

————— **Research Report** —————

**A Profile of Visible Minority Offenders
in the Federal Canadian Correctional System**

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**A Profile of Visible Minority Offenders
in the Federal Canadian Correctional System**

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EXECUTIVE SUMMARY

Canada has increasingly become a multiethnic and multicultural nation. Immigration to Canada over the past 100 years has shaped the country, with each new wave of immigrants adding to the Canada's ethnic and cultural makeup (Statistics Canada, 2001). As with the Canadian population as a whole, the make-up of the federal offender population in Canada is quite diverse. In order to better understand this diversity, the present study examined visible minority offenders under the responsibility of the Correctional Service of Canada (CSC). This includes federal offenders incarcerated in correctional facilities and those serving time in the community.

This study found that, in comparison to their proportion in the Canadian population, Caucasian and Asian offenders are under-represented, while Black offenders are disproportionately represented.

The report also found that many differences exist between Caucasian and visible minority offenders. Furthermore, some differences exist among the three visible minority groups examined—Black, Asian and “other visible minority” offenders.

First of all, differences in socio-demographic characteristics were found between visible minority and Caucasian offenders. Visible minority offenders tend to be younger and less often single than Caucasian offenders. Furthermore, they are more educated and more often employed upon admission to the correctional facility. Finally, a larger proportion of visible minority offenders serving time in the community are women, as compared with Caucasian offenders.

Differences also emerged between visible minority and Caucasian offenders in the most serious offence for which they are currently incarcerated. A larger proportion of visible minority than Caucasian offenders are incarcerated for drug-related offences, but smaller proportions are incarcerated for other offences, such as property offences and sex-related offences. Differences also exist between visible minority groups. A larger

proportion of Black offenders are incarcerated for robbery, while a larger proportion of Asian offenders are incarcerated for drug-related offences.

Visible minority offenders have less extensive criminal histories than Caucasian offenders. They also have fewer previous failures in community supervision, segregation, escape, and conditional release. This is more noticeable among Asian and “other visible minority” offenders than among Black offenders.

Most likely because of differences in offence type and criminal history, the current aggregate sentence length is significantly shorter for incarcerated visible minority offenders than for Caucasian offenders. This is the case for Black and “other visible minority” offenders, but not for Asian offenders. No significant differences were found between visible minority and Caucasian offenders serving time in the community.

Visible minority offenders tend to be lower risk to re-offend and have different needs than Caucasian offenders. Furthermore, some differences exist among visible minority groups, specifically that Asian offenders are lower risk and lower need.

In summary, visible minority offenders seem to be less “entrenched” in a criminal lifestyle than Caucasian offenders. They tend to have less extensive criminal histories, are incarcerated less often for offences against the person, and are lower in risk and need than Caucasian offenders. They also tend to have higher levels of education, less unemployment, and are less often single. These circumstances may help in rehabilitation. Among visible minority offenders, Black offenders tend to exhibit more problem areas than Asian or “other visible minority” offenders.

The differences in their characteristics and offence profiles may indicate that different types of programs or services may be needed to most fully meet the needs of visible minority offenders.

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TABLE OF CONTENTS

EXECUTIVE SUMMARY	i
ACKNOWLEDGEMENTS.....	iii
TABLE OF CONTENTS.....	iv
INTRODUCTION.....	1
Visible Minority Population in Canada.....	1
Visible Minority Representation in the Canadian Federal Correctional System.....	3
Present Study.....	5
METHOD.....	6
Measures	6
Participants	7
FINDINGS	8
Offenders are Culturally Diverse	8
Over-Representation of Black, but not Asian Offenders.....	10
Increases in the Proportion of Visible Minority Offenders Over Time	11
Largest Proportion of Visible Minority Offenders in the Ontario Region	12
Differences in Socio-Demographic Characteristics	13
Incarcerated for Different Offences	15
Less Extensive Criminal History	17
Lower Risk to Re-offend and Different Needs	18
Larger Proportion Released on Full Parole	21
CONCLUSION	22
REFERENCES.....	25
APPENDIX A: TABLES.....	28

INTRODUCTION

At the outset of the 21st century, Canada has become a multiethnic and multicultural nation. Immigration to Canada over the past 100 years has shaped the country, with each new wave of immigrants adding to the nation's ethnic and cultural makeup. As with the Canadian population as a whole, the make-up of the federal offender population in Canada is quite diverse. In order to better understand this diversity, the present study examined visible minority offenders under the responsibility of the Correctional Service of Canada (CSC).

According to the *Employment Equity Act* (Department of Justice Canada, 2002), visible minorities are defined as “persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour”. For the purposes of this report, visible minorities are grouped into Black, Asian and “other visible minority”, and exclude Caucasian and Aboriginal persons.

Visible Minority Population in Canada

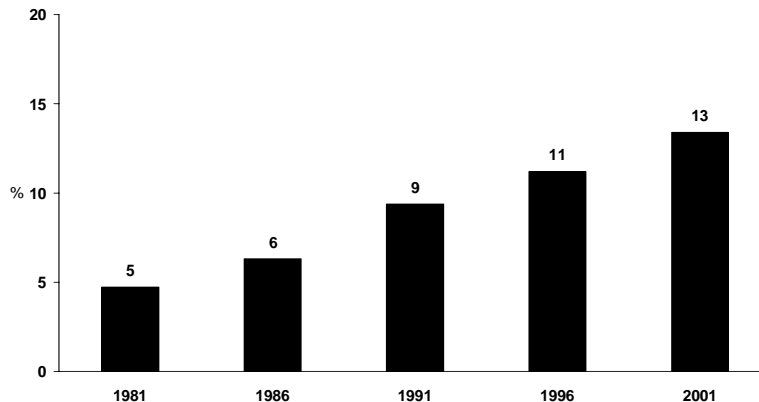
According to the 2001 Canadian Census of Population, almost 4 million individuals (3,983,845) identified themselves as being a member of a visible minority group (Statistics Canada, 2001)¹. This accounts for 13% of the total population of Canada. This diversity in the Canadian population has been increasing steadily over the past 20 years. As illustrated in Figure 1, visible minorities accounted for 5% of the total population in 1981; this increased to 6% in 1986, 9% in 1991, and 11% in 1996 (Statistics Canada, 1981–2001).

The visible minority population is growing much faster than the overall population. Between 1996 and 2001, the overall Canadian population increased 4% while the visible minority population increased 25%. If recent immigration trends continue, the visible minority population will continue to grow rapidly over the coming decades.

¹ This includes Black, Asian, and other visible minority groups. It does not include Aboriginal persons.

Projections show that by 2016, visible minorities will account for one-fifth of Canada's population (Statistics Canada, 2001).

Figure 1: Visible Minority Population in Canada



Source: Statistics Canada, *Census of population, 1981-2001*.

Immigration has been the biggest contributor to the rapid growth of the visible minority population in Canada. Over the past 100 years, immigration patterns have helped to shape Canada. For the first 60 years of the past century, European nations and the United States were the primary sources of immigrants to Canada. Today, immigrants are more likely to be from Asian countries (CCJS, 2001). The shift in the past 40 years has been the result of a number of factors, including changes in immigration policies and international events related to the movement of migrants and refugees.

Since the late 1980s, Canada has had a proportionately higher annual intake of immigrants than the United States or Australia. Per capita, Canada receives more immigrants than these two major immigrant-receiving countries (Statistics Canada, 2001).

It is important to look at the visible minority representation in Canada as a whole. In 2001, the three largest visible minority groups—Chinese (26%), South Asians (23%) and Blacks (17%)—accounted for two-thirds of the visible minority population. Canada's visible minority population is also composed of Filipinos (8%), Arabs and West Asians

(8%), Latin Americans (5%), Southeast Asians (5%), Koreans (3%) and Japanese (2%), which together represent about 1.2 million of the total visible minority population (Statistics Canada, 2001).

It is important to note that some visible minority groups, such as Japanese or Blacks, have long histories in this country and are more likely to be Canadian-born. Approximately 3 out of 10 individuals who reported being from a visible minority group were born in Canada. However, the proportions of Canadian-born visible minorities vary greatly from group to group; this is, in large measure, a reflection of historical immigration patterns. About 65% of the Japanese were born in Canada, followed by 45% of Blacks, 29% of South Asians, 25% of Chinese, 21% of Arabs and West Asians, 20% of Latin Americans and 17% of Koreans (Statistics Canada, 2001).

