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Canada

lets talk

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MINISTRY OF SOLICITOR GENERAL
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CSC doing a very good job

Gallup poll surveys more than 2,000 Canadians

by John Vandoremalen
Chief of Publications,
Communications NHQ

OTTAWA — In the most recent public opinion survey conducted by Gallup on behalf of CSC, 67.3% of the more than 2,000 Canadians sampled felt the Correctional Service was doing a good or very good job. That's quite a vote of confidence for our staff.

In total, 2,115 adults, 18 years of age and over were personally interviewed in their homes across Canada from Sept. 27-29 and Oct. 11-13, 1984. Males constituted 51 per cent of the sample and females 49 percent.

The Communications Branch regularly surveys public opinion to determine the public view of correctional services and programs and to test the public's perception of new and emerging policy.

The most recent survey results along with previous polls for comparison are as follows:

General questions

1. Generally speaking, do you think the staff in Canadian penitentiaries are doing a . . .

	Previous poll	October 1984
Very good job	6.4%	9.6%
A good job	47.3%	57.7%
A poor job	20.2%	9.5%
A very poor job	5.6%	1.9%
Don't know or not stated	20.5%	21.3%

2. Some people have expressed the opinion that inmates have too many rights, whereas, other people are of the opinion that they have too few rights. What do you think?

	Previous poll	October 1984
Inmates have too many rights	37.4%	53.7%
Inmates have too few rights	10.7%	8.0%
Inmates rights are adequate	32.8%	22.8%
Don't know or not stated	19.1%	15.4%

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photo — Michel Lauzon

Jacques Dyotte, warden of Drummond, Solicitor General Elmer MacKay and the Minister of Public Works, Roch LaSalle unveil a plaque commemorating the opening of Drummond Institution.

Inauguration of Drummond Institution

by Michel Lauzon
Regional Officer, Quebec

QUEBEC — The medium security institution, Drummond, was inaugurated with great ceremony Dec. 8 by Solicitor General the Honorable **Elmer MacKay** and the Minister of Public Works the Honorable **Roch LaSalle**.

Four hundred invited guests attended the ceremony, including the Minister of State for Youth the Honorable **Andrée Champagne**; Member of Parliament for Drummond **Jean-Guy Guilbault**; Bishop of St. Hyacinthe, The Right Reverend **Albertus Martin**; the Mayor of Drummond **Serge Ménard**, and many representatives from the justice system.

Before the ceremony Solicitor General MacKay, Public Works Minister LaSalle, M.P. Guilbault, Commissioner **Don Yeomans**, **Jacques Dyotte**, warden of Drummond, and a number of other dignitaries took part in a brief ceremony in the institution's chapel.

RMC **Gaston Pelletier**, acting as

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WIS IS IT?

Improved management information system intended to improve effectiveness

by Ray Lily
WIS project leader

OTTAWA — The problem is how do you sort, digest, delegate, attend meetings, make recommendations, decide, implement, follow-up and evaluate with any degree of effectiveness, and all the while maintain a cheerful disposition about your work? Well, if you're up to your ears in paper, you don't!

Enter WIS. WIS stands for Wardens' Information System. About three years ago, CSC administrators raised concern about the growing paper burden and suggested a brief overview system of institutional management information would go a long way towards improving their effectiveness. In other words, reduce the tornado of paper to a manageable storm.

After an initial study, it was decided to update and expand the project to include the management information needs of regional and national headquarters which would result in a corporate management information system for CSC. The output of such a system is intended to yield information that is brief, concise, succinct, useful, valid, reliable, accurate, regular, based on a need-to-know rather than nice-to-know principle from existing data bases and systems designed to alleviate workload.

A team of people was formed to make it all happen. At NHQ, **Ray Lilly** was assigned responsibility as project director, assisted by an implementation coordinator and an administrative assistant. As well, five regional managers (module chiefs) were appointed.

In October, the team met with 10 wardens who have had long-standing contact with the project. This two-day meeting helped to fine-tune reports that had been developed through consultation with a number of managers and staff, and had been piloted for several months.

The coming months will see the system put into place in all regions, at three levels of CSC, and in order to ensure that all needs are met, each sub-section will be analyzed and finalized in the summer of 1985. As Ray Lilly, project director, said: "Thanks to the support and cooperation of the people involved, we've got a good product, but I expect a number of ideas from staff for improvements once the reports are produced and used will make the results even better; a comprehensive but simple summary system of key management information".

Articles on this project and related issues with respect to implementation will appear in future issues of *Let's Talk*. *(See picture page 2).*

Financial Management Institute awards Commissioner Yeomans

photo — Fred Cattroll

Commissioner Don Yeomans accepts the Financial Management award from Alan Ross, assistant Deputy Minister Finance and Administration Branch, Agriculture Canada.

OTTAWA — Commissioner **Don Yeomans** has been awarded the Financial Management (FMI) award certificate for having provided outstanding leadership in financial management in the public sector and for consistantly having made an important contribution to the development of the FMI over a period of years. The presentation was made in Ottawa Nov. 30 before 1,300 people during a joint reception hosted by the Society of Management Accountants and the Financial Management Institute of Canada. This is the second time the certificate, which is only awarded under special circumstances, has been presented.

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City worker installs the first sign in Saskatoon's Brevoort Park area participating in the Neighbourhood Watch program.

Working together for neighbourhood watch program

PRAIRIES — "Working together to prevent crime" is an appropriate phrase to describe a unique CSC Prairies' project supporting the Neighbourhood Watch Program in Saskatchewan.

Neighbourhood Watch is a community crime prevention program designed to reduce criminal activity through the efforts of neighbourhood involvement supported by positive and effective law enforcement.

The first of 550 CSC produced Neighbourhood Watch signs was erected in Saskatoon Nov. 7 during National Crime Prevention Week.

The signs, produced by inmate industries at the Drumheller Institution, have been distributed throughout Saskatchewan and posted in communities and rural areas supporting the Neighbourhood Watch program to promote and increase public awareness of the newly-implemented program.

The project was proposed and initiated by **Les Shand**, assistant regional manager Communications, Prairies, and **Jon Klaus**, district director Saskatchewan Parole District, Regina, to support the Neighbourhood Watch program and CSC's interest in crime prevention.

Paul Oleniuk, Prairies' regional executive officer, represented CSC along with provincial, city and community officials at the posting of Saskatoon's first sign.

CSC Prairies is also involved in reproducing crime prevention brochures for the Saskatchewan Police Commission.

Update on early retirement/correctional group classification plan

OTTAWA — In the June 15 issue of *Let's Talk*, we carried a front page article on CSC's new early retirement plan and a new Correctional Group classification plan.

To find out what's been happening since, *Let's Talk* consulted **Bob Dowdell**, former CSC Personnel director general who heads a task force on the early retirement plan and the Correctional Group classification.

Treasury Board gave its approval in principle to both plans on Apr. 24, says Dowdell, and legislation was drafted to amend the Public Service Superannuation Act. "However, the Parliamentary schedule did not permit the legislation to be tabled and debated before dissolution and the calling of the Sept. 4 election. Right now, the timetable for dealing with the legislation is difficult to predict, because it will depend on the priorities of the new Government," Dowdell points out.

With the change of government, further progress on the early retirement plan requires the endorsement by the new Treasury Board ministers of the approval in principle given by their predecessors.

If it is given, the discussion paper previously submitted to Cabinet will be revised as necessary and resubmitted. Subject to Cabinet's approval, the legislation can then be tabled in Parliament.

