



# COMMON GROUND

MARCH 2021 ISSUE



# SCSD COMMEMORATES WOMEN'S HISTORY MONTH

## SHERIFF'S STATEMENT

MARCH 2021



Greetings,

In this issue of the Common Ground Newsletter, we recognize and celebrate Women's History Month by profiling a trio of highly-accomplished, deeply-committed and essential members of our command staff - Deputy Superintendent Rachelle Steinberg, Deputy Superintendent Sylvia Thomas, and Director of Human Resources Rachelle Villarson. These three women not only exemplify the ideal of achievement through hard work and dedication, but they also represent the increasingly diverse and inclusive workforce that is entrusted with the significant responsibility of ensuring the safe care and custody of those remanded to our facilities by the courts, and the smooth, efficient operation of our Department's daily functions.

In addition, we also feature our Special Sheriff and House of Correction Superintendent Yolanda Smith in her participation on a panel, assembled by think-tank MassINC, about "Refunding Corrections" and criminal justice reform.

We also showcase our relationship with the Family Nurturing Center and the Nurturing Fathers' Program with our "Partner of the Month" series, and talk about my efforts to encourage vaccinations in our communities against the COVID-19 virus through a slate of PSAs we created.

I hope that you'll enjoy reading about these and other topics in this edition, and I look forward to bringing you more insight and information about the form and functions of the Department in the issues to come.

-Sheriff Steven W. Tompkins

### COMMON GROUND NEWSLETTER

SANDY ZAMOR CALIXTE - CHIEF  
PETER VANDELFT - EDITOR  
DAVID HILL - PHOTOGRAPHER  
VONEL LAMOUR - DESIGNER

### SHERIFF STEVEN W. TOMPKINS

OFFICE OF COMMUNICATIONS AND EXTERNAL AFFAIRS  
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### SHERIFF TOMPKINS RELEASES PSAS ENCOURAGING VACCINATIONS AGAINST COVID-19

Suffolk County Sheriff Steven W. Tompkins gathered a team of notable officials to help encourage vaccinations against the COVID-19 virus.

### PARTNER OF THE MONTH: THE FAMILY NURTURING CENTER

This month, we talk to the Family Nurturing Center's Nurturing Fathers' Program Director John O'Neil.

### SPECIAL SHERIFF SMITH JOINS PANEL TO DISCUSS "REFUNDING CORRECTIONS"

Suffolk County Special Sheriff Yolanda Smith took part in a panel discussion about criminal justice reform and the concept of "Refunding Corrections."

### THE DEPARTMENT RECOGNIZES TRIO OF COMMAND STAFF MEMBERS

The Department holds a question and answer session with highly-accomplished and essential staff members - Deputy Superintendent Rachelle Steinberg, Deputy Superintendent Sylvia Thomas, and Director of Human Resources Rachelle Villarson.





# SHERIFF TOMPKINS ASSEMBLES POWERFUL TEAM TO HELP SPUR VACCINATION EFFORTS



In an effort to encourage more people of color to get vaccinated against the COVID-19 virus, Suffolk County Sheriff Steven W. Tompkins has assembled an impressive lineup, including elected officials of color and community leaders, for a series of public service announcements.

With representatives coming in from multiple branches of local government, the list of participants joining Sheriff Tompkins includes Suffolk County District Attorney Rachael Rollins; Boston City Council President and soon-to-be Acting Mayor Kim Janey; State Senator Sonia Chang-Diaz; State Representatives Russell Holmes, Nika Elugardo, Jon Santiago, Elizabeth Miranda and Brandy Fluker Oakley; Boston City Councilors Michelle Wu, Andrea Campbell, Annisssa Essaibi George, Lydia Edwards, Ricardo Arroyo, and Julia Mejia; and Register of Probate Felix Arroyo, Sr., with even more officials and leaders expected to participate in upcoming PSA's in additional languages with multiple approaches.

