leaders have been forced to reimagine every aspect of their management culture.

What's essential to performance? How does personal life shape professional life? What do our core values really mean when the marketplace throws a curveball?

As leaders navigated 2020's tough questions, many made transformative discoveries and tapped into new performance potential. After 12 months of challenges, leaders can walk away with decades' worth of invaluable workplace lessons.

#### **7 Gallup Workplace Insights: What We Learned in 2021**

Author(s)  
Ryan Pendell

Publisher  
Gallup

Publication Date  
1/1/2022

<https://www.gallup.com/workplace/358346/gallup-workplace-insights-learned-2021.aspx>

DOMESTIC WORKFORCE



### **World Employment and Social Outlook: Trends 2021**

ILO projections highlight the danger of a COVID-19 labour market legacy of increased geographic and demographic inequality, rising poverty and fewer decent jobs.

#### **World Employment and Social Outlook: Trends 2021**

Publisher  
International Labour Organization (ILO)



Publication Date

06/02/2021

<https://www.ilo.org/global/research/global-reports/weso/trends2021/lang--en/index.htm>

GLOBAL WORKFORCE



### Global Workforce Demographics

In 2021, Dow's updated Inclusion, Diversity and Equity strategy – ALL IN 2025 – focuses on leading with inclusion, elevating their focus on diversity, and embedding equity into their practices, policies and processes.

#### Global Workforce Demographics

Publisher

Dow Corporate

Publication Date

6/1/2021

<https://corporate.dow.com/en-us/esg/report/inclusion-and-diversity/investing-in-our-workforce/demographics.html>

GLOBAL WORKFORCE



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#### Global Workforce Demographics

Publisher

Dow Corporate

Publication Date

6/1/2021

<https://corporate.dow.com/en-us/esg/report/inclusion-and-diversity/investing-in-our-workforce/demographics.html>

GLOBAL DEIA



### Global Prison Trends 2021: Prison Staff

The coronavirus pandemic brought high risk to the health and lives of prison staff, as well as worsening working conditions for prison staff. While some countries classified or termed prison staff as frontline, essential or at higher risk, overall, their situation did not receive adequate attention from political decision-makers.

#### Global Prison Trends 2021: Prison Staff

Publisher

Penal Reform International

Publication Date

5/1/2021

<https://www.penalreform.org/global-prison-trends-2021/prison-staff/>

CORRECTIONAL WORKFORCE



### Occupational Employment and Wages, First-Line Supervisors of Correctional Officers, May 2021

Employment estimate and mean wage estimates for First-Line Supervisors of Correctional Officers:

**Occupational Employment and Wages, First-Line Supervisors of Correctional Officers, May 2021**

Publisher  
U.S. Bureau of Labor Statistics  
Publication Date  
5/1/2021  
<https://www.bls.gov/oes/current/oes331011.htm>

CORRECTIONAL    WORKFORCE



**[Occupational Employment and Wages, Probation Officers and Correctional Treatment Specialists, May 2021](#)**

Employment estimate and mean wage estimates for Probation Officers and Correctional Treatment Specialists:

**Occupational Employment and Wages, Probation Officers and Correctional Treatment Specialists May 2021**

Publisher  
U.S. Bureau of Labor Statistics  
Publication Date  
5/1/2021  
<https://www.bls.gov/oes/current/oes211092.htm>

CORRECTIONAL    WORKFORCE



**[Occupational Employment and Wages, Police and Sheriff's Patrol Officers, May 2021](#)**

Employment estimate and mean wage estimates for Police and Sheriff's Patrol Officers:

**Occupational Employment and Wages, Police and Sheriff's Patrol Officers, May 2021**

Publisher  
U.S. Bureau of Labor Statistics  
Publication Date  
5/1/2021  
<https://www.bls.gov/oes/current/oes333051.htm>

CORRECTIONAL    WORKFORCE



**[Occupational Employment and Wages, Correctional Officers and Jailers, May 2021](#)**

Employment estimates and mean wage estimates for Correctional Officers and Jailers.

**Occupational Employment and Wages, Correctional Officers and Jailers, May 2021**

Publisher  
U.S. Bureau of Labor Statistics  
Publication Date  
5/1/2021  
<https://www.bls.gov/oes/current/oes333012.htm>

CORRECTIONAL    WORKFORCE



### [LinkedIn Workforce Report, United States, December 2021](#)

Over 180 million workers in the U.S. have LinkedIn profiles; over 97,000 companies in the U.S. use LinkedIn to recruit and members can add over 38,000 skills to their profiles to showcase their professional brands. That gives us unique and valuable insight into U.S. workforce trends.

#### **LinkedIn Workforce Report, United States, December 2021**

Publisher

LinkedIn

Publication Date

12/2/2021

<https://economicgraph.linkedin.com/resources/linkedin-workforce-report-december-2021>

DOMESTIC    WORKFORCE



### [The Employment Situation of Veterans, January 2021](#)

The following tables summarize the employment situation of veterans in America based on BLS data released on February 5, 2021. These are unpublished data from the Current Population Survey, not seasonally adjusted, and represent the period ending January 2021.

#### **The Employment Situation of Veterans, January 2021**

Publisher

Syracuse University Institute for Veterans and Military Families

Publication Date

1/1/2021

<https://ivmf.syracuse.edu/article/the-employment-situation-of-veterans-january-2021/>

DOMESTIC    WORKFORCE



### [U.S. Unemployment Rates, 1991-2022](#)

Unemployment refers to the share of the labor force that is without work but available for and seeking employment.

- U.S. unemployment rate for 2021 was **5.46%**, a **2.59% decline** from 2020.
- U.S. unemployment rate for 2020 was **8.05%**, a **4.38% increase** from 2019.
- U.S. unemployment rate for 2019 was **3.67%**, a **0.23% decline** from 2018.
- U.S. unemployment rate for 2018 was **3.90%**, a **0.46% decline** from 2017.