Under discussion for about seven years, the early retirement plan is designed to permit "operational" employees of CSC to retire at an earlier age, and with less service than other public servants. At this time, the kind of service that will qualify as "operational," and how much operational service will be needed to qualify for benefits under the plan, are under discussion with Treasury Board officials, and will be defined in the regulations.

The new Correctional Group classification will include all positions now classified as CX and WP, and a few positions in the AS and PM groups. It will provide a career path through institutions, parole offices, as well as regional and national headquarters, for those engaged in the Security and Offender Programs functions. Positions in other elements of CSC programs may be added at a later date, he adds.

The task force developing these plans includes Bob Dowdell, formerly director general of Personnel, **John LeMay**, who is seconded from his position as director of Staffing, and **Guy Landriault**, formerly the director of Classification, who returns to CSC after three years with the United Nations in Europe and the Middle East.

Student project provides bank of employers for ex-inmates

by Michel Lauzon
Regional communications officer
Quebec

QUEBEC — CSC's Longueil office can now count on a pool of employers interested in hiring ex-inmates thanks to a student-inspired project that started last May.

Réjean Godin, an administration student who was the project manager, **Danielle Massé**, **Bernard Cartier** and **Nicole St-Pierre**, all criminology students, started their project by visiting Archambault, Laval, Cowansville, La Macaza, and Leclerc Institutions and the Federal Training Centre last May to gather information about inmate training such as indexing all training areas provided by the institutions in the area. To complete their research they approached the Blainville Deux-Montagnes schoolboard and Marie-Victorin college which provide some of the inmate courses.

Once they had background information about inmate training the students contacted employers in the Longueil area. "We consulted municipal records and identified firms likely to need staff," said Réjean Godin. "Then we contacted the employers, explained the objectives of the program and asked for their cooperation. Most employers were receptive to the project," he continued. "We were able to compile a list of 75 employers interested in hiring an ex-inmate. Some employers have already forwarded their requests to the Longueil area."

Those who worked on the student-inspired project that will ultimately help ex-inmates find employment — Left to right — Nicole St-Pierre, Bernard Cartier, Danielle Massé, students who worked on the project; Richard Gauthier Longueil area manager; and Réjean Godin, student and project manager.

After the students' preliminary work was done, 15 employers visited the Federal Training Centre to assess the various training programs offered to the inmates. According to Réjean, they were surprised to discover how much the institutions offer inmates.

Longueil area manager **Richard Gauthier**, says he is pleased with the project and the students' involvement in it.

"Since 40 per cent of released inmates are unemployed, this project really meets a very important need," he said.

photo — Louis Genest

WIS is it? *— Jean-Marc Lavoie, Quebec module chief, standing, makes a presentation to members of the Wardens Working Group (WIS).*

(See story page 1.)

Letter to the Editor

I was awarded the Corrections Exemplary Service Medal on October 1, 1984 by her Excellency **Jeanne Sauvé**, Governor General of Canada. It is with great pride and contentment that I accept the honor of being one of the first recipients of this award. I thank all those who, directly or indirectly, were involved in our appointment or organized the ceremony at Rideau Hall which proved to be a great success . . . I was also pleased to see the photo of the group on the front page of *Let's Talk*.

Raoul-André Laverdière
Senior correctional officer
Archambault Institution
Ste-Anne-des-Plaines

The inauguration of Drummond Institution

— continued from page 1

master of ceremony, invited Monseigneur Martin to offer a prayer before the Solicitor General addressed the guests. ". . . Drummond represents the most humane and forward-looking ideas in corrections combined with the most sensitive, effective security equipment to ensure protection of the community," said the Solicitor General. "The opening of a new penitentiary is, however an event marked with some ambivalence. On one hand, it provides the urgently-needed cells to reduce overcrowding in other correctional facilities. On the other hand, it serves to heighten concern about Canada's ever-increasing reliance on imprisonment as a means of coming to terms with social conflict."

CSC representatives underlined the extraordinary openness with which Drummondville residents welcomed the opening of the institution in their region.

The Regional Director of Public Works hands over the symbolic key of the institution to Drummond Institution Warden Jacques Dyotte, right.

Jean-Guy Guilbault, federal MP Drummond, left, and Jean-Paul Dugas, regional deputy commissioner Quebec, listen as Solicitor General Elmer MacKay addresses the audience.

Photos: Michel Lauzon

Left to right — Serge Menard, Drummond mayor; Jean-Guy Guilbault, M.P. for Drummond; Guy Wolfe, regional director Public Works; Solicitor General Elmer MacKay; Jean-Paul Dugas, deputy commissioner Quebec; Jacques Dyotte, warden of Drummond Institution; Albertus Martin, bishop of St. Hyacinthe; and Maurice Desjardins. RMC Gaston Pelletier at podium.

The guard of honor and the media.

Meeting the press after the inauguration — left to right, Commissioner Yeomans; Jacques Dyotte Warden of Drummond; Solicitor General Elmer MacKay; Roch LaSalle, Minister of Public Works; and Guy Wolfe, regional director Public Works.

The press conference from the other direction — left to right, Jean-Paul Dugas, regional deputy commissioner Quebec; Andrée Champagne, minister of state for Youth; Commissioner Don Yeomans; Jacques Dyotte, warden Drummond Institution; Solicitor General Elmer MacKay; Roch LaSalle, Minister Public Works; and Guy Wolfe regional director Public Works.

Missing from the Jan. 15 issue!

For the last few years our Jan. 15 issue of *Let's Talk* has been a retrospective — a looking-back over the year in CSC, evaluating our achievements and noting changes in personnel and policy.

This year the Communications Branch plans to expand the retrospective into a big, special edition of the staff newspaper (the Mar. 30, 1985 issue), under the title *Challenge and Change '84*. It's designed to be a photo-filled annual report for staff, and we hope you'll find it a useful reminder of 1984's achievements — and challenges for 1985.

William Morier wearing his CSC uniform on his wedding day, and his wife Gigi.

Groom wears full CSC uniform at wedding

PACIFIC — When **William Morier** and **Gigi Zapata** were married late in 1984 it was a real CSC wedding. The groom, a CX at Kent Institution, and master of ceremonies **Colin Thompson**, a security officer at Kent, were both in full uniform. Many of the 150 guests attending the ceremony at the St. Raphilip Old Catholic Church, in Vancouver, were CSC staff.

After a dinner of suckling roast pig, guests danced to music played by four bands from the Vancouver Musicians Association. The bride and groom are both accomplished musicians. Gigi is a lead signer and William a drummer in the same band.

William joined CSC in 1974 and worked at Stony Mountain Institution until July 1981 when he came to Kent.

IDEALS . . . coming soon

This poster will be a familiar sight in CSC offices soon. Part of the Commissioner's directive on employee communications released late in December, it will be distributed throughout the service. Watch for it in your area.

Correctional Service Canada — Service correctionnel Canada

Ideals — Employee Communication

L'idéal en matière de communication avec les employés

The Service will strive towards achievement of the following Ideals in employee communication. In so doing, three important factors must be operative (1) management must provide the systems, the impetus, and the tools to operational employees (2) communication must be everybody's business and (3) the immediate supervisor of operational employees is and must be the key link in the communication process. The Ideals are:

- to keep employees fully informed of Service objectives, policies, performance results, issues and concerns;
- to provide employees with formal and informal opportunities for expressing their ideas and concerns;
- to consult employees and to provide them with feedback;
- to positively motivate employees toward the achievement of Service and individual goals;
- to recognize the achievement of employees;
- to present the bad news as well as the good in an equally candid and timely manner;
- to tell employees why things happen, what it means to them, and how it may affect them;
- to provide managers with the information, tools and training they need to be effective communicators;
- to provide information about the Service to employees before its release to the public.