"We really felt the need to push this message out as quickly as possible, because the pandemic has been so devastating, particularly in communities of color," said Sheriff Tompkins. "We're fighting an uphill battle against three equally-formidable challenges, the first of which has to do with greater susceptibility to the virus in communities of color because they tend to be more densely-populated and constitute a bulk of the critical infrastructure workers in our towns and cities."

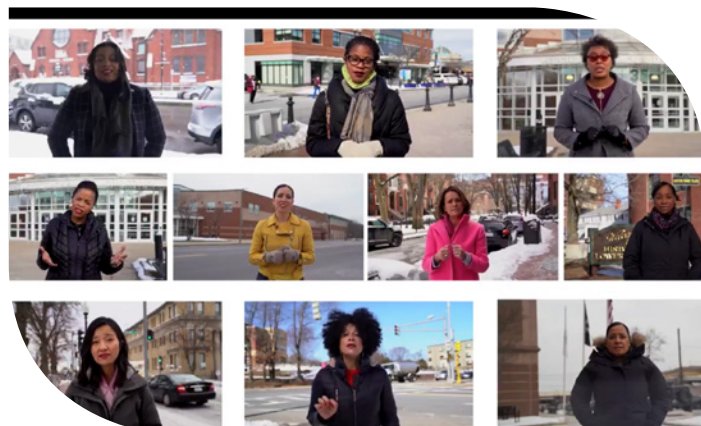
"We're also dealing with inadequate and unequal distribution of the vaccine to our areas. And then, when we do have access to it, we are fighting against the apprehension that exists over taking the vaccine that many people feel, based on the deep-seated mistrust of a government that has a long history of medically mistreating people of color."

Among those incidences of mistreatment sparking such mistrust among people of color, perhaps the most egregious was the "Tuskegee Study of Untreated Syphilis in the Negro Male." This study, which spanned 40 years, beginning in 1932, was conducted by the United States Public Health Service and involved 600 Black men, 399 of whom had cases of syphilis, which took place without their informed consent or proper treatment thereafter. Ultimately, 128 of the men in the study died of syphilis or its complications, with 40 of their wives being infected and 19 of their children acquiring congenital syphilis.

"We know that there are a host of valid historical reasons for suspicion and apprehension about government-based medical treatment, but this vaccine has passed trials and is being administered to everyone, regardless of race or gender," Sheriff Tompkins continued. "The bottom line is that we know that not taking the vaccine is extremely dangerous, even deadly for some of us."

As noted in the PSA, the statistics tell the story. The pandemic has killed more than 500,000 people, with 3,100 people per day dying of COVID-19 this past January alone, and the virus has cut the average life expectancy for Black people by two years and Latinos by three years, with eight out of ten COVID-19 deaths reported in the U.S. to have been adults aged 65 or older. And, in the PSA encouraging women to receive the vaccine, participants reported the sobering statistic that the virus is thirteen times more deadly for pregnant women.

Residents are encouraged to consult with their medical practitioner or visit: [www.mass.gov](http://www.mass.gov) for information about where and when they can receive their vaccination. To watch the PSAs, click here: [https://fb.watch/3\\_j-duAE\\_q/](https://fb.watch/3_j-duAE_q/) and here: [https://fb.watch/3\\_jYgpAK6r/](https://fb.watch/3_jYgpAK6r/).



# EMPLOYEE PROFILES

## SCSD Trio Highlighted For Essential Roles In Department's Continued Success

The following three Suffolk County Sheriff's Department employees each represent a different and equally essential facet of the many elements that go into the collective effort undertaken each day to ensure the safe, secure and smooth operation of the Department.

While both the timing of our "Women's History Month" edition of our newsletter and their recent promotions into the Department's upper-echelon of leadership provide a unique opportunity to feature them in this March special issue, it is their excellence and dedication to the work of the Department that has earned each of them a share of the spotlight in this month's Employee Profile.

We invite you to read about Assistant Superintendent Rachelle Steinberg, Assistant Superintendent Sylvia Thomas and Director of Human Resources Rachelle Villarson as they tell us their careers with the Department in their own words.



### Rachelle Steinberg

#### Assistant Superintendent

1 - When did you start your career with the Suffolk County Sheriff's Department?