#### **U.S. Unemployment Rates, 1991-2022**

Publisher

Macrotrends

Publication Date

2021

<https://www.macrotrends.net/countries/USA/united-states/unemployment-rate>

DOMESTIC    WORKFORCE



### [Online Dispute Resolution: Perspectives to Support Successful Implementation and Outcomes in Court Proceedings](#)

Court-based online dispute resolution (ODR) encompasses a vast and ever-growing array of technologies and processes that are used to resolve disputes in the legal system. ODR programs have been implemented widely in commercial environments to resolve disputes (e.g., on e-commerce website eBay), but since 2015, court-based ODR programs in the United States have expanded from a handful of exploratory pilots to countless programs in small and large courts alike.

**Online Dispute Resolution: Perspectives to Support Successful Implementation and Outcomes in Court Proceedings**

Author(s)

Amanda Witwer, et al.

Publisher

RAND Corporation

Publication Date

2021

[https://www.rand.org/pubs/research\\_reports/RRA108-9.html](https://www.rand.org/pubs/research_reports/RRA108-9.html)

DOMESTIC TECHNOLOGY

**Roundtable: How Corrections Was Challenged in 2021**

Staff recruitment and retention have remained critical obstacles, but there are still strategies organizations can employ to gain the upper hand in 2022. We asked several Corrections1 columnists and contributors to share what they thought were the biggest challenges of 2021 along with advice on how to address these issues in 2022.

**Roundtable: How Corrections Was Challenged in 2021**

Author(s)

Mike Cantrell, Gary Cornelius, Jenna Curren, Zolhar Zaied

Publisher

Corrections1

Publication Date

12/24/2021

<https://www.corrections1.com/2021-year-review/articles/roundtable-how-corrections-was-challenged-in-2021-mRGevcFjfnNcYMs5/>

CORRECTIONAL WORKFORCE

**Getting to Net Zero: Increasing Clean Electrification by Empowering Demand**

Published under the auspices of the World Economic Forum Global Future Council on Clean Electrification, this Insight Report invites policy-makers, regulators and investors to place greater focus on the demand side of the electricity system. It presents the technology, business models and system governance necessary to unlock flexible demand in the grid infrastructure to achieve a net-zero grid. Nine recommendations to get to net zero by increasing clean electrification are outlined under three main themes: digital technology is the fundamental enabler of a resilient net-zero grid; new business models will make a net-zero grid affordable; and a new comprehensive system governance model will be vital to ensuring a seamless and resilient net-zero grid.

**Getting to Net Zero: Increasing Clean Electrification by Empowering Demand**

Publisher

World Economic Forum

Publication Date

10/1/2021

<https://www.weforum.org/reports/getting-to-net-zero-increasing-clean-electrification-by-empowering-demand#:~:text=Getting%20to%20Net%20Zero%3A%20Increasing%20Clean%20Electrification%20by%20Empowering...>

GLOBAL TECHNOLOGY

**Technology Futures: Projecting the Possible, Navigating What's Next**

What lies ahead for us? Although the modern world allows us to know and control so many things, our collective future remains slippery. This seems particularly true this year, as we live through a global pandemic and amid countless existing environmental, economic and political uncertainties. Combining insights from the history of computing, the practical lens of futurism and the imaginative signposts offered by four fictional stories of life in 2030-something, this report aims to equip leaders with the tools they need to more accurately imagine the future of information, locality, economics and education, and to plan accordingly.

In collaboration with Deloitte

**Technology Futures: Projecting the Possible, Navigating What's Next**

Publisher  
World Economic Forum

Publication Date  
4/1/2021

<https://www.weforum.org/reports/technology-futures-projecting-the-possible-navigating-whats-next>

GLOBAL TECHNOLOGY



**Top 10 Emerging Technologies of 2021**

From breath sensors that can diagnose disease to wireless charging of low-powered devices, the 10th-anniversary edition of the World Economic Forum's Top 10 Emerging Technologies Report lists new technologies poised to impact the world in the next three to five years.

**Top 10 Emerging Technologies of 2021**

Publisher  
World Economic Forum

Publication Date  
11/1/2021

<https://www.weforum.org/reports/top-10-emerging-technologies-of-2021>

GLOBAL TECHNOLOGY



**State and local government technology revs digital services**

Perennially cash-strapped statehouses and town halls aren't typically associated with rapid technology adoption, but the COVID-19 pandemic has changed their outlook.

**State and local government technology revs digital services**

Author(s)  
John Moore and TechTarget

Publisher  
SearchITChannel

Publication Date  
10/28/2021

<https://www.techtarget.com/searchitchannel/feature/State-and-local-government-technology-revs-digital-services>

DOMESTIC TECHNOLOGY



**The future of work, office and technology in local government**

After a stressful and unpredictable year or so, senior local government management are now assessing the impact of the pandemic on its workers and citizens. Temporary and emergency fixes are now under consideration for a much longer horizon. Listening to government technology leaders and other senior public managers, a few but certain predictions can be made.

**The future of work, office and technology in local government**

Author(s)  
Dr. Alan Shark

Publisher

American City &amp; County

Publication Date

4/26/2021

<https://www.americancityandcounty.com/2021/04/26/the-future-of-work-office-and-technology-in-local-government/>

DOMESTIC TECHNOLOGY



### **Global Prison Trends 2021: Role and Use of Technologies**

The past year has seen rapid advances in the use of technological solutions in prisons and wider criminal justice systems globally. As a result of the COVID-19 pandemic, many countries turned to digital and other tools as a means of reducing the risk of transmission in places of detention through human contact and easing the burden on prison and probation staff.

#### **Global Prison Trends 2021: Role and Use of Technologies**

Author(s)

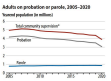
Penal Reform International

Publication Date

5/1/2021

<https://www.penalreform.org/global-prison-trends-2021/role-and-use-of-technologies/>

GLOBAL TECHNOLOGY



### **Community Corrections Technology: Experts Identify Top Needs for Tech Solutions to Probation and Parole System Challenges**

Experts identify top needs for tech solutions to Probation and Parole system challenges. Corrections agencies may turn to smart digital gear to better train and equip supervisors and monitor offenders to keep them on the path toward compliance.

#### **Community Corrections Technology: Experts Identify Top Needs for Tech Solutions to Probation and Parole System Challenges**

Author(s)

Joe Russo et al.

