

Dear Public,

July 8, 2020

This letter is to inform you about the systemic racism at Avery Mitchell Correctional Institution (AMCI) and the North Carolina Department of Public Safety Division of Adult Correction (NCDPS-DAC) system. I arrived at AMCI on March 10, 2020, and rumor had it that this is one of the most racist in NC. It is 2020, so I could not believe that. Soon after arrival I was disabused of that belief.

An officer in medical called me "boy" and I left it alone knowing it was a lose-lose situation, but I noted it. That week I went to orientation and was notified that all new arrivals must be here for 90 days infraction free, no matter previous status, to get a job. This struck me as odd, so I asked around. Several white Warehouse workers I asked said they got the job within 30 days of arrival, sometimes as low as 1 week. They suggested I ask the Warehouse staff about it. I asked them and they said no, because the 90 day requirement. I wrote Mr. Buchanan, Inmate Work Supervisor, he said the same thing. I spoke with my case manager, Ms. Taylor, and she said the same thing.

Some background about me, I was 2 years infraction free and had a Library Clerk job in Close custody at

Maury Correctional Institution (MCI). I was promoted to Medium custody and transferred to AMCI, because I was designated Mental Health level 3 for taking anti-anxiety medicine.

I took that information and analyzed it along with other factors. When confronted with the above disparity job placement staff use the excuse of experience. Contradictory to that is the fact, when an African American (Black) prisoner of the same or greater experience arrives they refuse to hire them. Tokens do not count, because if staff had it their way no Black prisoner would have a job here, besides low-level Dorm Janitors, Kitchen Janitors, or Dishwashers. This is proven in the staff working here. There is one, skin tone wise, Black person Sgt. Tate. When asked he adamantly denies Black ancestry or refuses to comment. I assume he is some other ancestry...

There are no Black administrative staff. I have heard there was one or two in the past few years, but they left. Further reinforcing that there is racism here that is well hidden.

Staff here require prisoners to turn in grievances to both officers, to be forwarded to the Sergeant on duty. This tactic is a ~~ploy~~ ploy to deter prisoners from turning in grievances. Black prisoners here with

legitimate grievances or who accuse racism against them by staff, are thrown away. If put ~~in~~ in the mailbox, like other prisons require, the unit administrators throw it away.

The following are a few staff, that cause me and other Black prisoners here to sincerely believe they are racist. Daniel Colvin, white male Unit Manager for Avery Unit, will throw away legitimate grievances and claim they were not received. If they are turned in by Black prisoners. Sgt. Jones, white female, ridicules Black prisoners who seek mental health treatment, I requested to cease anxiety medicine because of it. Officer Porshia, white male, calls Black prisoners "boy" with malicious intent, and dares guys to do something so he can spray them or take them to the Multi-Purpose room (blindspot) with some buddies to "rough" them up. Then take them to segregation to cover it up. Officer Renfro calls Black prisoners "boy". Every staff member named above deals favorably with white supremacists here.

Officer Dellinger is "cool" among Black prisoners, even though he is white. He gave me a veiled warning about retaliation saying, "You need to quit making those people mad or they will send you back to Close custody." I said, "I wouldn't mind that." He said, "Well you know you'll be in seg. 2-4 months, awaiting transfer." I said,