I began as an intern in 2002 while in graduate school.

2 - What is it that made you interested in coming in to work at the Department in the first place?

The internship presented itself and seemed like it would be an interesting experience.

3 - I know that you were recently appointed to the position of Assistant Superintendent, but can you talk about the work you were doing before the promotion and what will be different about your new position?

I will be continuing my previous responsibilities as well as a few new ones. I oversee the Department's medical contract, the MAT program as well as other treatment initiatives and am the liaison with the trial and specialty courts.

4 - Can you talk about how the Department has changed since your early days to now?

Since I began, there have been a number of changes in the Department as well as in Corrections. There are a lot more women employed and in higher ranking positions within the Department. Programs and services have also changed dramatically in order to meet with needs of the men and women in our custody.

5 - What are some of the things that you appreciate about the job and the work you do?

What I appreciate most is the hard work that the men and women who work for the Department do day-in and day-out. Working in a correctional setting is challenging and many times underappreciated by the community. Uniform and non-uniform staff works collaboratively every day to meet the multitude of needs that face the men and women in our custody. Our staff works very hard to continue to bridge the gap between those incarcerated in our facilities and the communities they will be returning to.

6 - What are some of the difficult or challenging things about the job and working in Corrections?

The most difficult challenges are managing the many gaps in services and opportunities in the community for the men and women we serve. So much responsibility is placed on the Sheriff's Departments and the DOC [Department of Correction] to provide solid and thoughtful reentry and discharge planning, however far too many times we come up against hurdles and barriers beyond our control. These challenges greatly hinder a smooth transition for the men and women as they leave our doors, which is very stressful and difficult for them as well as the staff, who did all that they could to prepare them for release.

7 - What makes the job worth doing for you every day?

There are a number of dedicated people I enjoy working with that make the day-to-day much easier. The successes of the men and women we serve provide the most reward.

8 - Tell me something that people in corrections know, understand, or go through that people on the outside have no idea about but should know.

The impression for most people about corrections is what they see on TV. The reality is that the staff that comes to work inside a correctional facility is seeing people at their absolute worst, whether it's their first incarceration or their 10th. The population we serve has custody issues, suffers from chronic homelessness, severe mental illness and substance use disorders as well as years of trauma. Correctional facilities are de facto mental health facilities, detox and treatment facilities, educational institutions, just to name a few. We do our best to meet each individual where they are and hope that they leave our custody in a better place than they arrived. This begins at "Day One" and continues, many times, until they are back in the community.



## Sylvia Thomas

### Assistant Superintendent

1 - When did you start your career with the Suffolk County Sheriff's Department and what was your rank?

I started with the Department in July 1993 as a Correctional Officer (CO).

2 - What is it that made you interested in coming in to work at the Department in the first place?

I was working at an insurance agency prior to working with the Department and wanted something more challenging. I wanted to work at a place where

I could grow professionally and put my talents to good use. I desired more for myself because I knew I had more to give.

3 - I know that you were recently appointed to the position of Assistant Superintendent, but can you list off the different ranks and stations that you've had from your early days to today?

Ranks: Officer (1993), Corporal (2001), Lieutenant (2005), Captain (2010), Assistant Deputy Superintendent (2014), Assistant Superintendent (2021).

Places I worked: Booking, Property, D-Boards, and Units.

4 - Can you talk about how the Department has changed since your early days to now?

The Department has changed a lot since I started back in 1993. For starters, more women and people of color are in high-ranking positions than ever before in the Department. The bar has been raised and more has been required of us in order to make the Department more about rehabilitating people. Before, inmates were confined to the units and the only thing really available for programming was Alcoholics Anonymous and Narcotics Anonymous. Female programming and movement was more limited and less was offered to them. Today, our



focus has shifted to programming and helping individuals leave here better equipped than they came. We have services ranging from education, to re-entry, to innovative programs such as the P.E.A.C.E. unit. Technology is also playing a role in how we deliver programming through smart boards and tablets, which I would have never imagined when I started 28 years ago. It is really remarkable to see all the changes within the Department.