Although Ontario and British Columbia contain one-half of Canada's total population, they account for three-quarters of the visible minority population. In 2001, the majority of visible minorities in Canada lived in Ontario (54%), British Columbia (21%), Quebec (12%), and Alberta (8%). Most of the visible minorities lived in the cities of Toronto, Vancouver, Montréal, Calgary and Edmonton (Statistics Canada, 2001).

Visible Minority Representation in the Canadian Federal Correctional System

Ethnic diversity is also present in the Canadian federal correctional system (CSC, 2002; National Parole Board, 2001). This presents challenges for CSC to ensure the relevancy of programs and services for offenders, as well as appropriate training for offenders and staff. Since 1994, CSC has had a policy aimed at determining the needs and specific cultural characteristics of visible minority offenders (CSC, 2001).

Furthermore, CSC provides Ethnocultural liaison services to offenders in an effort to bridge the ethnocultural gap between offenders and case management personnel (CSC, 2002).

There has been fairly extensive research conducted on Aboriginal offenders and the reasons for their over-representation (see Trevethan, 2002). Furthermore, research has been conducted on race for victims (Clancy, Hough, Aust & Kershaw, 2001, Wilbanks, 1985), as well as at the arrest and court stages (Brooke, 1994; Manyoni & Petrunik, 1989; Mosher, 1993; Myers, 1991; Samuel & Faustino-Santos, 1990; Sommers & Baskin, 1992).

Some research has been conducted on race of offenders in England/Wales and the United States. Reports from England/Wales (Ashworth & Davies, 1997; Elkins & Olgundoye, 2001) and the United States (Cullen, 1995; Pallone & Hennessy, 1999; Stephan, 2001; Wolf Harlow, 1998) found a disproportionate representation of ethnic minorities in the prison population. Ashworth and Davies (1997) found higher representation of Afro-Caribbean offenders in prisons in England and Wales (11% versus 1.5% of the country's population), whereas South Asian (3% versus 2.7%) and Chinese or other groups (3% versus 1%) are not. Elkins & Olgundoye (2001) found that Black offenders in England/Wales comprise about six times their proportion in the population, and Asian offenders showed a higher representation. Although the proportion of Blacks in the United States population is considerably higher, there is a disproportionate representation in correctional facilities (about three times their proportion in the population) (Stephan, 2001).

Jackson (1997) conducted a study in the United States that examined the differences in the backgrounds and criminal justice characteristics of young Black, White and Hispanic male federal prison inmates. The findings revealed that the most evident differences between these groups were in the areas of person and socio-economic background characteristics. Black and Hispanic inmates were depended upon financially more often by others, had more siblings, had lower incomes and were more likely to have children than White inmates. This study also found that Black inmates were as educated as White inmates, and that White inmates were arrested more often than Black and Hispanic inmates, and more often for violent offences.

To date, relatively little research has been conducted on visible minority offenders under the supervision of the correctional system in Canada. A recent study by the National Parole Board of Canada (2001) examined differences among various cultural groups. This report found that Black offenders were over-represented within the federal offender population, while Asian and Caucasian offenders were under-represented. In addition, Caucasian offenders are over-represented in homicide offences, while Black offenders are over-represented in violent offences and Asian offenders, in drug offences. Finally, the report notes that Asian and Caucasian offenders have been over-represented in the day and full parole release categories and under-represented in the statutory release category. However, Black offenders have been over-represented in the full parole and statutory release categories and under-represented in the day parole release category.

Present Study

It is important to further examine whether the representation of visible minority groups in the federal offender population is reflective of the Canadian population. For example, while Aboriginal people in Canada comprise approximately 3% of the Canadian adult population, they comprise 18% of the federal offender population (Trevethan, Moore & Rastin, 2002). Assuming all things to be equal, one would expect to see Aboriginal offenders represent 3% of the offender population. However, this is not the case.

Furthermore, a description of various visible minority offender groups would help us better serve their needs. The present study provides an overall profile of visible minority offenders involved in the federal correctional facility in Canada. This includes a description of socio-demographic characteristics, current offence characteristics, criminal history, and static risk and dynamic need factors.

Comparisons are made among Caucasian, Black, Asian and “other visible minority” offenders.

METHOD

In order to provide a profile of visible minority offenders, a one-day snapshot of all offenders incarcerated in federal correctional facilities and offenders being supervised in the community was taken in November 2002.

Other than to provide an overall picture of the offender population, Aboriginal offenders were eliminated from this study. This was done in order to provide a clear picture of visible minority offenders in federal corrections. The inclusion of Aboriginal offenders would provide unnecessary variance to the analyses.

Measures

The Offender Management System (OMS), created in 1992, is an electronic filing system designed to monitor and track offenders under the supervision of the Correctional Service Canada. Data from the OMS are extracted and placed into databases that are then used for research purposes. The Offender Intake Assessment (OIA) is a comprehensive and integrated examination of offenders at the time of their admission. The process begins with an assessment of immediate mental and physical health concerns, security risk and suicide potential. Next, the two core components of the OIA are assessed: the Criminal Risk Assessment (CRA) and the Dynamic Factor Identification and Analysis (DFIA). This information is then used to determine the offender's institutional placement and correctional plan. While case management conducts and coordinates the OIA process, additional information is obtained from various specialists including psychologists, psychiatrists, and educational and vocational experts (Motiuk, 1997).

For the purposes of this study, offenders were grouped into one of four visible minority groups: Caucasian, Black, Asian and "other visible minority". The Caucasian and Black groups were not modified due to their substantial population size in the federal offender population, relative to the other visible minority offender populations. Asiatic, Chinese,

Japanese, Korean, South Asian and South East Asian offenders were grouped into the “Asian” category. Arab/West Asian, Hispanic, Filipino, Latin American, East Indian and “Other” offenders were grouped into the “other visible minority” category.

Participants

On November 4, 2002, there were 12,492 incarcerated offenders; information on race was available for 12,414 of these offenders². The Caucasian offender group consisted of 8,787 participants. The Black offender group consisted of 773 participants. The Asian offender group was composed of 277 participants (88 Asiatic, 88 South East Asian, 50 South Asian, 45 Chinese, 4 Korean, and 2 Japanese offenders). The “other visible minority” offender group consisted of 334 participants (71 Arab, 44 Latin American, 27 East Indian, 19 Filipino, 19 Hispanic, and 154 “other” offenders). Each group was composed of approximately 3% women. Excluded from most analyses were Aboriginal offenders (n = 2,243).

In addition to incarcerated offenders, there were 9,185 offenders serving time in the community; information on race was available for 9,135 of these offenders³. The Caucasian offender group consisted of 6,570 participants. The Black offender group consisted of 607 participants. The Asian offender group was composed of 409 participants (195 Asiatic, 92 South East Asian, 54 South Asian, 59 Chinese, 5 Korean, and 4 Japanese offenders). The “other visible minority” offender group consisted of 412 participants (77 Arab, 42 East Indian, 33 Latin American, 31 Filipino, 38 Hispanic, and 191 “other” offenders). Excluded from most analyses were Aboriginal offenders (n = 1,137).

² Racial information was missing for 78 incarcerated offenders.

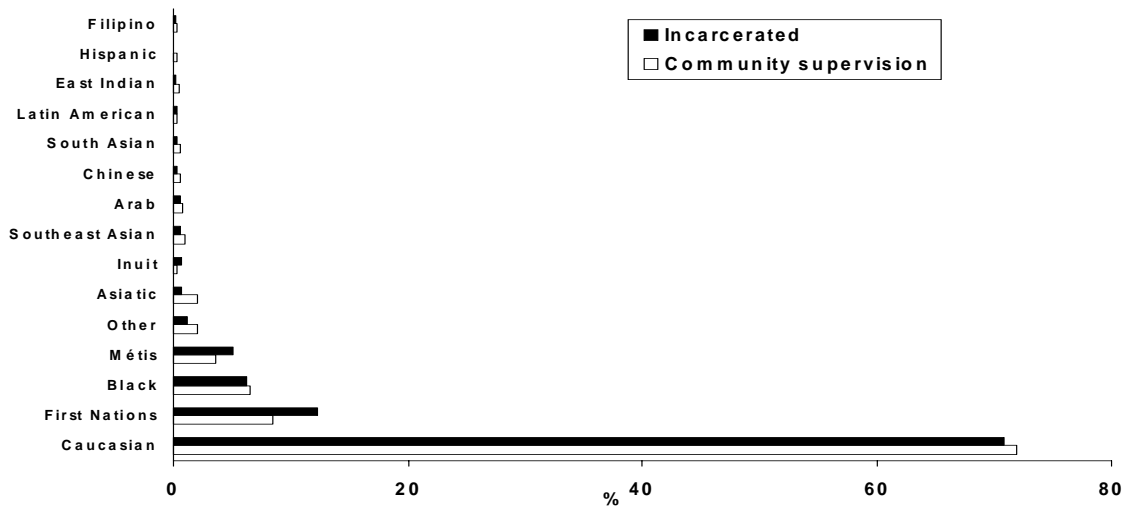
³ Racial information was missing for 50 offenders serving time in the community.