Publisher

National Institute of Justice

Publication Date

3/17/2021

<https://nij.ojp.gov/topics/articles/community-corrections-technology-experts-identify-top-needs-tech-solutions>

CORRECTIONAL TECHNOLOGY



### **The Future of Digital Spaces and Their Role in Democracy**

Many experts say public online spaces will significantly improve by 2035 if reformers, big technology firms, governments and activists tackle the problems created by misinformation, disinformation and toxic discourse. Others expect continuing troubles as digital tools and forums are used to exploit people's frailties, stoke their rage and drive them apart.

#### **The Future of Digital Spaces and Their Role in Democracy**

Author(s)

Janna Anderson and Lee Rainie

Publisher

Pew Research Center

Publication Date

11/22/2021

<https://www.pewresearch.org/internet/2021/11/22/the-future-of-digital-spaces-and-their-role-in-democracy/>

DOMESTIC TECHNOLOGY



### **[Global Financial Stability Report, Covid-19, Crypto, and Climate](#)**

Financial stability risks have been contained so far, reflecting ongoing policy support and a rebound in the global economy earlier this year. However, the optimism that propelled markets earlier in the year has faded on growing concerns about the strength of the global recovery, and ongoing supply chain disruptions intensified inflation concerns. Signs of stretched asset valuations in some market segments persist, and pockets of vulnerabilities remain in the nonbank financial sector; recovery is uneven in the corporate sector.

#### **Global Financial Stability Report, Covid-19, Crypto, and Climate**

Author(s)

International Monetary Fund

Publisher

Global Financial Stability Report

Publication Date

10/1/2021

<https://www.imf.org/en/Publications/GFSR/Issues/2021/10/12/global-financial-stability-report-october-2021>

GLOBAL TECHNOLOGY



### **[Global Financial Stability Report, Covid-19, Crypto, and Climate](#)**

Financial stability risks have been contained so far, reflecting ongoing policy support and a rebound in the global economy earlier this year. However, the optimism that propelled markets earlier in the year has faded on growing concerns about the strength of the global recovery, and ongoing supply chain disruptions intensified inflation concerns. Signs of stretched asset valuations in some market segments persist, and pockets of vulnerabilities remain in the nonbank financial sector; recovery is uneven in the corporate sector.

#### **Global Financial Stability Report, Covid-19, Crypto, and Climate**

Author(s)

International Monetary Fund

Publisher

Global Financial Stability Report

Publication Date

10/1/2021

<https://www.imf.org/en/Publications/GFSR/Issues/2021/10/12/global-financial-stability-report-october-2021>

GLOBAL ECONOMY



### **[Beware. Ransomware. Top Trends of 2021.](#)**

In 2021, ransomware attacks continued to be one of the most prominent threats targeting businesses and organizations worldwide. High-profile attacks disrupted operations of companies in various sectors, including critical infrastructure (Colonial Pipeline), food processing (JBS Foods), insurance (CNA) and many more. Following the attacks, pressure of law enforcement on ransomware gangs intensified, though simultaneously these threat actors continue to evolve. They not only become more technologically sophisticated but also extensively leverage the growing cybercrime ecosystem aiming to find new partners, services and tools for their operations.

#### **Beware. Ransomware. Top Trends of 2021.**

Publisher

KELA Cybercrime Intelligence

Publication Date

4/1/2021

<https://ke-la.com/resource/beware-ransomware-top-trends-of-2021/>

GLOBAL TECHNOLOGY



### **[Chatbots RESET Framework Pilot Projects: Using Chatbots in Healthcare](#)**

Conversational AI is everywhere – in our phones and in devices scattered around our homes. Now this technology is rapidly being used in healthcare, which opens up incredible opportunities to increase healthcare access globally.

This insight report aims to inform technology developers, healthcare providers and regulators about how global organizations are employing a framework to practise responsible use of conversational AI in healthcare. With input from partners of the World Economic Forum who have successfully deployed Chatbots RESET, a Forum co-created framework, it aims to inspire others to responsibly adopt AI in healthcare.

#### **Chatbots RESET Framework Pilot Projects: Using Chatbots in Healthcare**

Publisher  
World Economic Forum

Publication Date  
11/24/2021

<https://www.weforum.org/reports/chatbots-reset-framework-pilot-projects-using-chatbots-in-healthcare>

GLOBAL TECHNOLOGY



### **[Digital Culture: The Driving Force of Digital Transformation](#)**

Digital technology and business models are driving business disruption. The pandemic has accelerated this trend, making digital transformation critical for business success. However, it takes more than technology alone; leaders need to look at the human side of their organizations. Culture and the way people interact with technology are significant factors in digital success.

This interactive guide, created in collaboration with business executives and academia, presents actionable frameworks and tools for executives to improve digital leadership and culture in their organizations.

#### **Digital Culture: The Driving Force of Digital Transformation**

Author(s)  
World Economic Forum

Publisher  
Digital Culture: The Driving Force of Digital Transformation

Publication Date  
6/29/2021

<https://www.weforum.org/reports/digital-culture-the-driving-force-of-digital-transformation/>

GLOBAL TECHNOLOGY



### **[Digital Currency Governance Consortium White Paper Series](#)**

This white paper series, composed of eight parts, explores numerous critical topics related to CBDC and stablecoins, including an evaluation of their value proposition for the under-served, identification of key policy and regulatory actions, and discussion of salient technology considerations and trade-offs.

It aims to inform policy-makers, digital currency issuers, financial and civil society organizations, and other stakeholders as to the capabilities, risks, policy imperatives and key technology choices with respect to rapidly evolving stablecoins and CBDC.

#### **Digital Currency Governance Consortium White Paper Series**

Publisher  
World Economic Forum



Publication Date

11/1/2021

<https://www.weforum.org/reports/digital-currency-governance-consortium-white-paper-series>

GLOBAL TECHNOLOGY



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World Economic Forum

Publication Date

11/1/2021

<https://www.weforum.org/reports/digital-currency-governance-consortium-white-paper-series>

GLOBAL ECONOMY



### **[Global Technology Governance Report 2021: Harnessing Fourth Industrial Revolution Technologies in a COVID-19 World](#)**

An essential consideration for government, business and civil society is how technologies are harnessed and regulated to accelerate growth, encourage innovation and build resiliency in the wake of COVID-19. How governments and other stakeholders approach the governance of technologies will play an important role in how we reset society, the economy and the business environment.