Le Service s'efforcera d'atteindre l'idéal suivant en matière de communication avec ses employés. Pour ce faire, trois facteurs d'importance doivent être mis en application: (1) la direction doit fournir les systèmes, l'élan et les outils aux employés opérationnels; (2) la communication doit être l'affaire de tout le monde; (3) le superviseur immédiat des employés opérationnels est et doit être l'agent de liaison-clé dans le processus de communication. Ces idéaux sont:

- tenir les employés pleinement au courant des objectifs, des lignes de conduite, des résultats attendus en ce qui concerne le rendement, des problèmes et des préoccupations du Service:
- fournir aux employés des occasions officielles et officieuses leur permettant d'exprimer leurs idées et leurs préoccupations;
- consulter les employés et assurer le suivi;
- motiver de façon positive les employés à atteindre les objectifs du Service et leurs objectifs individuels;
- reconnaître les réalisations de employés;
- annoncer les nouvelles, bonnes ou mauvaises, avec franchise et en temps utile;
- expliquer aux employés les motifs des mesures prises, ce qu'elles signifient pour ces employés et comment ces mesures les affecteront;
- fournir aux gestionnaires les renseignements, les outils et la formation dont ils ont besoin pour communiquer de manière efficace;
- fournir aux employés, avant de les communiquer au public, des renseignements sur le Service.

Canada

Gallup Poll

— *continued from page 1*

3. Which of these two statements reflects more accurately your opinion of where the emphasis should be placed within our penal institutions?

	Previous poll	October 1984
Keeping the inmate securely confined and closely supervised even to the detriment of rehabilitative programs . .	37.3%	28.8%
OR		
Assisting the inmate to participate in programs that may assist their eventual return to the community even though some risk may be involved	54.1%	62.7%
Don't know or not stated	8.6%	8.6%

Work

1. When serving a sentence in a penitentiary, do you think inmates should be required to work at jobs in the penitentiary or not?

	Previous poll	October 1984
Yes, should	92.0%	94.2%
No, should not	4.0%	4.1%
Don't know	3.0%	1.8%

2. If inmates do work in the penitentiary do you think they should be paid or not?

	Previous poll	October 1984
Yes, should	52.0%	43.1%
No, should not	41.0%	50.7%
Qualified	5.0%	4.5%
Don't know	2.0%	1.8%

3. Should penitentiary inmates be employed in the production of goods and/or services for sale to charitable organizations and government or not?

	Previous poll	October 1984
Yes, should	85.1%	79.1%
No, should not	9.1%	14.7%
Don't know	5.4%	6.2%

4. Do you or do you not think penitentiary inmates should be encouraged to participate as volunteers to assist groups such as the elderly or the handicapped?

	Previous poll	October 1984
Yes, should	56.6%	62.2%
No, should not	25.5%	27.7%
Qualified	7.4%	4.7%
Don't know	5.7%	5.4%

It is obvious that Canadians expect inmates to work but they are very much divided in their opinions as to whether they should be paid. Work should be provided even though it may mean moving into the private market. There is increased opinion that inmates should produce goods or services for sale to non-profit organizations and government. There is also an increase in the percentage who feel inmates should be encouraged to participate as volunteers in the life of the community.

Media

1. In the event of an incident in an institution — for example, a riot or escape — who are you most likely to believe?

	Previous poll	October 1984
The warden	18.7%	17.6%
A member of the prison staff involved	15.2%	17.6%
An inmate not involved in the event .	13.9%	11.6%
A person working as a volunteer in the prison system	35.5%	39.7%
A reporter involved in or covering the event	11.2%	10.2%
Don't know	5.3%	3.3%

2. Do you feel information available to the public about penitentiaries and parole is . . .

	October 1984
More than adequate	3.4%
About right	25.4%
Less than adequate	64.6%
Don't know	6.6%

Imprisonment

1. Penitentiary sentences are given only to those people who must serve at least two years. In your opinion, who should be sentenced to penitentiaries?

	Previous poll	October 1984
Those convicted of crimes that cause physical harm to others	35.5%	36.3%
Those convicted of property crimes (crimes not involving physical harm) .	6.9%	3.1%
Both those convicted of property crimes and those convicted of crimes that cause physical harm to others	53.3%	57.0%
Don't know	4.2%	3.7%

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Gallup Poll

— continued from page 4

2. In your opinion, does Canada rely on imprisonment as a punishment for criminal behavior . . .

	October 1984
Too heavily	14.6%
Not enough	49.3%
Just right	25.9%
Don't know	10.1%

3. What in your opinion, is Canada's rate of imprisonment per 100,000 population — just your best guess?

	October 1984
0 - 50 per 100,000	8.7%
51 - 100 per 100,000	17.7%
101 - 150 per 100,000	19.7%
151 - 200 per 100,000	12.7%
Over 200	22.8%
Don't know	18.4%

(Canada's rate of imprisonment per 100,000 TOTAL population is 111. However, because juvenile figures are not available, it is more accurate to express it as rate per 100,000 ADULT population only which is 150. In any event only 19.7% were right.)

4. Do you feel that convicted offenders are treated too hard, too soft or about right?

	Previous poll	October 1984
Too hard	3.5%	2.9%
Too soft	61.0%	48.6%
About right	22.3%	32.2%
Don't know	13.0%	16.2%

This is referred to as the "hawks and doves" question. Those who feel offenders are treated "too soft" has decreased, but so has those who feel they are treated "too hard". At the same time it is interesting to note that the "don't know" group has increased.

Victims

1. In your opinion, which of these do you feel gets the most consideration under the criminal justice system?

	Previous poll	October 1984
The citizen	13.3%	11.3%
The victim	13.1%	13.2%
The offender	65.0%	63.7%
Don't know	8.9%	11.7%

Conditional release

1. Do you think that inmates who have demonstrated good behaviour should, before they are paroled, receive short leaves, on their own, to attend job interviews or necessary educational or medical appointments which would help prepare them for release?

	Previous poll	October 1984
Yes	62.9%	60.9%
No	20.2%	28.3%
Qualified	6.8%	5.0%
Don't know	5.1%	5.9%

2. Which do you think should receive the most emphasis in the case of recently released inmates — counselling and assistance, or supervision and control?

	Previous poll	October 1984
Counselling and assistance	52.0%	53.1%
Supervision and control	40.4%	42.3%
Don't know	7.3%	4.6%

Programs

1. Just thinking of Native offenders — such as Indian, Métis and so on, would you favor or oppose an expansion of programs especially developed to help Native offenders?

	Previous poll	October 1984
Yes, favor	60.9%	60.3%
No, oppose	27.7%	31.0%
Qualified	3.0%	.6%
Don't know	8.3%	8.2%

2. Here is a listing of programs that might be made available to penitentiary inmates. Would you look at them please and tell me which one you think should have top priority?

	Previous poll	October 1984
Learning to read or write	36.9%	50.6%
Training on work habits, i.e. training for employment in the community	53.0%	41.4%
Completion of high school courses	7.1%	5.9%
University level courses	1.3%	.6%

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Quebec holds the first family weekend retreat

QUEBEC — Quebec region held its first family weekend retreat Nov. 2-3, at Far Hills Inn, Val-Morin, in the Laurentian Hills, reports communications officer **Michel Lauzon**.