FINDINGS

Offenders are Culturally Diverse

On any given day in 2002, there were approximately 12,500 (12,492) offenders incarcerated in federal facilities in Canada. As illustrated in Figure 2, offenders are culturally diverse. Excluding the 78 offenders for whom racial information was not available, about three-quarters (71%) of offenders were Caucasian (8,787). A further 12% were First Nations (1,523), 6% were Black (773), 5% were Métis (628), and approximately 1% each were Inuit (92), Asiatic (88), South East Asian (88), and Arab (71). The remaining were other visible minority groups—Other (154), South Asian (50), Chinese (45), Latin American (44), East Indian (27), Hispanic (19), Filipino (19), Korean (4) and Japanese (2).

Figure 2: Racial Distribution of Offenders



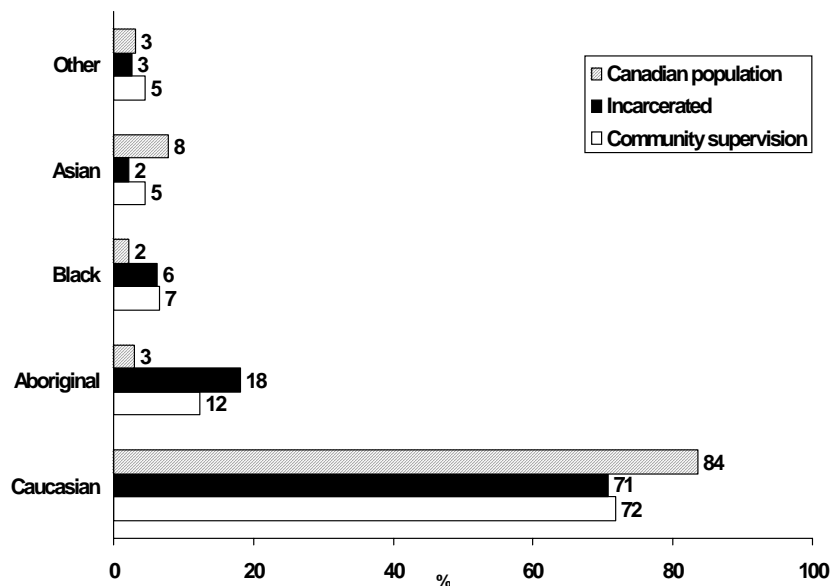
Source: Correctional Service Canada, Offender Management System, Snapshot of Offenders in Federal Correctional System, November 2002.

Furthermore, on any given day, there were approximately 9,200 (9,185) offenders serving time in the community on day parole, full parole or statutory release. Excluding the 50 offenders for whom racial information was not available, 72% were Caucasian (6,570), 8% were First Nations (776), 7% were Black (607), 4% were Métis (332), 2%

were Asiatic (195), and approximately 1% each were South East Asian (92), Arab (77), Chinese (59) and South Asian (54). The remaining were other races—Other (191), East Indian (42), Hispanic (38), Latin American (33), Filipino (31), Inuit (29), Korean (5) and Japanese (4).

In order to further illustrate, the offenders were classified into five groups: Caucasian, Aboriginal, Black, Asian and “other visible minority” offenders. As illustrated in Figure 3, with regard to incarcerated offenders, Caucasian offenders constituted roughly 71% of the offender population in federal facilities (n = 8,787). Aboriginal offenders were the second largest group, composing 18% of the incarcerated offenders (n = 2,243). Black offenders composed about 6% of the total incarcerated offender population (n = 773). This is followed by “other visible minority” offenders, who constituted about 3% of the offender population (n = 334), and the smallest group, Asian offenders, who made up approximately 2% of incarcerated offenders (n = 277).

Figure 3: Five Offender Groups ⁽¹⁾



Sources: Correctional Service Canada, *Offender Management System, Snapshot of Offenders in Federal Correctional System, November, 2002*; Statistics Canada, *Census of Population, 2001*.
 (1) Figure percentages may not equal table and text percentages due to rounding.

Of offenders serving time in the community, 72% were Caucasian (n = 6,570), 12% were Aboriginal (n = 1,137), 7% were Black (n = 607), 5% were “other visible minority” offenders (n = 412) and 4% were Asian (n = 409).

Over-Representation of Black, but not Asian Offenders

In combination, visible minority persons account for approximately 11% of those incarcerated and 16% of those serving time in the community (14% of those released on day parole; 20% released on full parole; and 11% released on statutory release). Visible minorities as a whole do not appear to be over-represented among incarcerated offenders, since they account for 13% of the population in Canada (Statistics Canada, 2001). However, there is a slight over-representation of visible minority offenders serving time in the community on some form of conditional release. The reasons for the larger proportion of visible minority offenders serving time in the community is most likely due to the offences for which they are incarcerated and criminal history. These factors will be discussed later in this report.

Differences emerge when specific groups are examined. For instance, although they account for about 2% of the population in Canada, Blacks make up 6% of offenders incarcerated in federal correctional facilities and 7% of those serving time in the community. Asians are not over-represented—they account for 8% of the population in Canada, but only 2% of incarcerated offenders and 4% of those serving time in the community. Persons from “other” cultural groups are not over-represented among those incarcerated, but are slightly over-represented among those serving time in the community—they compose 3% of the population in Canada, compared with 3% of incarcerated offenders and 5% of those serving time in the community.

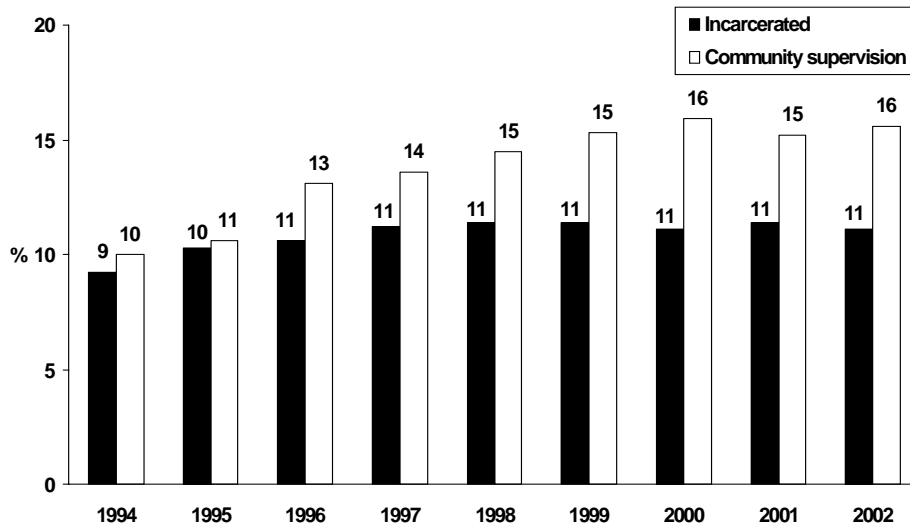
The findings indicate that Caucasians, along with Asians, are under-represented in the Canadian federal correctional system, while Blacks are over-represented. As noted earlier, there is a similar disproportionate representation of Blacks in correctional facilities in the United States (Stephan, 2001) and England/Wales (Elkins & Olgundoye,

2001). Furthermore, according to Elkins and Olgundoye, Asians are also over-represented in England/Wales.

Increases in the Proportion of Visible Minority Offenders Over Time

The proportion of visible minority offenders has increased over the last decade. In 1994, visible minorities represented approximately 9% (1,251) of those incarcerated. This increased to 11% in 1997 (1,578) and has remained relatively stable since then. Similarly, there have been increases in the proportion of visible minority offenders serving time in the community. In 1994, visible minorities represented 10% (957) of those serving time in the community. This increased to 16% in 2000 (1,596) and has remained relatively stable since then (Figure 4).