5 - What are some of the things that you appreciate about the job and the work you do?

I truly love my job. Every day is different and an opportunity to make a difference in someone's life. People matter, even those that have made mistakes, and deserve a second chance. I feel privileged to work under a Sheriff that cares about helping people to be productive citizens in our society. I also appreciate the communication I have with my colleagues and how we work together to ensure the care, custody, and control of the Department.

6 - Can you talk a little bit about what your new role is with the new position? What are some of the things that you are now responsible for in addition to what you used to do?

In my new position, I will play a bigger role in supporting the Superintendent and Special Sheriff Yolanda Smith. I will be more hands-on with the labor unions and supporting the work they do. I will continue to oversee the security and operations of the Department, labor relations, and policy reviews.

7 - What are some of the difficult or challenging things about the job and working in Corrections?

Working in Corrections is great, but not without its challenges. Due to the nature of our work, nothing is ever black and white, or "yes" or "no." We are in the people business and people are complicated, especially when we are talking about individuals that have committed a crime, and/or have mental health/substance use disorders. We strive to help the people we serve be better versions of themselves, but, sometimes they are not ready, and that can be challenging. It's a balancing act because we can't force people to be ready for change, they have to want it.

8 - What makes the job worth doing for you every day?

The opportunity to help people is what makes it worth doing every day. It's a hard job but a fulfilling one. We have a mission, a purpose, and I am grateful to be a part of helping people get back on track with their lives.

9 - Tell me something that people in corrections know, understand, or go through that people on the outside have no idea about but should know.

I want people to know that we are not guards, we are Correctional Officers. Guards just stand there and guard the post. We are so much more than that, we are involved. As Correctional Officers, we are able to help people correct the behavior that led to their incarceration. We face many challenges, including protecting the safety of inmates, colleagues, and ourselves. This job can take a toll on Correctional Officers because of the seriousness of the job we do. So much so that Correctional Officers have a 20% higher divorce rate than the national average and jumps to 46.9% for front line supervisors, a life expectancy of 59 years old vs. 75 years old for national average, 39% higher suicide rate than the national average, and a 50% higher chance of getting heart disease than the nation average.



## Rachelle Villarson

### Director of Human Resources

1 - When did you start your career with the Suffolk County Sheriff's Department?

I started working with SCSD in December of 2012.

2 - What is it that made you interested in coming in to work at the Department in the first place?

My career prior to SCSD had been going towards the track of finance/

cash management in the healthcare industry and one day I realized I was neither using nor being used to my full potential. I had always enjoyed working with and helping people – I thought the opportunity to work in Human Resources was a great place to start down that path.

3 - I know that you were recently appointed to the position of Director, but can you talk a little bit about some of your roles and responsibilities prior to the appointment?

Sure, when I started with SCSD I was a senior administrative assistant mainly focusing on the daily entry of payroll actions for employees and helping employees with questions such as understanding their paycheck, providing accrual balance read-outs, and other general HR questions. I have always been a person that seeks out challenges and new knowledge and that is exactly what I did when I started here at SCSD. So, when there was an opportunity to interview for the position of Assistant Director I was able to demonstrate during the interview process the knowledge and skills that I gained as a senior admin and that led to my promotion to Assistant Director of Human Resources as the Director of Payroll – which was overseeing all tasks related to payroll inclusive of monthly quality control audits, hiring and terminating employees into the state system and ensuring that overall payroll issues for the Department were addressed in a timely and efficient manner. In 2019 I was also tasked to take over the recruitment division, which is responsible for the recruitment, hiring and onboarding of all new employees for SCSD.

4 - Can you talk a little bit about what your new role is with the new position? What are some of the things that you are now responsible for?

A lot of my role now is overseeing all the tasks I had previously been directly doing on a daily basis in addition to other HR functions such as overseeing workers compensation, FMLA and other employment actions and policies for the Department. I serve as a point of contact to external agencies and when there are questions related to HR issues, such as retirement and unemployment. Also, I represent the Department at hearings when necessary.