The retreat attracted about 40 staff from Laval complex and their spouses. Organizers **Odette Charron-Lecore**, psychologist at Monteé St-François; **Michel Fournier**, Living Unit officer Leclerc and Federal Training Centre; and **Gabriel Sarignac** regional chaplain, say that according to comments from participants, the weekend was successful.

Moncef Guitouni, a human development expert, acted as resource person and speaker during the retreat.

Left to right — Aurèle Martel, retired CSC staff; his wife; Moncef Guitouni, weekend resource person; and Jean-Paul Dugas, deputy commissioner Quebec.

Participants enjoying the Saturday evening banquet.

National Competitions Corner

Ministry to persons in prison

■ **Title** — a nine-month program of training, in English, accredited by the Canadian Association for Pastoral Education. Students must meet eligibility requirements for Chaplaincy. They are engaged as part-time chaplains on contract during the residency term. Upon completion they may compete for full-time positions available at that time.

■ **Location** — training is conducted at Kingston Penitentiary

■ **Closing date** — Feb. 28, 1985

■ There are vacancies for Roman Catholic and/or Protestant chaplains in the following regions —

Region	Number of vacancies
Quebec	1
Ontario	4
Prairies	3
Pacific	1

Positions open — Apr. 1, 1985 — starting date negotiable.

Competition closing date — Feb. 28, 1985.

For further information contact: Director of Chaplaincy, CSC, 340 Laurier Ave. W., Ottawa, K1A 0P9. Telephone (613) 996-0373.

This list does not replace official competition notices. Please consult your poster centre for all competition notices for further information on the above.

Briefly

New handbook tells how to be a witness in court

If you are due to appear in court, a handy booklet to read is *Appearing in Court: A Handbook for Staff*. If copies are not already at your institution or office, contact Offender Programs at your regional headquarters. This new CSC booklet briefly describes legal services for staff, but is intended primarily to prepare employees to give testimony at a hearing. One highlight is the section that describes tactics a lawyer might use in cross-examination — and how to counter them. If information is needed about the contents of the booklet, contact **Don Cunningham**, NHQ Offender Programs, at 992-6000.

Toronto District Office's United Way campaign successful

The Central Ontario District, Toronto area, had a successful United Way campaign in 1984, reports **John Lawrence**, district director, Central Ontario District Office. Coordinator **Charmaine Miller** accepted a merit award at a wrap up meeting, "to the employees of CSC and members of the PSAC Local 79 for outstanding support to the people of our community." Although the district office is small compared to other federal departments in Toronto, 100 per cent of the target was reached and staff participation and donations increased.

ACA resolves there shall be no 'guards' in prison

The American Correctional Association (ACA), believes the term 'guard' should be pronounced dead and relegated to the graveyard of terminology along with other inappropriate and unprofessional terms often used when referring to professional line officers who are providing a valuable public service to our society through their role in the operation of correctional facilities. During the 114th Congress of Correction in San Antonio, Texas, Aug. 19-23, 1984, the ACA adopted a resolution concluding that the term guard is inaccurate and inappropriate. The association will use the term 'officers' when writing and talking about the men and women who operate the nation's jails, prisons, and other correctional and detention facilities.

Armed Forces familiarization visit

The annual Armed Forces familiarization visit, Atlantic Region, was held late in 1984. It was again hosted by Assistant Warden Dorchester Penitentiary, **Jim Blackler** and **Gary Mills**, regional manager Security, RHQ. The 13 Department of National Defence staff were welcomed by Gary Mills on behalf of Deputy Commissioner Atlantic, **Bob Clark**. He reiterated CSC's appreciation of the excellent cooperation between DND and CSC, specifically the semi-annual use of DND facilities for Institutional Emergency Response Training (IERT). The group also toured Dorchester and Springhilll.

Springhill Institution recognizes volunteers

Late last fall CSC staff, inmates, and a large group of volunteers gathered together for the first time to honor 59 volunteers, said **Art Robson**, RMC Atlantic. The volunteer awards banquet, at Springhill Institution's auditorium, recognized the efforts of many people who give freely of their time, talent and energy to help inmates. Fifty nine volunteers representing such groups as Alchoholics Anonymous, Black Inmate Association, French Cultural Group, Native Indian Brotherhood, Citizen's Advisory Committee, Accent on Youth, Narcotics Anonymous, Pugwash Group, *Communicator* — the inmate newspaper, and CSC areas such as Chaplaincy, Arts and Crafts, and Visits and Correspondence received certificates and either a copper/bronze one-year pin, a silver three-year pin, or a full color pin for five years or more. Illustrating that volunteers see their role in a special way, Sister **Georginna Hannigan**, a volunteer at Springhill since 1970, said in a private conversation, that if she had it to do over again she would trade her 49 years of academic teaching experience for a career totally devoted to prison ministry. She maintained that working with, and helping inmates is tremendously rewarding and self-fulfilling.

Sister Georginna Harrigan, a volunteer at Springhill Institution since 1970 says helping inmates is tremendously rewarding.

lets talk

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Let's Talk invites your comments, articles, signed letters and photographs for consideration.

June Coxon
Editor

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Jim West

CSC presence on the Miramichi

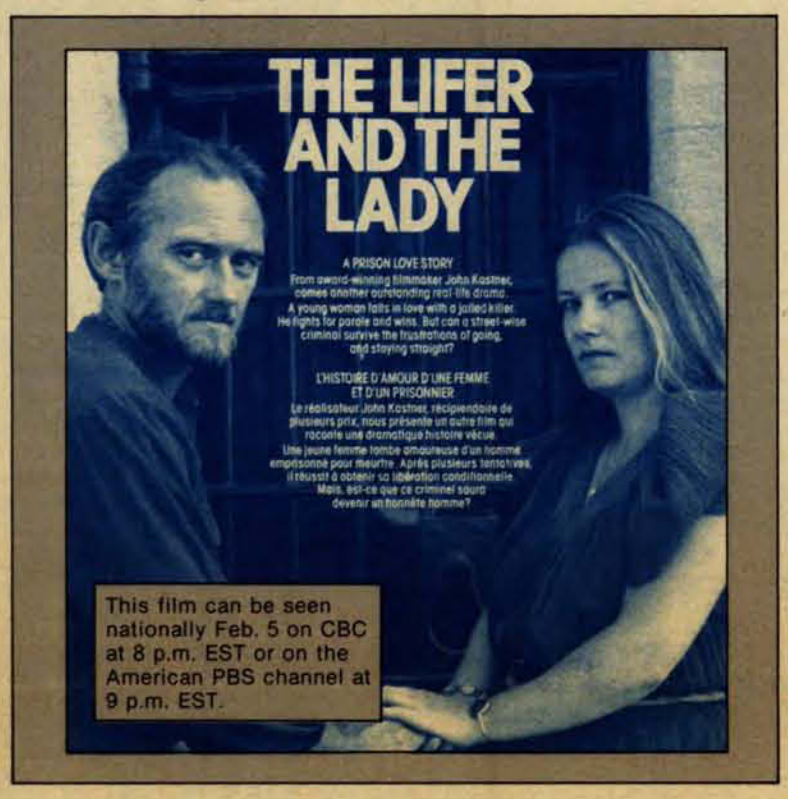
ATLANTIC — Jim West, a veteran of CSC for nearly 35 years, has enthusiastically accepted an opportunity to become the Communications officer for Atlantic Institution.