Figure 4: Proportion of Visible Minority ⁽¹⁾



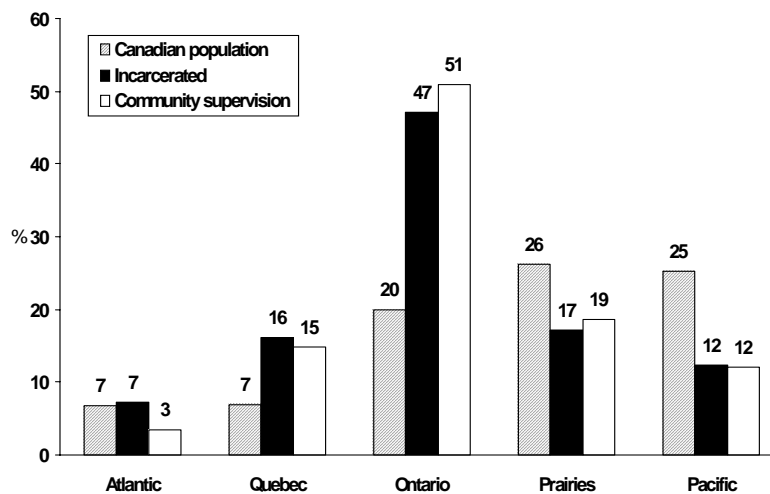
Source: Correctional Service Canada, *Offender Management System, Snapshot of Offenders in Federal Correctional System, 1994–2002*.
(1) Figure percentages may not equal table and text percentages due to rounding.

These increases have occurred among Black, Asian and “other visible minority” groups (see Table 1-A and Table 1-B in Appendix A).

Largest Proportion of Visible Minority Offenders in the Ontario Region

Are there larger proportions of visible minority offenders in particular regions? As illustrated in Figure 5, the largest proportions of visible minority offenders are located in Ontario. In the Ontario and Quebec regions, visible minority offenders are disproportionately represented in both institutions and the community. In the Atlantic region, they are not over-represented in the community, but are slightly over-represented in institutions. In the Prairie and Pacific regions, visible minority persons are not over-represented.

Figure 5: Visible Minority Offenders by Region



Sources: Correctional Service Canada, *Offender Management System, Snapshot of Offenders in Federal Correctional System, November, 2002*; Statistics Canada, *Census of Population, 2001*.

In relation to specific groups, the majority of Caucasian offenders were incarcerated in the Quebec (31%) and Ontario (27%) regions, followed by the Prairie (17%), Pacific (14%) and Atlantic (11%) regions (see Table 2-A). Black offenders were most likely to be incarcerated in the Ontario region (56%), followed by the Quebec (19%), Atlantic (12%), Prairie (10%) and Pacific (3%) regions. The majority of Asian offenders were incarcerated in the Ontario region (38%), followed by the Pacific (32%), Prairie (26%), Quebec (4%) and Atlantic (1%) regions. The “other visible minority” offender group was

most likely to be incarcerated in the Ontario (35%) and Prairie (25%) regions, followed by Quebec (21%), Pacific (17%) and Atlantic (2%) regions.

With regards to region of release into the community, the majority of Caucasian offenders were released into the Quebec (33%) and Ontario (25%) regions, followed by the Prairie (18%), Pacific (12%) and Atlantic (12%) regions. Black offenders were most likely to be released into the Ontario region (63%), followed by the Quebec (19%), Prairie (8%), Atlantic (6%) and Pacific (3%) regions. The majority of Asian offenders were released into the Ontario region (42%), followed by the Prairie (30%), Pacific (21%), Quebec (6%) and Atlantic (<1%) regions. The “other visible minority” offender group was most often released into the Ontario (41%) and Prairie (23%) regions, followed by the Quebec (18%), Pacific (16%) and Atlantic (2%) regions.

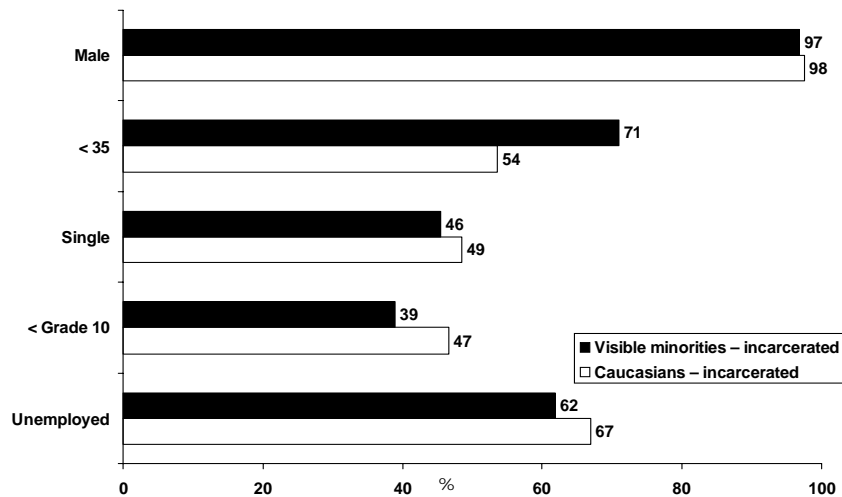
Differences in Socio-Demographic Characteristics

Some differences in socio-demographic characteristics exist between visible minority and Caucasian offenders. Although, no significant differences were found in gender among incarcerated offenders (98% of Caucasian and 97% of visible minority offenders were male) (see Figure 6), among those serving time in the community, significant differences were noted. In total, 96% of Caucasian offenders serving time in the community were male, compared with 92% of visible minority offenders. This is primarily due to Black offenders, where 89% were male (Table 2-B). This indicates that larger proportions of visible minority women are serving their sentences in the community.

At the time of admission to the federal correctional facility, visible minority offenders were younger than Caucasian offenders. As illustrated in Figure 6, about one-half (54%) of Caucasian offenders were under 35 years of age, compared with 71% of visible minority offenders. Caucasian offenders had the highest mean age at the time of admission (35 years), followed by “other visible minority” (33 years), Asian (31 years) and Black (30 years) offenders. Similar results were evident among those serving time in the community (see Table 2-B).

A smaller proportion of visible minority offenders than Caucasian offenders were single at the time of admission. Among incarcerated offenders, about one-half of Caucasian offenders (49%) were single, compared with 45% of visible minority offenders. As seen in Table 2-A, Asian offenders were most likely to be single (52%). Although the proportion who were single was smaller, similar findings between Caucasian and visible minority offenders were evident among offenders serving time in the community (42% versus 39%).

Figure 6: Socio-Demographic Characteristics ⁽¹⁾



Source: Correctional Service of Canada, *Offender Management System, Snapshot of Offenders in Federal Correctional System*, November 2002.
 (1) Figure percentages may not equal table and text percentages due to rounding.

Smaller proportions of visible minority offenders than Caucasian offenders were uneducated or unemployed. For instance, whereas 47% of incarcerated Caucasian offenders had less than a grade 10 education at the time of admission to the correctional facility, this was the case for only 39% of visible minority offenders. Similarly, this was the case for 42% of Caucasian offenders serving time in the community compared with 37% of visible minority offenders.

Furthermore, two-thirds (67%) of Caucasian offenders were unemployed at arrest, compared with 62% of visible minority offenders. Similarly, 57% of Caucasian and 53% of visible minority offenders serving time in the community were unemployed at arrest.

These findings indicate that differences exist in the socio-demographic characteristics of visible minority offenders. They tend to be younger and less often single than Caucasian offenders. Furthermore, they are more educated and more often employed upon admission to the correctional facility. Finally, larger proportions of visible minority offenders serving time in the community are women. This indicates that different types of programs or services may be needed to best address their circumstances. For instance, educational programming may not be as important an area to address for some visible minority offenders.

Incarcerated for Different Offences

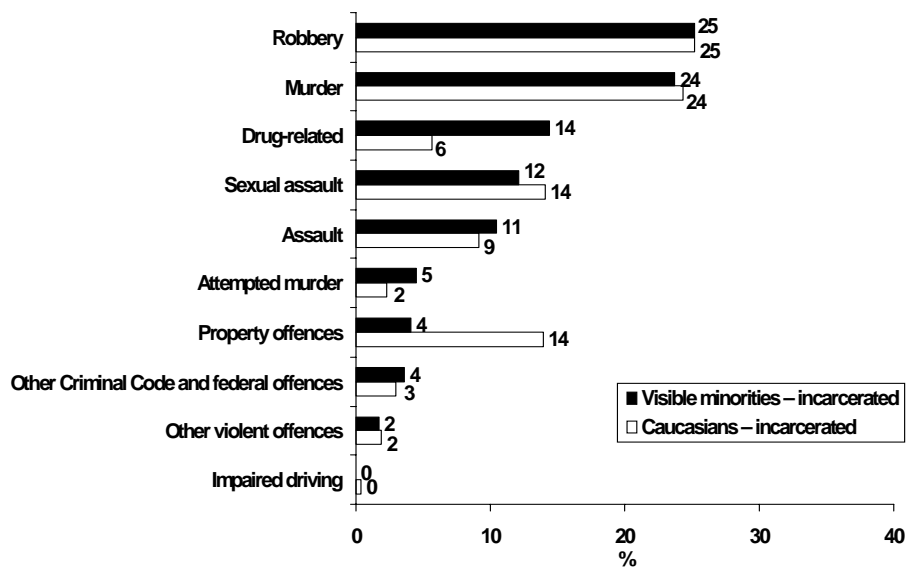
As illustrated in Figure 7, of those who are incarcerated, the most serious offence for which the largest proportion of visible minority offenders are incarcerated is robbery, followed by murder, drug-related offences and sexual offences. The most serious offences for the largest proportion of Caucasian offenders are also robbery and murder.