This report examines some of the most important applications of Fourth Industrial Revolution technologies if we are to thrive in a post-pandemic world and the governance challenges that should be addressed for these technologies to reach their potential.

#### **Global Technology Governance Report 2021: Harnessing Fourth Industrial Revolution Technologies in a COVID-19 World**

Publisher

World Economic Forum

Publication Date

12/1/2020

<https://www.weforum.org/reports/global-technology-governance-report-2021/>

GLOBAL TECHNOLOGY



### **[The U.S. Criminal Justice System in the Pandemic Era and Beyond](#)**

By the end of November 2020, the coronavirus disease 2019 (COVID-19) was estimated to have resulted in the deaths of between 268,000 and 360,000 Americans.<sup>1</sup> The spread of the disease stressed the U.S. health care system, with the number of people needing care over-whelming available resources in some parts of the country. Both the disease and the actions taken to respond to it stressed the country as a whole and had broad impacts on the economic system and government agencies at all levels.

#### **The U.S. Criminal Justice System in the Pandemic Era and Beyond**

Author(s)

Brian A. Jackson

Publisher

RAND Corporation

Publication Date

2021

[https://www.rand.org/pubs/research\\_reports/RRA108-8.html](https://www.rand.org/pubs/research_reports/RRA108-8.html)

CORRECTIONAL TECHNOLOGY

Experts Doubt Ethical AI Design Will Be Broadly Adopted as the Norm Within the Next Decade



### **[Experts Doubt Ethical AI Design Will Be Broadly Adopted as the Norm Within the Next Decade](#)**

Experts doubt ethical AI design will be broadly adopted as the norm within the next decade.

A majority worries that the evolution of artificial intelligence by 2030 will continue to be primarily focused on optimizing profits and social control. They also cite the difficulty of achieving consensus about ethics. Many who expect progress say it is not likely within the next decade. Still, a portion celebrate coming AI breakthroughs that will improve life.

#### **Experts Doubt Ethical AI Design Will Be Broadly Adopted as the Norm Within the Next Decade**

Author(s)

Lee Rainie, Janna Anderson and Emily A. Vogels

Publisher

Pew Research Center

Publication Date

6/16/2021

<https://www.pewresearch.org/internet/2021/06/16/experts-doubt-ethical-ai-design-will-be-broadly-adopted-as-the-norm-within-the-next-decade/>

DOMESTIC TECHNOLOGY

WORLD ECONOMIC OUTLOOK  
Recovery During a Pandemic

### **[Recovery during a Pandemic-Health Concerns, Supply Disruptions, Price Pressures](#)**

The global economic recovery is continuing, even as the pandemic resurges. The fault lines opened up by COVID-19 are looking more persistent—near-term divergences are expected to leave lasting imprints on medium-term performance. Vaccine access and early policy support are the principal drivers of the gaps.

#### **Recovery during a Pandemic—Health Concerns, Supply Disruptions, Price Pressures**

Author(s)

International Monetary Fund

Publisher

World Economic Outlook

Publication Date

10/1/2021

<https://www.imf.org/en/Publications/WEO/Issues/2021/10/12/world-economic-outlook-october-2021#:~:text=Recovery%20During%20a%20Pandemic,-Health%20Concerns%2C%20Supply&text=Vaccine%20access%20and%20ear...>

GLOBAL ECONOMY



### **[Global Economic Prospects, January 2021](#)**

This quarterly briefing builds on the latest policy research as well as consultations and surveys with leading chief economists from both the public and private sectors, organized by the World Economic Forum's Centre for the New Economy and Society. It aims to summarize the emerging contours of the current economic environment and identify priorities for further action by policy-makers and business leaders in response to the global economic crisis triggered by the COVID-19 pandemic.

#### **Global Economic Prospects, January 2021**

Author(s)

World Bank Group

Publication Date

1/1/2021

<https://www.imf.org/en/Publications/WEO/Issues/2021/10/12/world-economic-outlook-october-2021>

GLOBAL ECONOMY



### **Chief Economists Outlook 2021**

The approval of several COVID-19 vaccines in late 2020 has brightened public health and economic prospects for 2021. Yet, prior to the onset of the pandemic, the global economy already had a fragile growth outlook, with social tensions over the evident polarization of economic outcomes and high levels of uncertainty. At this critical juncture, policymakers need to look beyond reviving the old economy and instead shift towards a thriving global economy—where growth is revived, social justice more fully realized, and the climate crisis averted.

#### **Chief Economists Outlook 2021**

Publisher

World Economic Forum

Publication Date

1/1/2021

<https://www.weforum.org/reports/chief-economists-outlook-2021>

GLOBAL ECONOMY



### **Digital Currency Governance Consortium, White Paper Series**

Innovations in technology are driving rapid development of new forms of money. The way global leaders from public and private sectors develop, coordinate and regulate such digital currencies will have profound implications on society's capacity to harness their benefits and avoid the potentially significant risks they introduce. Two distinct forms of digital currency – central bank digital currency (CBDC) and “stablecoins” – have caught the attention of policy-makers and the private sector in recent years.

#### **Digital Currency Governance Consortium, White Paper Series**

Author(s)

World Economic Forum

Publication Date

11/1/2021

<https://www.weforum.org/reports/digital-currency-governance-consortium-white-paper-series>

GLOBAL ECONOMY



### **World Economic Situation and Prospects 2021**

A once-in-a-century crisis—a Great Disruption unleashed by a viral pandemic—hit the world economy in 2020. In a matter of months, the number of people living in poverty increased sharply, while income and wealth inequality trended towards new highs. Governments around the world responded rapidly—and boldly—to stem the health and economic contagion of the crisis. Fiscal and monetary stimulus packages were quickly rolled out to save the economy. The crisis responses, however, entailed difficult choices between saving lives and saving livelihoods, between speed of delivery and efficiency, and between short-term costs and long-term impacts. Limited fiscal space and high levels of public debt constrained the ability of many developing countries to roll out sufficiently large stimulus packages.

#### **World Economic Situation and Prospects 2021**

Author(s)

United Nations

Publication Date

3/1/2021

<https://www.un.org/development/desa/dpad/publication/world-economic-situation-and-prospects-2021/>

GLOBAL ECONOMY



### **The World's 100 Most Valuable Brands in 2021**

2021 has been a year of economic recovery, as the world slowly transitions to a state of (relative) normalcy. But some companies are rebounding faster than others. According to Kantar BrandZ™, a lot of it has to do with the strength of a company's brand. With this in mind, here's a look at the world's most valuable brands in 2021.