Jim's major role is to assist in establishing healthy information sharing with the citizens of the area and to assist CSC staff who will be relocating there.

His experience within the service ranges from staff training to institutional management and from security to inmate pay and employment.

Jim and his wife took up residence in the Newcastle, N.B. area in December.

Jim West, new Communications officer, Atlantic Institution.



This film can be seen nationally Feb. 5 on CBC at 8 p.m. EST or on the American PBS channel at 9 p.m. EST.

Guidelines for communicating with the public

OTTAWA — Communications with the public, including particularly Members of Parliament and news media representatives, are a part of the duties and responsibilities of managers in the public service. So says a news release issued by Prime Minister **Brian Mulroney**'s office on policy guidelines for public servants: communications with the public. A staff function in support of this management role is performed by information officers in all departments, it says.

Public servants should be prepared to openly provide factual information to the public and the media within their areas of responsibility that describes or explains programs and policies that have been announced or implemented by the government. To contribute to open government, such interviews shall be on the record and for attribution by name. Off-the-record background briefings will only be permitted in exceptional circumstances and must have prior Ministerial approval.

Public servants should not go beyond this discussion of factual information. It is not appropriate to discuss advice or recommendations tendered to Ministers, or to speculate about policy deliberations or future policy decisions.

These guidelines cannot and do not authorize the disclosure of information which is specifically prohibited by law. Public employees acting in good faith under these guidelines will not be considered as having violated oaths of secrecy.

You're never too old (or too young) to learn!

When young recruits graduate from the induction program, they probably know it all, right? Not so. The following letter was sent to **Harry MacDonald**, an instructor at the Staff Induction Centre, Kingston. It was written by a recent graduate who took some pains to explain how the CORP program overlooked some important elements in preparing new recruits for the "realities" of the job.

Dear Harry,

I am writing this letter for all the instructors so they might benefit from the feedback. We are all doing well and are finally getting back to "normal". We the girls of #63 at Sask Pen feel that perhaps the course was lacking just a few minor aspects:

You never told us that:

1) Our first day of double-posting would consist of a five minute explanation and being put in charge of the 1's Ranges.
2) When the CX 4 says "no" to the seven large inmates on the other side of the door, he doesn't tell them, you do.
3) A SHU inmate in the hole would be Marg's first escort alone.
4) That the next day, while being escorted by three officers, the same inmate would stop in the dome area to wish "Miss Rose" a good-morning!
5) Inmates tell terrible jokes.
6) That I would be called CAPTAIN instead of BOSS.
7) The inmates would assume we are all martial arts masters.
8) Our first board would be midnights: four hours in a tower and four in the hole.
9) The inmates with the most outrageous stories are usually telling the truth.
10) The same inmate you just said no to an hour ago will be back in an hour to ask again.
11) The inmates know the keys better than we do!
12) The day you are explaining to an inmate that under no uncertain terms will he get away with that story, the keys you thought you had tucked into your belt fall out your pant leg to the floor.

You never told us what to do if:

1) The library floods, you are in charge and six inmates are begging to get out. Right after the CX8 said, no one in the halls without a pass.
2) You are enforcing the rule on the meal line about no food and realize the only inmate packing (food) weighs 900 lbs. and the nice officer who was working with you has disappeared.

Got to go do my 15 minute punch. Yes, I'm at work and its 5:00 AM.

Colette Roy
Marg Rose
Cathie Woodman

Editor's note: Did you get your step ladder Miss Margaret? Murphy wants to know.

Gallup Poll

— *continued from page 5*

3. At the present time, university courses are available to penitentiary inmates. How do you think they should be financed? Should they be provided . . .

	Previous poll	October 1984
At no cost to the inmate	14.0%	15.1%
With partial payment by the inmate	48.1%	47.2%
Full payment by inmates	32.9%	31.8%
Don't know	5.0%	6.0%

The questions were printed here exactly as they were asked by Gallup during the interviews. We decided to present them to you in this manner, with minimal comment so you could draw your own conclusions. Incidentally, we'll be conducting other surveys throughout the coming year, so if you have a question you feel should be asked, an issue you think should be explored, or a matter you believe should be clarified, send it along to us c/o Chief Publications at National Headquarters. We'll try to include it in a forthcoming survey.

CSC has a new commissioner

lets talk

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Volume 10 Number 2 January 30, 1985

Rhéal LeBlanc takes over CSC February 4

OTTAWA — CSC welcomes newly-appointed Commissioner **Rhéal Joseph LeBlanc**. Deputy Solicitor General for the province of Alberta since 1974, he was named Commissioner of CSC by Prime Minister **Brian Mulroney** Jan. 8.

Rhéal LeBlanc is well-known to many senior management employees in the Service. He has extensive experience in Canada's criminal justice system and is generally familiar with CSC.

From 1972 to 1974 he was associate director of Mental Health, Department of Health and Social Development, Edmonton, Alberta. Prior to that, from 1971 to 1972, he served as deputy minister of Welfare, Fredericton, N.B. Other positions he has held include director of Welfare Services, Department of Health and Welfare, Fredericton, N.B., hospital administrator, Provincial Hospital, Campbellton, N.B. and hospital administrator Provincial Hospital, Weyburn, Sask.

Commissioner LeBlanc holds a MA (social work) from the University of Ottawa.

Until the new commissioner arrives in Ottawa, Feb. 4, Senior Deputy Minister, **Roma Bertrand**, will serve as acting commissioner. Following the announcement of the new commissioner, Roma Bertrand told the Senior Management Committee that ". . . with the achievements of the past and the catalyst of new leadership, CSC will go on to even greater achievements . . .".

Former Commissioner **Donald Yeomans** has been named chairman of the Tariff Board.

Photo: Patterson Photographic
Commissioner Rhéal LeBlanc has roots in east and west.

Three pilot projects attack inmate illiteracy in Prairies

by Les Shand
Assistant regional manager
Communications, Prairies

PRAIRIES — Roughly one in four Canadians over 15 years of age is considered to be 'illiterate' because he or she lacks grade 10, the prerequisite for most skilled jobs today. Statistics Canada indicates that about 23 per cent of Canadians have between grades 5 to 8, and about six per cent are considered to be 'functionally illiterate' with less than a grade 5 education.

Compared to 5.5 per cent of the general population, about 18 per cent of Canada's federal inmates are functionally illiterate, meaning below the grade five level.

Improving inmate literacy skills is now a CSC priority, but ensuring that no inmate is released from a federal penitentiary while still illiterate, is a difficult task. It will be up to CSC staff to work with people whom the schools outside the prison could not help. It is a challenging task.

Working closely with Frontier College of Canada, a respected and long-standing innovator in adult education, CSC is establishing three Prison Literacy pilot projects in the Prairie Region — at Drumheller Institution, Regional Psychiatric Centre, and Rockwood Institution.

Volunteer tutors have been recruited from each of the three outside communities and institutional teachers will match them with literacy students at the grade one to five level, says **Larry Mullen**, Frontier College's Prairie Region co-ordinator. Students will be assessed on their need for remedial assistance, and their willingness to work with a tutor. Student "report cards" will be based on learning objectives agreed on by the tutor and student.

Contact between tutor and student will be based on the teacher's perceived needs of each student and the time the tutor is available.

Tutoring started in November 1984 and will continue until the end of April when each institution will complete their own appraisal of the project.

A variety of community organizations have said they are interested in providing volunteer tutors if the institutions decide to proceed with the program.

