

# BOP Deploys National Resource Team to FCC Coleman

Advancing culture change through on-site assessment and feedback.



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**(BOP)** - The Federal Bureau of Prisons (BOP) continues its efforts to strengthen institutional culture with the second deployment of its emerging National Resource Team. [Following the initial visit to FCC Victorville, Deputy Director Joshua J. Smith led a multidisciplinary team to FCC Coleman to assess challenges, gather feedback, and support the facility in identifying practical solutions.](#)

During the engagement, [Deputy Director Smith visited USP Coleman I and II and met with staff across all departments and shifts to better understand operational concerns, communication barriers, and opportunities for improvement. \*\*He also held discussions with key members of the inmate population\*\*](#) to gain additional insight into the institution's climate and daily dynamics.

The team emphasized that professionalism, respect, and accountability are essential to maintaining a safe and effective correctional environment. Improving culture requires consistent, person-to-person engagement, and the BOP is committed to supporting institutions in building workplaces defined by dignity and purpose.

[Formerly incarcerated contributors provided perspective on rehabilitation, responsibility, and leadership](#), reinforcing the importance of constructive communication and positive influence within the facility.

This initiative reflects the BOP's continued focus on collaboration, transparency, and problem-solving. By listening directly to those closest to the work, the agency aims to strengthen operations and support safer, more stable institutions.

Deputy Director Smith encouraged both staff and inmates to recognize the impact of their daily interactions and the role each person plays in shaping the environment. The BOP will continue deploying this Team to facilities where additional support and assessment can help drive meaningful, sustainable improvement.