#### **The World's 100 Most Valuable Brands in 2021**

Author(s)

Carmen Ang

Publisher

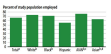
Visual Capitalist

Publication Date

10/6/2021

<https://www.visualcapitalist.com/wp-content/uploads/2021/10/most-valuable-brands-2021.html>

GLOBAL ECONOMY



### **Employment of Persons Released from Federal Prison in 2010**

Congress tasked BJS and the U.S. Census Bureau with reporting on post-prison employment of persons released from federal prison. The study population in this report includes 51,500 persons released from the Federal Bureau of Prisons (BOP) whose release records could be linked by the U.S. Census Bureau to employment and wage files from the Longitudinal Employer-Household Dynamics (LEHD) program.

#### **Employment of Persons Released from Federal Prison in 2010**

Author(s)

U.S. Department of Justice

Publication Date

12/1/2021

<https://bjs.ojp.gov/content/pub/pdf/eprfp10.pdf>

CORRECTIONAL ECONOMY



### **Justice-Involved Individuals and the Consumer Financial Marketplace**

From arrest to incarceration and reentry, people who come into contact with the justice system are confronted with numerous financial challenges, including financial products and services that too often contain exploitative terms and features, offer little or no consumer choice, and can have long-term negative consequences for the individuals and families affected. This report outlines some of the challenges faced by justice-involved people and their families in navigating their finances at each stage of the criminal justice system. The available information raises serious questions about the transparency, fairness, and availability of consumer choice in markets associated with the justice system, as well as demonstrating the pervasive reach of predatory practices targeted at justice-involved individuals.

#### **Justice-Involved Individuals and the Consumer Financial Marketplace**

Author(s)

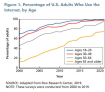
Consumer Financial Protection Bureau

Publication Date

1/1/2022

[https://files.consumerfinance.gov/f/documents/cfpb\\_jic\\_report\\_2022-01.pdf](https://files.consumerfinance.gov/f/documents/cfpb_jic_report_2022-01.pdf)

CORRECTIONAL ECONOMY



## **Community Supervision in a Digital World, Challenges and Opportunities**

In June 2020, RAND and University of Denver staff conducted an expert workshop on community supervision in a digital world. The workshop was convened to identify high-priority technology and policy needs related to supervising individuals in an increasingly digital world. This report presents the proceedings of that workshop, topics considered, needs that panel participants developed, and overarching themes that emerged from the panel discussion. This report and the results it presents should be of interest to community corrections agency administrators, community corrections officers, correctional assessment and treatment staff, risk-needs assessment technology providers, digital supervision technology providers, and the research community.

### **Community Supervision in a Digital World, Challenges and Opportunities**

Author(s)

Joe Russo, et al.

Publisher

RAND Corporation

Publication Date

2021

[https://www.rand.org/pubs/research\\_reports/RRA108-10.html](https://www.rand.org/pubs/research_reports/RRA108-10.html)

CORRECTIONAL    TECHNOLOGY



## **The 2021 Long-Term Budget Outlook**

Each year, the Congressional Budget Office publishes a report presenting its projections of what federal debt, deficits, spending, and revenues would be for the next 30 years if current laws governing taxes and spending generally did not change. This report is the latest in the series.

### **The 2021 Long-Term Budget Outlook**

Author(s)

Molly Dahl, et. al

Publisher

Congressional Budget Office

Publication Date

3/1/2021

<https://www.cbo.gov/publication/57038>

DOMESTIC    ECONOMY



## **The State of Gig Work in 2021**

Nontraditional, short-term and contract work existed prior to the internet and smartphones, but the gig economy has ushered in a new way of connecting people with consumers and those who want to hire them. Indeed, the emergence of companies like Uber, TaskRabbit or DoorDash has expanded the way people earn money and added another dimension to the labor force.

To better understand the experiences of people who take on work through online gig platforms, Pew Research Center surveyed U.S. adults in August 2021 and found that 16% of Americans have ever earned money through an online gig platform in at least one of the following ways: driving for a ride-hailing app; shopping for or delivering groceries or household items; performing household tasks like cleaning someone's home or assembling furniture, or running errands like picking up dry cleaning; making deliveries from a restaurant or store for a delivery app; using a personal vehicle to deliver packages to others via a mobile app or website such as Amazon Flex; or doing something else along these lines.

### **The State of Gig Work in 2021**

Author(s)

Monica Anderson et al.

Publisher  
Pew Research Center

Publication Date

12/8/2021

<https://www.pewresearch.org/internet/2021/12/08/the-state-of-gig-work-in-2021/>

DOMESTIC ECONOMY



### **Transparency at CBO: Future Plans and a Review of 2021**

The Congressional Budget Office's transparency efforts are intended to promote a thorough understanding of its work, help people gauge how estimates might change if policies or circumstances differed, and enhance the credibility of its analyses and processes. This report fulfills CBO's requirement to report on its plans for such efforts.

#### **Transparency at CBO: Future Plans and a Review of 2021**

Author(s)

Lara Robillard and Congressional Budget Office

Publication Date

3/1/2022

<https://www.cbo.gov/system/files/2022-03/57701-Transparency.pdf>

DOMESTIC ECONOMY



### **Managing Divergent Recoveries**

Global prospects remain highly uncertain one year into the pandemic. New virus mutations and the accumulating human toll raise concerns, even as growing vaccine coverage lifts sentiment. Economic recoveries are diverging across countries and sectors, reflecting variation in pandemic-induced disruptions and the extent of policy support. The outlook depends not just on the outcome of the battle between the virus and vaccines—it also hinges on how effectively economic policies deployed under high uncertainty can limit lasting damage from this unprecedented crisis.

Global growth is projected at 6 percent in 2021, moderating to 4.4 percent in 2022. The projections for 2021 and 2022 are stronger than in the October 2020 WEO. The upward revision reflects additional fiscal support in a few large economies, the anticipated vaccine-powered recovery in the second half of 2021, and continued adaptation of economic activity to subdued mobility. High uncertainty surrounds this outlook, related to the path of the pandemic, the effectiveness of policy support to provide a bridge to vaccine-powered normalization, and the evolution of financial conditions.