However, visible minority offenders are incarcerated more often for drug-related offences and attempted murder than Caucasian offenders, but less often for other offences, particularly property offences and sex offences.

Differences were found when specific groups are examined (see Table 3-A). A substantially larger proportion of Black offenders (32%) are currently incarcerated for robbery than Asian (16%) or “other visible minority” offenders (17%). A substantially larger proportion of Asian offenders (25%) are currently incarcerated for drug-related offences, compared with Black (11%) or “other visible minority” offenders (12%).

Among those serving time in the community, the largest proportion of visible minority offenders were serving time for drug-related offences (46%), followed by robbery (15%) and homicide (9%). Caucasian offenders were serving time for homicide (22%), robbery (20%) and property offences (16%). Similar between-group differences were found as with the incarcerated group.

Figure 7: Current Most Serious Offence



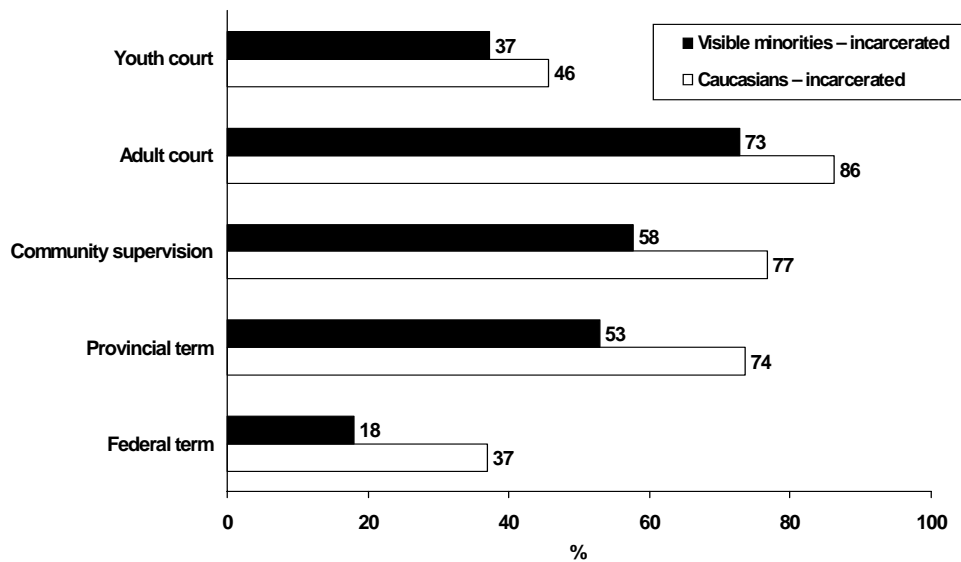
Source: Correctional Service of Canada, *Offender Management System, Snapshot of Offenders in Federal Correctional System, November 2002.*

Among incarcerated offenders, the aggregate sentence length for the current conviction is significantly shorter for visible minority than Caucasian offenders (6.1 versus 6.4 years). This is mainly due to “other visible minority” offenders (5.6 years) and Black offenders (6.1 years), rather than Asian offenders (6.5 years) (see Table 3-A). No significant differences were found on aggregate sentence length between visible minority and Caucasian offenders serving time in the community.

Less Extensive Criminal History

Visible minority offenders have less extensive criminal histories than Caucasian offenders. This is the case for previous youth and adult court convictions, previous community supervision, and provincial and federal terms (Figure 8).

Figure 8: Criminal History

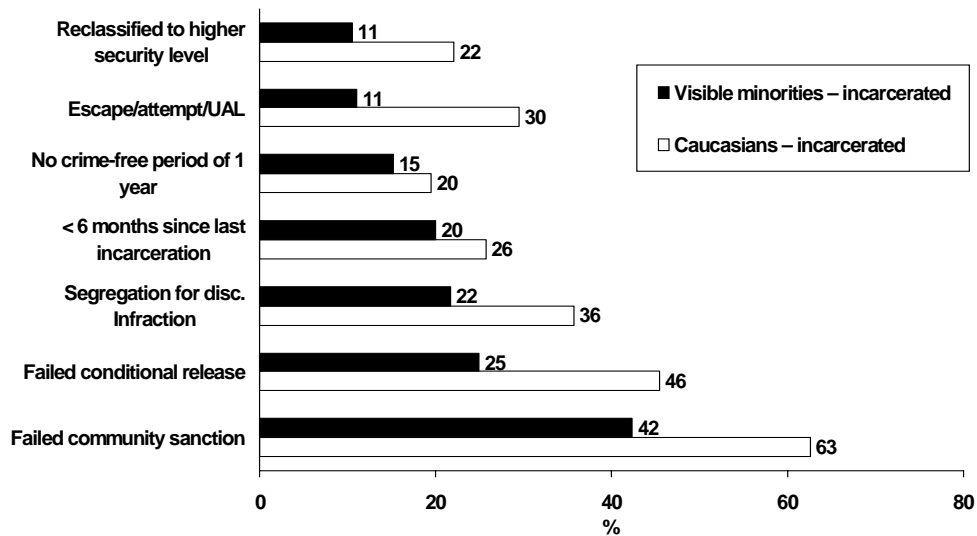


Source : Correctional Service of Canada, *Offender Management System, Snapshot of Offenders in Federal Correctional System*, November 2002.

They also are less often to have failed in various areas, such as community supervision, segregation, escape, and conditional release (Figure 9). This was also the case among those serving time in the community (Table 4-B).

Although the largest proportion of all visible minority offenders have less extensive criminal histories, this is even more noticeable for Asian and “other visible minority” offenders than for Black offenders (Table 4-A and Table 4-B).

Figure 9: Past Failures ⁽¹⁾

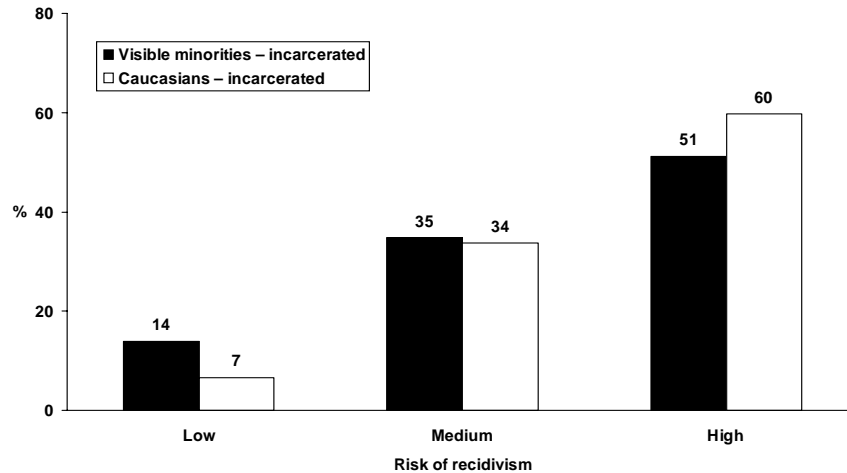


Source: Correctional Service of Canada, *Offender Management System, Snapshot of Offenders in Federal Correctional System*, November 2002.
 (1) Figure percentages may not equal table and text percentages due to rounding.

Lower Risk to Re-offend and Different Needs

As illustrated in Figure 10, visible minority offenders tend to be rated as lower risk to re-offend than Caucasian offenders. Of those incarcerated, 60% of Caucasian offenders, compared with 51% of visible minority offenders, were rated high risk to re-offend at the time of intake. Of those serving time in the community, 36% of Caucasian versus 20% of visible minority offenders were rated as high risk to re-offend. Although this is the case for all visible minority offenders, Asian and “other visible minority” offenders were lower risk than Black offenders (see Table 5-A and Table 5-B).