In Saskatoon, the Pastoral Institute, an organization involved with social visiting programs at the Saskatoon Psychiatric Centre and the Provincial Correctional Centre; and READ Saskatoon, a voluntary community-based tutor training organization, have organized between 50 and 70 volunteer tutors.

In Drumheller, Family and Community Support Services (FCSS) is supporting the program — it also offers a volunteer English as a Second Language tutor program.

At Rockwood Institution, the Mennonite Central Committee Open Circle Program, which provides social visits to Stony Mountain Institution, has expressed interest. In addition, the Provincial Department of Conti-

— continued on page 4

Yeomans leaves "world class" Service

by John Vandoremalen
Chief, Publications

OTTAWA — During the seven years **Donald Yeomans** served as commissioner of CSC, he made a profound and lasting contribution to improvements and reforms throughout all levels of the Service. Through persistent and tenacious application of the principles of sound management, he pushed the Service to achieve goals which, at times, seemed virtually unattainable.

Commissioner Yeomans came to CSC in December, 1977, shortly after the Parliamentary Sub-Committee had described the Service as being in a "state of crisis." He leaves behind a Service that is equipped to respond to the realities of today and the challenges of tomorrow. As noted by the recently-released report of the Advisory Committee to the Solicitor General of Canada on the Management of Correctional Institutions (Carson Report):

"In contrast to the observations of the 1977 Parliamentary Sub-Committee, we did not sense widespread overt hostility or deep distrust between staff and inmates, or between staff and management. We were struck with the degree of job satisfaction, commitment and team spirit that we noted among many staff.

International standards for the provision of services have been met or exceeded. Numerous policies and safeguards have been implemented that are consistent with a "duty to act fairly." These have greatly increased openness and accountability. It is apparent that over the past few years, The Correctional Service of Canada has been effectively transformed into an organization that is professionally managed with systems and controls to ensure responsible and efficient expenditure of resources."

Don Yeomans, CSC Commissioner for seven years, has been named Chairman of Tariff Board.

Acting Commissioner, **Roma Bertrand** and Deputy Commissioner, Communications, **John Braithwaite**, paid tribute to Yeomans' many achievements, saying he initiated, sponsored and nurtured within our Service the development of a viable and dynamic communication program, seeking better understanding of the complexities of the task of communicating both amongst staff and the general public.

> ". . . a profound and lasting contribution at all levels of the Service."

It is with this sense of pride and respect for past achievement, as well as confidence and strength for the future that the management and staff of CSC bid a fond farewell to Don Yeomans. We extend to him and his family our sincerest best wishes for the future and our thanks for seven years of dedicated public service and commitment. Good luck, Don.

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Our strength is staff

Ken Boone

Ken Boone is a busy volunteer

ONTARIO — **Ken Boone**, who until a few months ago was a social and cultural development officer at Collins Bay Institution, spends many hours inside and out of the office giving valuable assistance to a variety of volunteer groups.

His work at Collins Bay involved coordinating activities for 12 volunteer groups that meet six days a week and acting as liaison for the Citizens' Advisory Committee. He also helped plan the Break Away from the Bay stress weekend for staff and their families, and was a union steward representing his fellow workers in union matters.

Away from the office Ken works with the Big Brothers Association as first vice-president on the Board of Directors and is responsible for the executive committee board meetings. Last year he was the chairman for Bowl for Millions, the Association's major fund raising campaign. Two of his three sons are Boy Scouts and Ken is, predictably, a Boy Scout leader. When he takes time out for a little relaxation he plays baseball. Two years ago he coached a children's team and these days he goes out to support many of the baseball games that take place in the area. Ken is involved with church activities as well, and often acts as an usher. He is a member of the Association of Life Skills Coaches of Ontario (ALSCO) and the Knights of Columbus. One of his most recent projects is setting up his own computer business.

Louise Miller, a student working at regional headquarters Ontario last summer, wrote this article and reports that Ken is "incredibly modest about his many activities". He says he thinks of them as leisure time because he does not find them a strain. In fact he says it is his wife, **Maria**, who has to put up with his schedules and many absences.

Ken joined CSC in 1974 as a CX at Collins Bay Institution. He was appointed social and cultural development officer at Joyceville Institution where he remained for five years before returning to Collins Bay for three-and-a-half years as a social and cultural development officer. A few months ago Ken started a new job, Warkworth Institution's new inmate employment coordinator.

Kingston Penitentiary museum has interesting finds

ONTARIO — Some interesting finds are being unearthed as preparations continue for the opening of the "new" museum at Kingston Penitentiary, now scheduled for early 1986. **Murray Millar**, former superintendent of the Staff Induction Centre, and more recently director of the National Correctional Staff College (Kingston Campus), is enjoying his secondment as curator of Kingston Penitentiary. He is currently cataloguing artifacts and researching various historical aspects. Among the interesting items he is handling are a number of wood-working planes that were manufactured by the J.P. Millner Company in the 1860s and 1870s using convict labor from Kingston Penitentiary.

If you have any items of historical significance relating to our institutions and would like to donate them to the museum, give Murray a call at 547-4192.

Photo: Dennis Curtis

Kingston Penitentiary curator Murray Millar with a J.P. Millner Company plane manufactured by inmates of the penitentiary in the late 1800s.

Food Services

Maximum security chefs workshop at Laval

QUEBEC — "We are professional chefs, working as a team in one of the most demanding areas of CSC — Food Services." So said **Chin Yeung**, chief Food Services, Pacific Region, RHQ, during the Food Services workshop for maximum security supervisors held at Laval Institution late last fall. "Food Services is an ongoing daily battle; our production/serving line must operate three times a day, seven days a week and 365 days a year. Now we are fighting a winning battle, with all the support and resources from the five regions and NHQ."

The 30 participants from across the country who attended the four-day event toured Laval and Leclerc institutions, the Federal Training Centre, and Ste-Anne-Des-Plaines complex. Highlights included Food Services reports, religious diets, nutrition/menus, a hands-on demonstration of Food Service Management Information Systems, microwave feeding, fruit juices and frozen dough demonstrations.

During the second evening of the workshop a farewell party was held for **Roger Héneault**, regional Food Services chief, Quebec, who was retiring. **Michael Fuller**, director of Food Services; **Richard St. Martin**, regional manager Technical Services, Quebec; and representatives of Food Services in the Quebec Region attended the party.

Director of Food Services Mike Fuller, left, presents a certificate to Roger Héneault, regional chief Food Services, Quebec, before his retirement.

People

Health Care appointments

Medical and Health Care Services Branch, NHQ announces three staff changes as a result of a branch reorganization. **Norah Brochu** has been appointed director, Plans and Operations. The division's responsibilities include developing and implementing operational policies and procedures, following up on audits, participating in evaluation studies and projects dealing with specialized treatment programs, branch input to the corporate planning system, and investigations and studies pertaining to the operations. Nora may be reached at 995-4971. **Melanie Bonnell** has been named branch systems manager. In addition to planning and managing the introduction of computerization to health care operations, she is also responsible for assessing and modifying the current manual operational information system. Melanie may be reached at 993-5073. **Laurie Fraser**, formerly Nursing Operations adviser, has been promoted to director of Nursing Operations. The division's responsibilities include monitoring the quality of nursing care given to inmates; manpower planning; staff development programs specifically designed for nurses employed in a correctional setting; functional direction of regional chiefs, nursing directors and directors of Nursing Service. It is also responsible for monitoring prescription drug utilization in institutions and for initiating and evaluating the unit dose medication system. Laurie may be reached at 993-5362.