#### **Managing Divergent Recoveries**

Author(s)

International Monetary Fund

Publisher

World Economic Outlook

Publication Date

4/1/2021

<https://www.imf.org/en/Publications/WEO/Issues/2021/03/23/world-economic-outlook-april-2021>

GLOBAL ECONOMY



### **Fault Lines Widen in the Global Recovery**

Economic prospects have diverged further across countries since the April 2021 World Economic Outlook (WEO) forecast. Vaccine access has er principal fault line along which the global recovery splits into two blocs: those that can look forward to further normalization of activity later th all advanced economies) and those that will still face resurgent infections and rising COVID death tolls. The recovery, however, is not assured ex countries where infections are currently very low so long as the virus circulates elsewhere.

**Fault Lines Widen in the Global Recovery**

Author(s)  
International Monetary Fund  
Publisher  
World Economic Outlook  
Publication Date  
07/2021

<https://www.imf.org/en/Publications/WEO/Issues/2021/07/27/world-economic-outlook-update-july-2021#:~:text=%E8%AA%9E%20%D1%80%D1%83%D1%81%D1%81%D0%BA%D0%B8%D0%B9%20%E4%B8%AD%E6%96%87-,Fault%20Li>

GLOBAL ECONOMY

What is DEI Doing for the Formerly Incarcerated?



**What is DEI Doing for the Formerly Incarcerated?**

A 2018 estimate of unemployment among the five million formerly incarcerated people living in the U.S. found that they are “unemployed at a rate of over 27% — higher than the total U.S. unemployment rate during any historical period, including the Great Depression.” In this article, author LeRon L. Barton poses the question: What role is the DEI sector playing in this fight?

**What is DEI Doing for the Formerly Incarcerated?**

Author(s)  
LeRon L. Barton  
Publisher  
Harvard Business Review  
Publication Date  
9/6/2021  
<https://hbr.org/2021/09/what-is-dei-doing-for-the-formerly-incarcerated>

CORRECTIONAL DEIA



**Annual Survey of State Government Finances Summary: 2020**

This report presents data on state government finances collected from the 2020 Annual Survey of State Government Finances.

**Annual Survey of State Government Finances Summary: 2020**

Author(s)  
Deirdre Baker, Justin Keller, Raemeka Mayo, and Kristina Marie Pasquino Frates  
Publisher  
U.S. Census Bureau  
Publication Date  
12/1/2021  
<https://www.census.gov/content/dam/Census/library/publications/2020/econ/g20-asfin.pdf>

DOMESTIC ECONOMY



**Diversity, equity, and inclusion in the public service workforce**

This report presents data on diversity in public service organizations — in state and local government, education, health care, and related nonprofit organizations. It also compares historical and current public service diversity figures to those of the broader workforce. Aspects of diversity discussed include race, ethnicity, age, gender, and other categories (to the extent that data is available), such as LGBTQIA+ identification, veteran status, cognitive diversity, religion, and language.

**Diversity, equity, and inclusion in the public service workforce**

Author(s)  
MissionSquare Research Institute

Publication Date  
9/1/2021  
[https://www.slge.org/wp-content/uploads/2021/09/deireport\\_092421.pdf](https://www.slge.org/wp-content/uploads/2021/09/deireport_092421.pdf)

DOMESTIC    WORKFORCE



### [Shared Guiding Principles for Digital Health Inclusion](#)

The Shared Guiding Principles for Digital Health Inclusion set out in this report complement the larger principles of the EDISON Alliance in order to encourage thoughtful action in its focus areas of finance, education and health. The principles serve as a guide for partnerships in digital healthcare, aiming to raise questions of inclusion at the inception of a project, maximize the opportunities of digitally-enabled medicine and chart a course for responsible and inclusive innovation in connected care.

#### **Shared Guiding Principles for Digital Health Inclusion**

Publisher  
World Economic Forum

Publication Date  
11/1/2021  
[https://www3.weforum.org/docs/WEF\\_Shared\\_Guiding\\_Principles\\_for\\_Digital\\_Health\\_Inclusion\\_2021.pdf](https://www3.weforum.org/docs/WEF_Shared_Guiding_Principles_for_Digital_Health_Inclusion_2021.pdf)

GLOBAL    DEIA



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GLOBAL    TECHNOLOGY



### [The Future is Now: Recruiting, Retaining, and Developing the 21st Century Jail Workforce](#)

As the 21st century unfolds, American jails are confronting unprecedented challenges. While both the numbers and the demands of their populations have steadily grown, their resources have not kept pace. As a result, perhaps at no other time have jails been in greater need of capable staff and confident leadership. Yet within just a few years, retirements are expected to seriously diminish the ranks of managers, supervisors, and experienced line employees who are now staffing America's jails. Add to that their ongoing struggle to recruit and retain well-qualified workers whose importance to the welfare of the community is often unappreciated, and it becomes clear why jail leaders throughout the country recently elevated workforce-related issues to a top national priority.

#### **The Future is Now: Recruiting, Retaining, and Developing the 21st Century Jail Workforce**

Author(s)  
Jeanne B. Stinchcomb, Ph.D., Susan W. McCampbell, Leslie Leip, Ph.D.

Publisher  
Center for Innovative Public Policies, Inc



Publication Date

2009

[https://bja.ojp.gov/sites/g/files/xyckuh186/files/Publications/CIPP\\_JailWorkforce.pdf](https://bja.ojp.gov/sites/g/files/xyckuh186/files/Publications/CIPP_JailWorkforce.pdf)

CORRECTIONAL DEIA

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Center for Innovative Public Policies, Inc

Publication Date

2009

[https://bja.ojp.gov/sites/g/files/xyckuh186/files/Publications/CIPP\\_JailWorkforce.pdf](https://bja.ojp.gov/sites/g/files/xyckuh186/files/Publications/CIPP_JailWorkforce.pdf)

CORRECTIONAL WORKFORCE



### **Diversity Wins: How Inclusion Matters**

*Diversity Wins* is the third report in a McKinsey series investigating the business case for diversity, following [Why Diversity Matters](#) (2015) and [Delivering Through Diversity](#) (2018). Our latest report shows not only that the business case remains robust but also that the relationship between diversity on executive teams and the likelihood of financial outperformance has strengthened over time. These findings emerge from our largest data set so far, encompassing 15 countries and more than 1,000 large companies. By incorporating a “social listening” analysis of employee sentiment in online reviews, the report also provides new insights into how inclusion matters. It shows that companies should pay much greater attention to inclusion, even when they are relatively diverse.