Figure 10: Risk to Re-offend

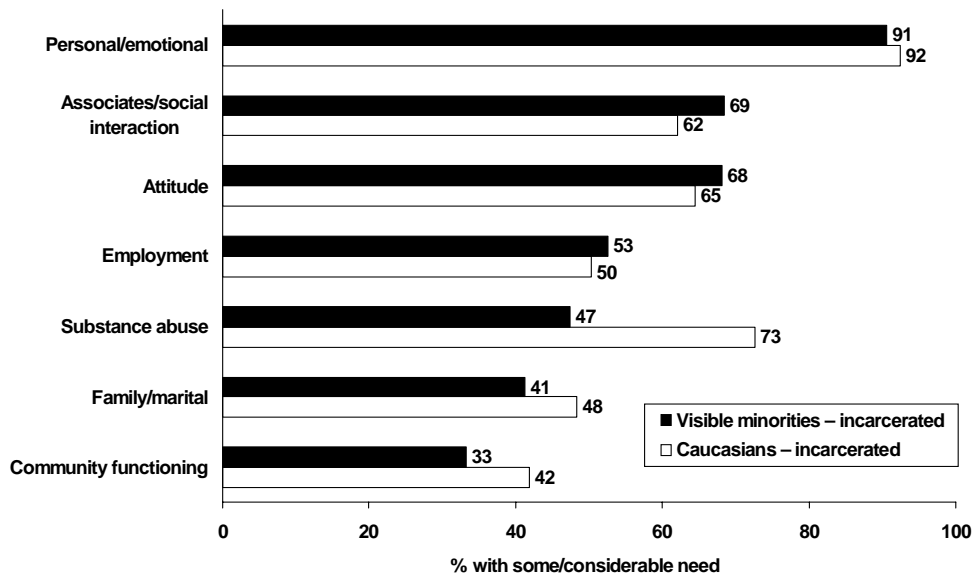


Source: Correctional Service of Canada, *Offender Management System, Snapshot of Offenders in Federal Correctional System*, November 2002.

CSC has information on needs that is collected when offenders first enter the institution. Overall, incarcerated visible minority offenders are considered lower need for intervention than Caucasian offenders. Approximately two-thirds (69%) of Caucasian offenders were rated as high need for intervention generally, compared with 55% of visible minority offenders. As illustrated in Figure 11, visible minority offenders were lower need on the following domains: community functioning, marital/family, personal/emotional orientation and substance abuse. However, they are higher need on associates and attitude. There were no significant differences on employment (also see Table 5-A).

Although the levels of need were lower overall at the time of admission to the correctional facility, the results were similar among those serving time in the community. One exception was that a larger proportion of visible minority offenders serving time in the community had high need on employment as compared with Caucasian offenders. No significant differences were found on community functioning or attitude (Table 5-B).

Figure 11: Dynamic Needs ⁽¹⁾



Source: Correctional Service of Canada, *Offender Management System, Snapshot of Offenders in Federal Correctional System*, November 2002.
 (1) Figure percentages may not equal table and text percentages due to rounding.

As seen in Table 5-B, although Black, Asian and “other visible minority” offenders tended to be similar in their areas of need, some differences existed. For instance, a larger proportion of Asian offenders were rated as having “some or considerable” need in the area of associates when compared with Black or “other visible minority” offenders.

Among incarcerated offenders, a slightly larger proportion of Caucasian offenders were rated as having high motivation for intervention (21% versus 17% for visible minority offenders). Similarly, a larger proportion were rated as having high reintegration potential (39% versus 28%). Among those serving time in the community, no significant differences were found on motivation for intervention at the time of admission to the institution. However, a larger proportion of visible minority offenders were rated as having high reintegration potential (61% versus 47%).

Once again, among groups, Black offenders tended to have lower motivation for intervention and lower reintegration potential than Asian and “other visible minority” offenders (Table 5-B).

Although they tended to be rated as lower risk to re-offend and lower need overall, a slightly larger proportion of visible minority than Caucasian offenders were rated as maximum security on the Custody Rating Scale (CRS) at the time of admission to federal custody (24% versus 21%). Among groups, however, Black offenders (28%) were more likely to be rated as maximum security than Asian (20%) or “other visible minority” (18%) offenders. Among those serving time in the community, a slightly larger proportion of Caucasian than visible minority offenders were rated as maximum security (7% compared with 5%) at the time of intake to the federal correctional facility.

These findings indicate that visible minority offenders tend to be lower risk and have different needs than Caucasian offenders. Furthermore, some differences exist among visible minority groups. It may be important to tailor programs and services to the specific needs of these groups.

Larger Proportion Released on Full Parole

Of the visible minority offenders serving time in the community, 63% are on full parole, 25% are on statutory release and 12% are on day parole. A smaller proportion of Caucasian offenders are on full parole (51%), a larger proportion are on statutory release (36%) and a similar proportion (13%) are on day parole.

Among other determinants, the decision to grant full parole is also based upon criminal history, past failures on release and risk to re-offend. The larger proportion of visible minority than Caucasian offenders who receive full parole may be partly attributed to the fact that they tend to have less extensive criminal histories, fewer failures on past releases, and are rated as lower risk to re-offend.

CONCLUSION

This study illustrates that federal offenders are culturally diverse. Although approximately three-quarters of offenders incarcerated in federal correctional facilities and serving time in the community are Caucasian, approximately 11% of incarcerated offenders and 16% of those serving time in the community are visible minority offenders (Black, Asian and “other visible minority”).

The proportion of visible minority offenders has increased over the last decade. In 1994, visible minority persons represented approximately 9% of those incarcerated. This increased to 11% in 1997 and has remained relatively stable since then. Similarly, there have been increases in the proportion of visible minority offenders serving time in the community. In 1994, visible minorities represented 10% of those serving time in the community; this increased to 16% in 2000 and has remained relatively stable since then.

Visible minority persons as a whole do not appear to be over-represented among incarcerated offenders, since they account for 13% of the population in Canada (Statistics Canada, 2001). However, there seems to be a slight over-representation of visible minority offenders serving time in the community on some form of conditional release. While Asian offenders are not over-represented, Black offenders are disproportionately represented in the CSC offender population. Although they account for about 2% of the population in Canada, Blacks make up 6% of offenders incarcerated in federal correctional facilities and 7% of those serving time in the community.

This report found substantial differences between Caucasian and visible minority offenders. Furthermore, some differences exist among the three visible minority groups examined—Black, Asian and “other visible minority” offenders.

First of all, differences in socio-demographic characteristics were found between visible minority and Caucasian offenders. Visible minority offenders tend to be younger and

less often single than Caucasian offenders. Furthermore, they are more educated and more often employed upon admission to the correctional facility. Finally, a larger proportion of those serving time in the community are women.

Differences also emerged between visible minority and Caucasian offenders in the most serious offence for which they are currently incarcerated. Visible minority offenders are incarcerated more often for drug-related offences than Caucasian offenders, but less often for other offences, such as property offences and sex-related offences.

Differences also exist among the visible minority groups: a larger proportion of Black offenders are incarcerated for robbery, while a larger proportion of Asian offenders are currently incarcerated for drug-related offences.

Most likely because of differences in offence type and criminal history, the current aggregate sentence length is significantly shorter for incarcerated visible minority offenders than Caucasian offenders. This was the case for Black and “other visible minority” offenders, but not for Asian offenders. No significant differences were found between visible minority and Caucasian offenders serving time in the community.

Visible minority offenders tend to have less extensive criminal histories than Caucasian offenders. They also are less often to have failed in various areas, such as community supervision, segregation, escape, and conditional release. This is even more noticeable among Asian and “other visible minority” offenders than among Black offenders.

Visible minority offenders tend to be lower risk to re-offend and have different needs than Caucasian offenders. Furthermore, some differences exist among visible minority groups; specifically, Asian offenders are lower risk and lower need. It may be important to tailor programs and services to the specific needs of these groups.

In summary, visible minority offenders tend to be less “entrenched” in a criminal lifestyle than Caucasian offenders. They tend to have less extensive criminal histories, are incarcerated less often for offences against the person, and are lower in risk and need

than Caucasian offenders. They also tend to have higher levels of education, less unemployment, and are less often single. These are areas that may help in rehabilitation. Among visible minority offenders, Black offenders tend to exhibit more problem areas than Asian or "other visible minority" offenders.

The differences in their characteristics and offence profiles may indicate that different types of programs or services may be needed to fully meet the needs of visible minority offenders.

Future research should examine the recidivism patterns of visible minority offenders, and assess the predictive validity of risk variables relating to recidivism in these visible minority groups.