One of the last staff houses leaving Bowden for its new home on Sunchild Indian Reserve.

End of an era at Bowden

PRAIRIES — One of the last of Bowden Institution's 18 staff housing units that were located just outside the institution grounds, headed down the road towards Sunchild Indian Reserve in western Alberta late in the fall of 1984, said **Ken Hickford**, assistant warden Technical Services, Bowden Institution.

Fifteen of the houses were bought by the Department of Indian and Northern Affairs and were transported intact to the reserve where they will be used as family housing. The three remaining houses will serve as office accommodation for Bowden staff until new buildings are constructed elsewhere on the site.

The exodus of the houses took place following a NHQ decision in December 1983 to sell the housing units because they would be too costly to renovate. According to **Les Shand**, Assistant RMC Prairies, CSC already spent 20 thousand dollars to renovate the units in 1982 but many more repairs were needed by 1984. He explained that the houses were old. "Initially there were used as private married quarters for Armed Forces personnel," he said. "Then they housed provincial police families before CSC purchased the land. The grounds where the houses stood will be converted to farmland this spring," he continued. "That way Canada's newest, and sixth, farm institution will be using the land in a cost effective manner."

CSC staff living in the houses, a total of about 50 people, were given a year to find other accommodations. Moves to the town of Bowden, to Innisfail and Red Deer took place late in the spring of 1984. The last tenant left mid-October.

National Competitions Corner

TITLE — Senior security officer

GROUP AND LEVEL — CX-COF-4

LOCATION — Atlantic Institution, Renous, N.B.

CLOSING DATE — Feb. 13, 1985

This does not replace official competition notices. Please consult your poster centre for all competition notices and for further information about the above.

Criminology students play guards at Drummond

by Michel Lauzon
Regional communications officer, Quebec

QUEBEC — Shortly before Drummond Institution officially opened Dec. 8, about 20 criminology students from the University of Montreal's Faculty of Continuing Education were invited to share a sample of prison life at the institution with 10 correctional officers and living unit officers.

Mario Lévesque, case management officer at Drummond Institution and lecturer at the University of Montreal, who organized the event, said that the students were eager to gain more indepth information about the prison system while the officers wanted to test their new accommodation and share work experiences.

The purpose of the day-long role play was to provoke interaction through real situations inside the walls. With the officers playing inmates and students playing correctional officers, the day's routine began at the admission area with a full frisk, picture taking and fingerprinting. Each "inmate" donned inmate clothing before being escorted to a cell. Throughout the day participants tried to create a convincing prison environment.

At the end of the day participants exchanged experiences, perceptions and prejudices towards the prison system. One student said she would now better understand the prison system, and another acknowledged the difficult and sometimes unrecognized role of the correctional officer. All agreed that they had lived an intense experience that balanced the hours of related academic studies.

Denis Cloutier, assistant warden Programs, said he was very contented with the results of that day and was open to similar initiatives that might help dispell the myths about prison environment.

Handicapped kids Christmas party at Joyceville

ONTARIO — Joyceville Institution held its fourth annual Christmas party for 40 handicapped residents of Ongwanada Hospital early in December.

For four months before the party inmates representing the social groups met to make plans for the event with Social and Cultural Development officer, **Joe Petzold** who acted as liaison officer. Among the fun-filled activities that were packed into a four-hour period, were music and songs by volunteer **Al Pilon** and his family, a puppet show arranged for by **Tim Greenwood**, and Santa who presented each of the happy visitors with a gift.

Funding for the day came mainly from Joyceville inmates who raised nearly $1,000, as well as several outside donors. **Arnold Gaudet**, vocational carpenter instructor and his inmates built some toys, including two wagons and a fine rocking chair to lend a "homemade" touch to the shopping list. Each of the stores and food outlets in Kingston that were approached also gave something which was used to make the day a huge success.

photo — Chris Nicholson

These employees of the Ontario Regional Supply Centre are some of the people who conduct the distribution of goods and services in the region.

Regional Supply Centre provides essential service

ONTARIO — The Ontario Regional Supply Centre seldom gets the recognition it deserves. Staff who work in this essential part of the prison system conduct all of the distribution of goods and services to the Ontario Region, with assistant from institutional supply officers. They requisition, purchase, and supply items from existing stock, ranging from stationery to large machines worth up to $30,000. Approximately eight million dollars worth of materiel is processed each year.

Twenty people are employed in the Supply Centre and most of them are buyers, storeskeepers, or inventory clerks. The three section heads, who report to Chief Materiel Manager, **Rod Morey**, are **Bill Churchill** who does the main purchasing and requisitioning; Warehouse Officer, **Joe Levandoski** who controls the receiving end, warehouses and issues stock and looks after direct shipments for Collins Bay Institution and regional headquarters; and Inventory Control Officer, **Christine Love** who maintains the inventory records, initiates the requisition of stocked items and controls the documentation of dealing with the disposal of materiel. Rod, Joe and Bill each have close to 30 years service in the Supply Centre. Christine has been an employee for 10 years, three of them in the supply system.

Bill explained that the Supply Centre handles a variety of items that would not be needed by most departments, such as inmate and officer clothing, and inmate bedding. "We also deal with direct purchase items like hardware, lumber, plumbing and recreational supplies that are delivered directly to institutions," he said. "We purchase raw materials for Industries, and after the inmates make the products we purchase that too."

CSC Corp 126 officers graduate from RCMP training academy

by Les Shand
Assistant regional manager Communications, Prairies

PRAIRIES — Twenty-one CSC correctional officers recently became the first in Canada to graduate from an RCMP training academy.

On Dec 5, 1984, 12 female and nine male correctional officers graduated from the RCMP Depot, Training Division, Regina, Saskatchewan, after completing 13 weeks of rigorous training.

As part of this unique pilot training project, the majority of recruit training was provided by RCMP instructors. CSC administration and support was provided by **Ed Asselstine**, acting assistant director Staff Training, Delivery, Ontario Region and **Jack Younge**, senior counsellor, Prairie Region.

Among the graduates, who started their training Sept 10, 1984, four have been assigned to Prairie Region institutions as correctional officers, while the remaining 17 graduates will be receiving an additional four-week training program to qualify them as Living Unit officers. Included in that group are five officers who will become the first female Living Unit officers assigned to a maximum security facility in Canada — Edmonton Institution.

At the Corp graduation, held in the RCMP drill hall, Warden **Jim O'Sullivan**, Saskatchewan Penitentiary, reviewed the CSC troop and watched as they provided onlookers with a well-disciplined display of marching.

Warden O'Sullivan later presented the correctionnal officers with their graduation certificates as well as a number of special awards. **Rick Grzadka** received the Top Shot award for the highest aggregate score with all three service weapons. **Peggy Molloy** was presented with the most improved fitness award and **Elizabeth Calder-Mahoney** received the top fitness award, presented to the graduate achieving the highest fitness score during the training period.

A banquet for the graduates and guests held in the RCMP dining hall, was catered by RCMP recruit members. Guest speaker, Warden Jim O'Sullivan praised the graduates for their professionalism, and the contribution they offer to CSC as a result of this unique training opportunity. He cautioned the graduates, however, to tread softly in approaching their new and challenging careers; to allow themselves to be matured by experience and to grow, with an open mind.