#### **Diversity Wins: How Inclusion Matters**

Author(s)

Sundiatu Dixon-Fyle, Vivian Hunt, Kevin Dolan, Sara Prince

Publisher

McKinsey & Company

Publication Date

3/19/2020

<https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-wins-how-inclusion-matters>

Diversity Wins

DOMESTIC DEIA



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Publisher

McKinsey &amp; Company

Publication Date

3/19/2020

<https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-wins-how-inclusion-matters>

Diversity Wins

DOMESTIC WORKFORCE

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Publisher

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3/19/2020

<https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-wins-how-inclusion-matters>

Diversity Wins

GLOBAL DEIA

**[Diversity Wins: How Inclusion Matters](#)**

*Diversity Wins* is the third report in a McKinsey series investigating the business case for diversity, following [Why Diversity Matters](#) (2015) and [Delivering Through Diversity](#) (2018). Our latest report shows not only that the business case remains robust but also that the relationship between diversity on executive teams and the likelihood of financial outperformance has strengthened over time. These findings emerge from our largest data set so far, encompassing 15 countries and more than 1,000 large companies. By incorporating a “social listening” analysis of employee sentiment in online reviews, the report also provides new insights into how inclusion matters. It shows that companies should pay much greater attention to inclusion, even when they are relatively diverse.

**Diversity Wins: How Inclusion Matters**

Author(s)

Sundiatu Dixon-Fyle, Vivian Hunt, Kevin Dolan, Sara Prince

Publisher

McKinsey &amp; Company

Publication Date

3/19/2020

<https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-wins-how-inclusion-matters>

Diversity Wins

GLOBAL WORKFORCE



### [Caste: An Oft-Ignored Aspect of Diversity, Equity, and Inclusion](#)

A number of colleges and universities are finally acknowledging what caste-oppressed students, who mostly share a South Asian immigrant background, have long known, namely that “casteism tends to manifest in US colleges and universities through slurs, microaggressions and social exclusion”. These unfortunate dynamics are rooted in models of social stratification that have a far longer history than that of racism in the US, appearing first in The Rigveda, the oldest known Vedic Sanskrit text that has been orally transmitted since the 2nd millennium BCE. And in the context of Hinduism, this type of ‘othering’ refers to the Brahminic ideology that hierarchizes society into its distinct and immovable social classes. Inasmuch as most Americans have little understanding of the class structures inherent in other parts of the world like South Asia, when discrimination based on those status systems manifests itself, it does so only *within* these minority communities, thus out of view from the broader U.S. culture.

#### **Caste: An Oft-Ignored Aspect of Diversity, Equity, and Inclusion**

Author(s)

Susan Harmeling

Publisher

Forbes

Publication Date

2/8/2022

<https://www.forbes.com/sites/susanharmeling/2022/02/08/caste-an-oft-ignored-aspect-of-diversity-equity-and-inclusion/?sh=6dd64e78354b>

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DOMESTIC DEIA



### [Formerly-Incarcerated People and the Employment Gap: Expanding Opportunities](#)

Certified diversity executive, host of Diversity: Beyond the Checkbox podcast and Head of Content for The Diversity Movement, Jackie Ferguson, explains: As a society, we don’t always extend empathy to incarcerated and formerly-incarcerated people the way we do to other underserved groups. In fact, I’d say bias often leads us to believe their marginalization is somehow deserved or, at the very least, defensible. Yet if more people understood the reality of our criminal justice system — from wrongful convictions to the large number of people in prison because of small-time drug offenses — they might feel differently. They might even give formerly-incarcerated people a fresh chance at building a career and contributing positively to our workplaces and communities.

#### **Formerly-Incarcerated People and the Employment Gap: Expanding Opportunities**

Author(s)

Jackie Ferguson

Publisher

Forbes

Publication Date

1/20/2022

<https://www.forbes.com/sites/forbesbusinesscouncil/2022/01/20/formerly-incarcerated-people-and-the-employment-gap-expanding-opportunities/?sh=500b8bb36cb2>

DOMESTIC DEIA



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CORRECTIONAL DEIA



### [Just Visiting? Exploring the Effectiveness of Independent Custody Visitors at Monitoring Race and Gender Equality in Police Custody](#)

Overall, scheme managers and custody visitors were well trained and were continuing to learn from training sessions provided by the Independent Custody Visiting Association (ICVA) and Police and Crime Commissioners (PCCs). However, there were still gaps in the ability of both scheme managers and custody visitors to identify and challenge direct and indirect discrimination.

### Just Visiting? Exploring the Effectiveness of Independent Custody Visitors at Monitoring Race and Gender Equality in Police Custody

Author(s)

Amal Ali, Hannah Pittaway

Publisher

Criminal Justice Alliance

Publication Date

12/1/2021

[https://www.criminaljusticealliance.org/wp-content/uploads/2021\\_12\\_09\\_Just-visiting-report\\_FINAL.pdf](https://www.criminaljusticealliance.org/wp-content/uploads/2021_12_09_Just-visiting-report_FINAL.pdf)

GLOBAL DEIA



### [Deaf and Incarcerated: Access, Accommodations, and Care](#)

The number of Deaf adults in the correctional system is difficult to specify, as some estimates include individuals who are mildly to moderately hard-of-hearing while others do not. HEARD, an organization that provides support and advocacy to incarcerated Deaf individuals, estimates the number to be in the tens of thousands.