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APPENDIX A: TABLES

Table 1-A
Proportion of visible minority offenders
Institution

Group	1994		1995		1996		1997		1998		1999		2000		2001		2002	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
	13,568	100%	14,367	100%	13,571	100%	14,093	100%	13,245	100%	13,004	100%	12,714	100%	12,624	100%	12,414	100%
Caucasian	10,345	76%	10,703	74%	10,009	74%	10,163	72%	9,373	71%	9,153	70%	9,039	71%	8,993	71%	8,787	71%
Aboriginal	1,972	15%	2,178	15%	2,118	16%	2,352	17%	2,364	18%	2,368	18%	2,269	18%	2,195	17%	2,243	18%
Black	740	5%	854	6%	838	6%	867	6%	841	6%	821	6%	761	6%	766	6%	773	6%
Asian	219	2%	289	2%	285	2%	361	3%	340	3%	324	2%	297	2%	320	3%	277	2%
Other	292	2%	343	2%	321	2%	350	2%	327	2%	338	3%	348	3%	350	3%	334	3%

Table 1-B
Proportion of visible minority offenders
Community

Group	1994		1995		1996		1997		1998		1999		2000		2001		2002	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
	9,584	100%	9,344	100%	9,195	100%	9,126	100%	9,467	100%	9,896	100%	10,063	100%	9,814	100%	9,135	100%
Caucasian	7,767	81%	7,569	81%	7,197	78%	6,986	77%	7,061	75%	7,251	73%	7,233	72%	7,100	72%	6,570	72%
Aboriginal	860	9%	784	8%	796	9%	894	10%	1,036	11%	1,129	11%	1,234	12%	1,226	12%	1,137	12%
Black	478	5%	490	5%	607	7%	620	7%	641	7%	713	7%	711	7%	664	7%	607	7%
Asian	168	2%	184	2%	261	3%	268	3%	337	4%	387	4%	442	4%	406	4%	409	4%
Other	311	3%	317	3%	334	4%	358	4%	392	4%	416	4%	443	4%	418	4%	412	5%

Table 2-A
Demographic and socio-economic characteristics
Institution

	Caucasian		Black		Asian		Other	
	#	%	#	%	#	%	#	%
Total	8,787		773		277		334	
Region	8,787	100%	773	100%	277	100%	334	100%
Atlantic	936	11%	91	12%	3	1%	7	2%
Quebec	2,749	31%	145	19%	10	4%	69	21%
Ontario	2,376	27%	431	56%	105	38%	116	35%
Prairie	1,508	17%	81	10%	71	26%	85	25%
Pacific	1,218	14%	25	3%	88	32%	57	17%
Gender	8,787	100%	773	100%	277	100%	334	100%
Men	8,576	98%	745	96%	269	97%	326	98%
Women	211	2%	28	4%	8	3%	8	2%
Age at admission	8,787	100%	773	100%	277	100%	334	100%
Under 35	4,713	54%	579	75%	190	69%	212	63%
35 and over	4,074	46%	194	25%	87	31%	122	37%
Mean age		35.1 yrs		30.1 yrs		31.1 yrs		32.6 yrs
Marital status at admission	8,743	100%	767	100%	273	100%	330	100%
Single	4,244	49%	333	43%	142	52%	148	45%
Married/common-law	3,303	38%	386	50%	111	41%	129	39%
Separated/divorced	1,043	12%	44	6%	16	6%	37	11%
Other	153	2%	4	1%	4	1%	16	5%
Education at admission	6,619	100%	658	100%	233	100%	288	100%
Under Grade 10	3,088	47%	245	37%	89	38%	125	43%
Grade 10 and over	3,531	53%	413	63%	144	62%	163	57%
Employment at arrest	6,625	100%	662	100%	236	100%	287	100%
Employed	2,193	33%	232	35%	100	42%	121	42%
Unemployed	4,432	67%	430	65%	136	58%	166	58%

Table 2-B
Demographic and socio-economic characteristics
Community

	Caucasian		Black		Asian		Other	
	#	%	#	%	#	%	#	%
Total	6,570		607		409		412	
Region	6,561	100%	607	100%	408	100%	410	100%
Atlantic	775	12%	38	6%	1	0%	9	2%
Quebec	2,183	33%	113	19%	24	6%	75	18%
Ontario	1,618	25%	385	63%	173	42%	168	41%
Prairie	1,202	18%	50	8%	124	30%	93	23%
Pacific	783	12%	21	3%	86	21%	65	16%
Gender	6,570	100%	607	100%	409	100%	412	100%
Men	6,285	96%	540	89%	379	93%	389	94%
Women	285	4%	67	11%	30	7%	23	6%
Age at admission	6,570	100%	607	100%	409	100%	411	100%
Under 35	3,433	52%	403	66%	268	66%	231	56%
35 and over	3,137	48%	204	34%	141	34%	180	44%
Mean age		35.6 yrs		32.1 yrs		32.0 yrs		34.8 yrs
Marital status at admission	6,527	100%	600	100%	407	100%	407	100%
Single	2,756	42%	231	39%	187	46%	134	33%
Married/common-law	2,921	45%	314	52%	180	44%	219	54%
Separated/divorced	751	12%	47	8%	36	9%	51	13%
Other	99	2%	8	1%	4	1%	3	1%
Education at admission	4,499	100%	481	100%	341	100%	317	100%
Under Grade 10	1,901	42%	175	36%	137	40%	108	34%
Grade 10 and over	2,598	58%	306	64%	204	60%	209	66%
Employment at arrest	4,504	100%	485	100%	340	100%	315	100%
Employed	1,921	43%	215	44%	157	46%	166	53%
Unemployed	2,583	57%	270	56%	183	54%	149	47%

Table 3-A
Current most serious offence
Institution

Most serious offence	Caucasian		Black		Asian		Other	
	#	%	#	%	#	%	#	%
	8,782	100%	773	100%	277	100%	334	100%
Homicide	2,136	24%	169	22%	67	24%	92	28%
Attempted murder	202	2%	32	4%	18	6%	12	4%
Sexual assault	1,240	14%	96	12%	21	8%	51	15%
Robbery	2,215	25%	248	32%	44	16%	57	17%
Assault	803	9%	86	11%	20	7%	40	12%
Other violent offences	169	2%	8	1%	9	3%	6	2%
Property offences	1,218	14%	27	3%	12	4%	18	5%
Drug-related offences	499	6%	88	11%	70	25%	41	12%
Impaired driving	36	0%	1	0%	1	0%	0	0%
Other <i>Criminal Code</i> and federal statutes	264	3%	18	2%	15	5%	17	5%
Mean aggregate sentence¹		6.4 yrs		6.1 yrs		6.5 yrs		5.6 yrs

(1) Mean aggregate sentence is calculated with life sentences removed.

Table 3-B
Current most serious offence
Community

Most serious offence	Caucasian		Black		Asian		Other	
	#	%	#	%	#	%	#	%
	6,540	100%	602	100%	407	100%	410	100%
Homicide	1,443	22%	57	9%	29	7%	39	10%
Attempted murder	116	2%	18	3%	6	1%	11	3%
Sexual assault	660	10%	39	6%	11	3%	30	7%
Robbery	1,304	20%	143	24%	30	7%	34	8%
Assault	364	6%	51	8%	7	2%	20	5%
Other violent offences	109	2%	2	0%	13	3%	6	1%
Property offences	1,048	16%	29	5%	9	2%	23	6%
Drug-related offences	1,023	16%	224	37%	236	58%	198	48%
Impaired driving	51	1%	2	0%	1	0%	1	0%
Other <i>Criminal Code</i> and federal statutes	422	6%	37	6%	65	16%	48	12%
Mean Aggregate Sentence¹		6.1 yrs		6.0 yrs		6.6 yrs		5.9 yrs

(1) Mean aggregate sentence is calculated with life sentences removed.