5 - Can you talk a little bit about how HR in corrections might differ from that of other agencies or organizations? What are some concerns that you have here that you wouldn't have in a different kind of organization or setting?

One way that HR corrections can differ from other industries is that correctional employees face multiple stress factors such as shift work, mandatory overtime, weekend work, and overall home/life balance. I have a lot of admiration and respect for the officers that work here – their job can sometimes be challenging and thankless. Because of these different stress factors one of the main concerns is officer mental health. Thankfully, with a great EAP team, I hope that SCSD employees feel supported and wherever HR can help in that support, I am fully on board to assist.

6 - What are some of the things that you appreciate about the job and the work you do?

One thing I hands-down appreciate is the work culture at SCSD. No matter who you speak to at any job, you will always have good days and bad days – that is par for the course with any job - everyday cannot and will not be perfect. And, I certainly have some bad days here. But, the good days FAR outweigh the bad. My coworkers, both civilian and custody, understand, embrace and embody the #WeAreSCSD feeling on a daily basis.

7 - What are some of the difficult or challenging things about the job and working in Corrections?

One of the things I have found to be challenging working in corrections is knowing that 65% of the inmate population here looks like me. We have an important responsibility as law enforcement officials in enforcing the law and ensuring that people in our custody are safe while they repay their debt to society, but, on the same hand, it's not lost on me that we have a disproportionate population of Black and brown people in our custody.

8 - What makes the job worth doing for you every day? Are there people you like to work with or is it in the mission of helping the people in custody to become better prepared to stay out once they leave – other things you enjoy?

I would say all of the above and more! One of my missions as Director is to create and execute professional development programs for the staff. I have been fortunate in my career both here and in other places to have managers and mentors that have been intentional in sharing the wealth of their knowledge –allowing me to learn, grow, and turn my mistakes into teachable moments. I am hopeful that I can do the same and pay it forward for SCSD employees across the board at all levels.

9 - Tell me something that people in corrections know, understand or go through that people on the outside have no idea about or should know?

Something that I would like outside people to know about corrections, or law enforcement in general, is that the people that work in this industry are people too. Today, more than ever before, the public eye on law enforcement as a whole has been extremely critical. While I understand and in some cases agree with this criticism, I think that these critical eyes can also sometimes forget that there is a person behind the badge. That person is working just as hard, and in some cases harder than most, to make a difference in the community and hopefully have a positive impact on our population.

Overall, I want to make sure that everyone knows that HR is here for everyone. I and everyone in HR have an open door policy. We are more than just the department that pays you – we are here to ensure that all SCSD employees have a safe and rewarding workplace. If there is something that you need help with, come see any HR team member – we are here to help you!





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Steven W. Tompkins, Sheriff



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# PARTNER OF THE MONTH

## JOHN O'NEIL

### PROGRAM DIRECTOR OF THE NURTURING FATHERS' PROGRAM FOR THE FAMILY NURTURING CENTER

The Suffolk County Sheriff's Department's "Partner of the Month" series highlights the outside agencies and organizations that are working with us to help improve the lives and increase opportunities for the men and women remanded to our care and custody by the courts. Each month, we highlight these collaborations between our organizations and shed light on some of the ways in which we are readying people to reenter their communities better prepared to provide for themselves and their families.

In this issue's installment of our "Partner of the Month" series, we feature John O'Neil who is the Nurturing Fathers' Program Director for the Family Nurturing Center. The Family Nurturing Center is designed for parents and children to experience together. Family members learn how to build their nurturing skills and the understanding of healthy development, appropriate expectations, and discipline with dignity. Their mission is to work with others to build communities where children are cherished, families are supported, and healthy human development is promoted by all.