### Deaf and Incarcerated: Access, Accommodations, and Care

Author(s)

M. Elizabeth Bowman, PhD, LCSW-C, and Jaemi Hagen, MSW

Publisher

National Commission on Correctional Health Care

Volume, Issue, & Page

Volume 36, Issue 1, pgs 4-6

Publication Date

Spring 2022

[https://www.ncchc.org/wp-content/uploads/36-1\\_Spring\\_2022\\_CorrectCare.pdf](https://www.ncchc.org/wp-content/uploads/36-1_Spring_2022_CorrectCare.pdf)

CORRECTIONAL DEIA



### **Equity Toolkit: A Guide for Teams and Organizations Looking to Live Equitably**

This Equity Toolkit contains 3 phases that have been identified to support organizations or schools in operationalizing racial equity.

Each phase contains 3 stages (developing, mid, high) and steps to lead organizational committees through the process of operationalizing racial equity into their school/district/school. Each stage includes: Questions to consider, actions to consider, and resources are built into each sub-phase. We recommend that you move through each phase sequentially, with the reminder that teams can be in several phases at one time. Teams can also circle back to phases depending on the particular racial equity, diversity or inclusion initiative they may be focused on at the moment.

#### **Equity Toolkit: A Guide for Teams and Organizations Looking to Live Equitably**

Publisher

The Mind Trust

Publication Date

2022

<https://equitytoolkit.org/>

DOMESTIC DEIA



### **Diversity, equity, and inclusion in the public service workforce**

This report presents data on diversity in public service organizations — in state and local government, education, health care, and related nonprofit organizations. It also compares historical and current public service diversity figures to those of the broader workforce. Aspects of diversity discussed include race, ethnicity, age, gender, and other categories (to the extent that data is available), such as LGBTQIA+ identification, veteran status, cognitive diversity, religion, and language.

#### **Diversity, equity, and inclusion in the public service workforce**

Author(s)

MissionSquare Research Institute

Publication Date

9/1/2021

[https://www.slge.org/wp-content/uploads/2021/09/deireport\\_092421.pdf](https://www.slge.org/wp-content/uploads/2021/09/deireport_092421.pdf)

DOMESTIC DEIA



### **Executive Order on Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce**

President Biden signed an Executive Order to advance diversity, equity, inclusion, and accessibility (DEIA) in the Federal workforce. This Executive Order reaffirms that the United States is at its strongest when our Nation's public servants reflect the full diversity of the American people.

#### **Executive Order on Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce**

Author(s)

President Joseph R. Biden, Jr

Publisher

The White House

Publication Date

6/25/2021

<https://www.whitehouse.gov/briefing-room/presidential-actions/2021/06/25/executive-order-on-diversity-equity-inclusion-and-accessibility-in-the-federal-workforce/>

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DOMESTIC    WORKFORCE



### **Biden Creates Sweeping Diversity and Inclusion Initiative Through New Executive Order**

Agencies have new marching orders to promote and improve diversity, equity, inclusion and accessibility within the federal workforce, thanks to a sweeping new executive order from the Biden administration.

The executive order, which President Joe Biden signed Friday evening, details the administration’s vision for a federal workforce “that looks like America.” It touches on nearly every aspect of federal employment, from recruitment and hiring to training, leadership development, and employee pay and benefits.

#### **Biden Creates Sweeping Diversity and Inclusion Initiative Through New Executive Order**

Author(s)

Nicole Ogrysko

Publisher

Federal News Network

Publication Date

6/28/2021

<https://federalnewsnetwork.com/workforce/2021/06/biden-creates-sweeping-diversity-and-inclusion-initiative-through-new-executive-order/>

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DOMESTIC WORKFORCE

Do Your Global Teams See DEI as an American Issue?



### **Do Your Global Teams See DEI as an American Issue?**

To date, organizations across the world have followed the American lead when it comes to DEI. They’ve benefited from the extensive research, data, literature, role models, best practices, narratives, and success stories and have been inspired to address inequality in their own workplaces. But for global organizations aspiring to be inclusive of diverse talent across their international teams, it’s just as important that employees in Paris, Mumbai, and Buenos Aires are on board as it is for those in New York and Seattle. To achieve this, leaders can draw inspiration from the management term “glocal,” a mix of the words global and local. Using a global lens allows organizations to identify a DEI vision and strategy that defines broad areas of focus while also allowing flexibility for local adaptation within those key areas. The author presents five things to keep in mind when diversifying your DEI approach.

#### **Do Your Global Teams See DEI as an American Issue?**

Author(s)

Poornima Luthra

Publisher

Harvard Business Review

Publication Date

3/21/2022

<https://hbr.org/2022/03/do-your-global-teams-see-dei-as-an-american-issue>

GLOBAL DEIA

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DOMESTIC DEIA

Recent

Managers, Here's How to Be a Better Ally in the Remote Workplace



### **Managers, Here's How to Be a Better Ally in the Remote Workplace**

Recent research shows that people who have at least one ally at their job are nearly twice as likely to be satisfied and feel like they belong. As a manager, you have a unique opportunity to be role a model in building inclusion across teams, but you may face unique challenges in remote or hybrid settings.

**Managers, Here's How to Be a Better Ally in the Remote Workplace**

Author(s)

Melinda Briana Epler

Publisher

Harvard Business Review

Publication Date

1/27/2022

<https://hbr.org/2022/01/managers-heres-how-to-be-a-better-ally-in-the-remote-workplace>

DOMESTIC DEIA



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DOMESTIC TECHNOLOGY



**Diversity, Equity and Inclusion 4.0: A Toolkit for Leaders to Accelerate Social Progress in the Future of Work**

The Diversity, Equity and Inclusion Toolkit explores the practical opportunities and risks that rapidly emerging technologies represent for diversity, equity and inclusion efforts. The toolkit outlines how technology can help reduce bias from recruitment processes, diversify talent pools, and benchmark diversity and inclusion across organizations. Research is also cited that suggests well-managed diverse teams significantly outperform homogenous ones over time, across profitability, innovation, decision-making, and employee engagement.

**Diversity, Equity and Inclusion 4.0: A Toolkit for Leaders to Accelerate Social Progress in the Future of Work**

Publisher

World Economic Forum

Publication Date

6/1/2020

<https://www.weforum.org/reports/diversity-equity-and-inclusion-4-0-a-toolkit-for-leaders-to-accelerate-social-progress-in-the-future-of-work/>

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GLOBAL TECHNOLOGY

**Check out previous Environmental Scans**

The National Institute of Corrections publishes this compilation of resources each year as an overview of what research indicates to be the trends in the corrections industry each year.

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