**Table 4-A
Criminal history
Institution**

	Caucasian		Black		Asian		Other	
	#	%	#	%	#	%	#	%
Previous youth convictions	6,475	100%	647	100%	227	100%	278	100%
Yes	2,951	46%	303	47%	57	25%	70	25%
No	3,524	54%	344	53%	170	75%	208	75%
Previous adult convictions	6,526	100%	651	100%	233	100%	283	100%
Yes	5,623	86%	502	77%	153	66%	195	69%
No	903	14%	149	23%	80	34%	88	31%
Previous community supervision	6,519	100%	651	100%	233	100%	282	100%
Yes	5,007	77%	406	62%	118	51%	149	53%
No	1,512	23%	245	38%	115	49%	133	47%
Previous provincial term	6,523	100%	651	100%	233	100%	283	100%
Yes	4,801	74%	391	60%	92	39%	136	48%
No	1,722	26%	260	40%	141	61%	147	52%
Previous federal term	6,524	100%	651	100%	233	100%	283	100%
Yes	2,413	37%	154	24%	24	10%	32	11%
No	4,111	63%	497	76%	209	90%	251	89%
Failed – community sanction	6,480	100%	647	100%	233	100%	281	100%
Yes	4,056	63%	313	48%	80	34%	99	35%
No	2,424	37%	334	52%	153	66%	182	65%
Failed – conditional release	6,457	100%	642	100%	233	100%	279	100%
Yes	2,938	46%	192	30%	46	20%	49	18%
No	3,519	54%	450	70%	187	80%	230	82%
Segregation for disciplinary infraction	6,245	100%	607	100%	225	100%	273	100%
Yes	2,228	36%	178	29%	25	11%	37	14%
No	4,017	64%	429	71%	200	89%	236	86%
Escape/attempt/UAL	6,494	100%	646	100%	231	100%	281	100%
Yes	1,914	29%	92	14%	14	6%	21	7%
No	4,580	71%	554	86%	217	94%	260	93%
Reclassified to higher security level	6,363	100%	625	100%	228	100%	280	100%
Yes	1,408	22%	90	14%	13	6%	16	6%
No	4,955	78%	535	86%	215	94%	264	94%
< 6 months since last incarceration	6,518	100%	650	100%	230	100%	282	100%
Yes	1,677	26%	138	21%	38	17%	56	20%
No	4,841	74%	512	79%	192	83%	226	80%
No crime-free period of 1 year	6,511	100%	646	100%	233	100%	282	100%
Yes	1,273	20%	108	17%	33	14%	36	13%
No	5,238	80%	538	83%	200	86%	246	87%

**Table 4-B
Criminal history
Community**

	Caucasian		Black		Asian		Other	
	#	%	#	%	#	%	#	%
Previous youth convictions	4,302	100%	449	100%	321	100%	299	100%
Yes	1,539	36%	126	28%	47	15%	46	15%
No	2,763	64%	323	72%	274	85%	253	85%
Previous adult convictions	4,334	100%	449	100%	325	100%	303	100%
Yes	3,433	79%	262	58%	153	47%	143	47%
No	901	21%	187	42%	172	53%	160	53%
Previous community supervision	4,327	100%	448	100%	324	100%	303	100%
Yes	2,879	67%	195	44%	87	27%	99	33%
No	1,448	33%	253	56%	237	73%	204	67%
Previous provincial term	4,329	100%	449	100%	324	100%	303	100%
Yes	2,701	62%	191	43%	80	25%	68	22%
No	1,628	38%	258	57%	244	75%	235	78%
Previous federal term	4,332	100%	448	100%	324	100%	303	100%
Yes	1,032	24%	42	9%	15	5%	15	5%
No	3,300	76%	406	91%	309	95%	288	95%
Failed – community sanction	4,300	100%	443	100%	323	100%	302	100%
Yes	2,047	48%	125	28%	40	12%	48	16%
No	2,253	52%	318	72%	283	88%	254	84%
Failed – conditional release	4,297	100%	444	100%	322	100%	303	100%
Yes	1,394	32%	74	17%	21	7%	22	7%
No	2,903	68%	370	83%	301	93%	281	93%
Segregation for disciplinary infraction	4,162	100%	426	100%	317	100%	300	100%
Yes	864	21%	48	11%	7	2%	10	3%
No	3,298	79%	378	89%	310	98%	290	97%
Escape/attempt/UAL	4,310	100%	443	100%	323	100%	303	100%
Yes	856	20%	29	7%	4	1%	8	3%
No	3,454	80%	414	93%	319	99%	295	97%
Reclassified to higher security level	4,262	100%	436	100%	321	100%	303	100%
Yes	517	12%	19	4%	2	1%	4	1%
No	3,745	88%	417	96%	319	99%	299	99%
< 6 months since last incarceration	4,330	100%	448	100%	324	100%	303	100%
Yes	746	17%	58	13%	13	4%	11	4%
No	3,584	83%	390	87%	311	96%	292	96%
No crime-free period of 1 year	4,327	100%	448	100%	324	100%	303	100%
Yes	484	11%	39	9%	10	3%	7	2%
No	3,843	89%	409	91%	314	97%	296	98%

Table 5-A
Static and dynamic factors
Institution

	Caucasian		Black		Asian		Other	
	#	%	#	%	#	%	#	%
Security level at admission	7,807	100%	735	100%	264	100%	308	100%
Minimum	1,395	18%	82	11%	49	19%	54	18%
Medium	4,737	61%	448	61%	163	62%	199	65%
Maximum	1,675	21%	205	28%	52	20%	55	18%
Risk to re-offend	8,246	100%	732	100%	258	100%	317	100%
Low	536	7%	73	10%	50	19%	60	19%
Medium	2,778	34%	252	34%	94	36%	109	34%
High	4,932	60%	407	56%	114	44%	148	47%
Overall dynamic need	8,246	100%	732	100%	258	100%	317	100%
Low	363	4%	68	9%	39	15%	33	10%
Medium	2,202	27%	241	33%	88	34%	124	39%
High	5,681	69%	423	58%	131	51%	160	50%
Dynamic factors	8,246		732		258		317	
Employment – some/considerable need	4,145	50%	390	53%	146	57%	150	47%
Substance Abuse – some/considerable need	5,986	73%	337	46%	118	46%	164	52%
Family/Marital – some/considerable need	3,985	48%	291	40%	95	37%	153	48%
Associates – some/considerable need	5,123	62%	517	71%	199	77%	180	57%
Community – some/considerable need	3,450	42%	247	34%	95	37%	92	29%
Personal/Emotional – some/considerable need	7,621	92%	670	92%	229	89%	285	90%
Attitude – some/considerable need	5,316	64%	496	68%	193	75%	203	64%
Motivation for intervention	8,756	100%	772	100%	274	100%	330	100%
Low	1,748	20%	169	22%	54	20%	57	17%
Medium	5,176	59%	491	64%	163	59%	207	63%
High	1,832	21%	112	15%	57	21%	66	20%
Reintegration potential	7,552	100%	712	100%	251	100%	297	100%
Low	2,069	27%	257	36%	126	50%	149	50%
Medium	2,513	33%	202	28%	79	31%	89	30%
High	2,970	39%	253	36%	46	18%	59	20%

**Table 5-B
Static and dynamic factors
Community**

	Caucasian		Black		Asian		Other	
	#	%	#	%	#	%	#	%
Security level at admission	5,106	100%	546	100%	366	100%	353	100%
Minimum	1,886	37%	171	31%	115	31%	152	43%
Medium	2,874	56%	331	61%	241	66%	191	54%
Maximum	346	7%	44	8%	10	3%	10	3%
Risk to re-offend	5,405	100%	543	100%	378	100%	350	100%
Low	1,132	21%	192	35%	183	48%	186	53%
Medium	2,353	44%	194	36%	146	39%	116	33%
High	1,920	36%	157	29%	49	13%	48	14%
Overall dynamic need	5,405	100%	543	100%	378	100%	350	100%
Low	925	17%	186	34%	137	36%	143	41%
Medium	2,124	39%	204	38%	175	46%	142	41%
High	2,356	44%	153	28%	66	17%	65	19%
Dynamic factors	5,423		544		379		350	
Employment – some/considerable need	2,499	46%	292	54%	235	62%	166	47%
Substance Abuse – some/considerable need	3,368	62%	175	32%	117	31%	128	37%
Family/Marital – some/considerable need	2,106	39%	173	32%	79	21%	79	23%
Associates – some/considerable need	3,191	59%	366	67%	301	79%	212	61%
Community – some/considerable need	1,827	34%	206	38%	131	35%	89	25%
Personal/Emotional – some/considerable need	4,426	82%	404	74%	291	77%	238	68%
Attitude – some/considerable need	2,748	51%	279	51%	175	46%	172	49%
Motivation for intervention	4,218	100%	387	100%	288	100%	233	100%
Low	425	10%	41	11%	12	4%	22	9%
Medium	1,634	39%	165	43%	105	36%	65	28%
High	2,159	51%	181	47%	171	59%	146	63%
Reintegration potential	4,218	100%	387	100%	288	100%	233	100%
Low	602	14%	59	15%	18	6%	17	7%
Medium	1,644	39%	133	34%	75	26%	50	21%
High	1,972	47%	195	50%	195	68%	166	71%