When asked why parenting from "behind the wall" is effective for families, John replied that, "Parenting programs 'behind the wall' help to reduce recidivism. At the Family Nurturing Center (FNC), we know that a father who is connected to his children while he is in prison, is more likely to stay connected when he is released from prison and is less likely to recidivate. Most of the men I have worked with over the years genuinely want to be good fathers. Incarcerated men are no different. However, some of them might not have had a father or a positive male role model in their life who was nurturing and caring to them. As a result, they have been unable to sustain healthy and lasting relationships. People tend to parent the way they, themselves, were parented. We pass on to others what was passed on to us, whether positive or negative. Fatherhood groups provide men with a safe, supportive, non-judgmental environment, wherein they can reassess their

role as men and fathers. One of the fundamental tenets of the Nurturing Fathers' Program (NFP) is that parenting is a learned behavior; and that certain negative parenting attitudes and beliefs can be re-learned to foster a more caring and loving relationship with children and family."

In a previous installment of the Common Ground, the "Family Play Shop," an event created by the Family Nurturing Center, was featured. After-hours at the Suffolk County Sheriff's Department, fathers who participated in the 13-week course got the chance to eat dinner, play games, and paint pictures with their children, who were welcomed into the facility for the event, held before the advent of COVID-19 and the restrictions it necessitated. When asked how hands-on training and play dates for incarcerated fathers have impacted their relationships with their children, John stated, "The Nurturing Fathers' curriculum is a cognitive (thinking) and affective (feeling) experience that connects the men to their past and helps them to resolve certain issues that might have been repressed. One of the first things we do in the program is to challenge the men to examine the relationship they had with their father. Then we have them look at their history and try to recapture certain feelings they experienced in their youth. Over the course of the thirteen-week curriculum, the men learn, among other things, about self-nurturing skills, feelings and male nurturance, the power to nurture others, proper discipline of children, and effective co-parenting. The discussions and exercises generated by the curriculum are designed to promote self-awareness and self-discovery. We believe that change is evolutionary, not revolutionary, so week-by-week the men are encouraged to make the necessary adjustments to realize their full potential and to improve their quality of life. During the eighth week of the program, we host a 'Play shop,' where the dads bring their children and we create a playful atmosphere with games, books, stories, arts and crafts, and etcetera. To prepare for that event, we begin planning the week before. We



have the fathers remember games they played as a child and talk about what made it fun for them. The idea is to help dads connect to their children through play and to help them understand how important play is to the healthy development of children."

The Family Nurturing Center partnered with the Suffolk County Sheriff's Department back in 2018, in what began mainly as a referral program that expanded to include work with family reunification. The Family Matters Program works to provide re-entry services to incarcerated individuals nearing their release date. This includes a monthly Family Matters Consortium of Care meeting, where, prior to the pandemic, providers would come to the House of Correction to meet with and interview incarcerated individuals, for the purpose of providing services to them when they returned to the community. When Karla Acevedo, the Director of the Reintegration Division for the Department, assumed the role of Director of Family Matters, she further expanded the program by reaching out to the Family Nurturing Center to come in and have staff trained in the Nurturing Fathers' curriculum.

"I trained all nine staff members," O'Neil remembered. "Since 2019, some of those staff members, David Mayo, Frantz Dorcena, and Kenneth Pires have been facilitating the Nurturing Fathers' groups at the House of Correction and, more recently, at the Suffolk County Jail. In my opinion, the partnership has benefitted both the Suffolk County Sheriff's Department and the Family Nurturing Center. As a result of our collaboration, scores of formerly incarcerated men and women have successfully transitioned back into the community."

For more information about the Nurturing Fathers' Program or the Family Nurturing Center, visit: [www.familynurturing.org](http://www.familynurturing.org).

# SPECIAL SHERIFF SMITH JOINS MASSINC PANEL TO DISCUSS “REFUNDING CORRECTIONS”

Suffolk County Sheriff’s Department House of Correction Superintendent and Special Sheriff Yolanda Smith recently served on a panel assembled to discuss the cost of corrections and examine ways in which substantive reform might be possible.

Joined by Senator Adam Gomez of Springfield and Brian Dawe, CEO at the American Correctional Officer Intelligence Network, the virtual event was moderated by Sarah Betancourt of MassINC’s Commonwealth Magazine and featured presentations by MassINC Board Chairman Greg Torres, MassINC Research Director Ben Forman, and Executive Director of the Black Economic Council of Massachusetts, Inc. (BECMA) Segun Idowu.

During the event, panelists discussed a variety of topics related to the corrections profession including: pay parity for correction officers, safe staffing levels, Senator William Brownsberger’s bill that seeks to eliminate the cost of inmate/detainee telephone calls, on-the-job stress, the pandemic and vaccinations for staff and incarcerated populations, and several others.

Answering a question posed by the moderator about whether corrections staff should be reduced as prison populations trend downward, Special Sheriff Smith spoke to one of many conditions that highlight the complexity of an issue that few outside of corrections fully understand.

“When we hire our correction officers, we look for people who want to have an invested role in social justice and change,

and helping to rehabilitate people,” she said. “It’s a thankless job and they are amazing at it. People say that we should have fewer officers [as the number of incarcerated people goes down], but what many don’t realize is that some of our in-custody populations need to be kept in separate units for safety reasons like gang affiliations or prior negative interactions with others, and we need to be properly staffed in each unit. We don’t want the people in our custody or our staff getting hurt and less staffing is certainly less safe.”

“We have to make sure that we don’t decrease the staff to the point that we can’t have the programming that we need,” Dawe added in agreement with Superintendent Smith. “If we’re going to make the reforms that we need, we have to have staff there to make sure that programming is a possibility and that rehabilitation is in the forefront.”

Making an impassioned plea for families with respect to the cost of telephone calls for inmates and detainees, Senator Gomez said, “Hampden is the most arrested county in the State of Massachusetts. It’s also the most impoverished county, and some individuals have to decide whether they can take a call or not to stay in touch with their loved one. It becomes a burden.”

Superintendent Smith, expressing her sympathy about the issue, explained that the Department - and its contemporaries in county corrections - has little choice in the matter, because the revenue generated by the calls helps to mitigate the persistent



shortfalls created by consistently underfunded budgets, which force them to find additional sources of funding, even as they plead with the Legislature for supplemental funding.

“It would be amazing if [the calls were free], but one hundred percent of that money goes back into programming and services for our populations,” said Superintendent Smith. “It’s unfortunate, but we need it as a result of not getting funded for our programs and services.”

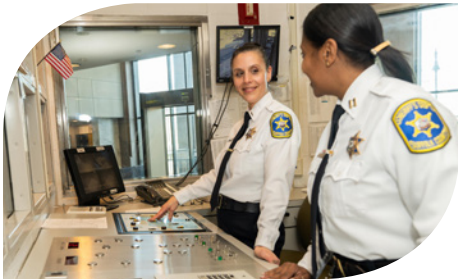
Speaking on the issue of pay parity among officers in corrections, Dawe was blunt about the need for systemic change.

“One of the things that Massachusetts has done a terrible job at is pay parity,” Dawe said. “I defy any state legislator to go into one of our facilities on a Friday, Saturday night and tell me that’s not the toughest job in corrections. If you want quality people to work in an incarceration system to rehabilitate and bring people back to society better than when they came in, you need quality people, people who are going to spend a career in corrections. You’re not going to get that for \$28,000 a year.”

To watch the MassINC forum on refunding corrections, visit: [https://www.youtube.com/watch?v=mFbGn\\_B5IDE](https://www.youtube.com/watch?v=mFbGn_B5IDE).



# #WOMENSHISTORYMONTH #WEARESCSD







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This program welcomes twenty participants to intern at the Suffolk County Sheriff's Department to learn more about pursuing a career in law enforcement. Participants work 21 hours per week, Mondays, Wednesdays and Fridays, from 8:00am to 4:00pm. This paid internship will begin on Wednesday, July 7, 2021 and will be compensated at the current minimum wage of \$13.50 per hour.

## **REQUIREMENTS**

- Must be entering either the 11th or 12th grade
- Must be resident of Boston, Chelsea, Winthrop or Revere
- Interested in law enforcement or criminal justice
- Proper form of identification (student ID, passport, Mass ID or driver's license)
- Active checking or savings account
- Updated physical examination form

Interns will participate in either remote, hybrid or in-person activities. More information to be announced.