A special presentation was made to Superintendent **Andy Legasse**, commanding officer, Depot Division, by **Jack Younge**, senior Corp counsellor, on behalf of the CSC and Corp 126 graduates. In his response, Superintendent Legasse commended CSC recruits for their professionalism, enthusiasm and dedication demonstrated throughout their training. He also noted the benefits received by RCMP officers and recruits, in working with CSC and having the opportunity to develop a closer relationship and understanding between the two services.

*Corp 126 graduates **Front Row (L-R)**: Ed Asselstine, acting assistant director Staff Training, Delivery; Superintendent Dave Pearce, training officer, RCMP Depot Division; Superintendent Andy Legasse, commanding officer RCMP Depot Division; Superintendent Sergeant Major Terry Lewis, Depot Division; Jack Younge, Senior Corp counsellor, CSC. **2nd Row (L-R)**: Cindy Lou Moreau; Lorrie Scoville; Dean Miles Robinson; Elizabeth Van Alphen; Barbara Sexsmith; Linda Laitinen; Elizabeth Mahoney. **3rd Row (L-R)**: Rena McCraw; Peggy Molloy; Lise Marion; Heather Dyck; Lynda Miller; Christine Stutt. **4th Row (L-R)**: Paul Douglas Hidlebaugh; Paul David Ilewellyn; Richard Grzadka; Gary Perkins; Max Dallenback; Gary Ireland; Daniel Odidison. **Missing** — James David Schwab.*

Briefly

Guy Villeneuve named chairman of federal-provincial committee

Guy Villeneuve, Quebec regional manager Offender Programs, was elected chairman of the Regional Joint Federal-Provincial Committee Dec. 13. The appointment was announced at a dinner attended by Provincial, National Parole Board, and Quebec Parole board representatives.

Joyceville celebrates 25th anniversary

As part of the 25th anniversary celebrations for Joyceville Institution, an open house for current and former staff and their families was held Dec. 14. Two plaques to mark the institution's opening were unveiled by Deputy Commissioner, Ontario **Art Trono**.

P.E.I. building correctional centre for young people

The Prince Edward Island government will build the province's first correctional centre for young people and the federal government will pay half the centre's estimated operating cost of $2.5 million a year. The centre will cost about $3 million and house up to 50 offenders between the ages of 12 and 18. Construction is to begin this summer.

Inadequate education big hurdle for ex-cons

Poor educational backgrounds are a major hurdle for ex-convicts looking for jobs, says **Rocky Jones**, director of a Halifax agency that tries to find them work. Jones said almost half of Canada's prisoners are illiterate and many of them have learning disabilities. Although prisons offer training in some trades, he said the courses often do not correspond with the needs of the labor market. Another problem is that prisoners are released before completing programs.

Citations for bravery and merit awards presented to Laval staff

Regional Deputy Commissioner Quebec, **Jean-Paul Dugas**, presented two citations for bravery and two merit awards at Laval Institution Dec. 19. Correctional officers **Martial Berriault** and **Richard Eckel** received citations and a $4,500 award to be shared equally for their action Feb. 26, 1983, during a murder attempt against an inmate. **Huguette Brisebois**, secretary, Security Branch, received a $500 award for her initiative during a hostage-taking incident in July 1978. She had already received a citation for meritorious service.

CSC shooters receive awards

PRAIRIES — **Jim Phelps**, regional deputy commissioner Prairies, presented trophies to eight Saskatoon RHQ and Regional Psychiatric Centre staff late in 1984 for their efforts in winning the 1984 Saskatoon and area, Tri-Service shoot, held in September 1984.

Competing in the annual competition at Canadian Forces Base Dundurn, Sask, were Canadian Forces Base Dundurn; Canadian Forces Base, Moose Jaw; RCMP, Hanley, Sask. detachement, and CSC.

The CSC team took top honors with a score of 610/864; Hanley RCMP placed second, with a score of 602/864; followed by CFB Dundurn, 567/864 and CFB Moose Jaw, 498/864.

Documentary film on inmate-initiated project

A documentary film on a unique prison project where inmates assist mentally disabled people has been produced by **Peter Smilsky**. Called "Wall to Wall", it's based on an inmate initiated program at William Head that involves inmates working with residents of nearby Glendale Lodge, a residence for the severely mentally retarded. The film focuses on the friendships that evolve through the one-to-one relationships between these very different groups of people. Since the project started in 1973/74 more than 65 William Head inmates have passed through it. Of that number about seven or eight have become professional childcare workers involved with the mentally disabled.

Let's get it straight

As we discovered in the Nov. 30, 1984 issue of *Let's Talk*, it's hard to keep track of our ever-moving staff. A reader points out that in that issue, in the story about the Administrators' participation meet, we mistakenly made **Dan Kane** warden of Drummond Institution. No, we did not have advance notice of a transfer for him. Warden Kane is still at Drumheller Institution. Sorry Dan!

lets talk

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June Coxon
Editor

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Laval Emergency Response Team training

Laval's Institutional Emergency Response Team recently participated in a five-day training program that included leadership, problem solving and contingency planning. At the end of the week a role play was held to assess the team's skills. Claude Coune, the then staff training officer, Laval Institution, was the course leader.

Drumheller IERT team gives cadets demonstration

PRAIRIES — Members of the Drumheller Institution Emergency Response Team (IERT) put on a demonstration for the Drumheller Navy cadets HMCS Furious late last fall, says **Gerry Michayluk**, assistant warden Administration, Drumheller Institution.

The team went through some of their riot formations, and a self-defence demonstration, and team leader **Ernie Valantini**, spoke about the functions of an IERT team in an institution.

Before the evening ended the cadets had a chance to look over the equipment used by the team and to talk with team members.

A special thank you to the team members who volunteered their time to participate, and to **Bob Dalton** for filming the demonstration.

Maternity benefits

OTTAWA — As another new year starts, it brings to mind new beginnings, new year's resolutions and new life. Perhaps it was the latter that prompted Personnel to send the following reminder to staff about employee benefits related to childbirth. Although the two changes in the Public Service Personnel policies were introduced by Treasury Board in December 1983, here's a fresh look at the maternity benefits.

The first change enables pregnant employees to decide the date maternity leave without pay starts . . . whether it be *before, on* or *after* the date pregnancy terminates. Annual leave and compensatory leave can be used to defer the commencement of maternity leave without pay. Employees who choose to defer the commencement of maternity leave without pay beyond the date pregnancy terminates may use their sick leave credits during the period of disability immediately surrounding the termination of pregnancy, as long as they produce appropriate proof of their inability to work in accordance with the sick leave provisions that apply to them. Employees normally must give their employer at least four weeks notice in advance of the first day they will be away from work before they expect to give birth.

The second change entitles female staff one day of paid "other" leave the day pregnancy terminates. This was previously only available to male staff.

Another change gives employees the full responsibility for arranging the kinds of leave and benefits (such as Unemployment Insurance) available to them the way it best suits them.

For further information contact your Personnel Branch.

Three pilot projects attack inmate illiteracy

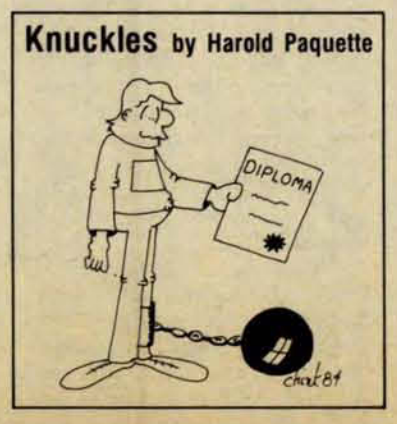
— *continued from page 1*

nuing Education (PDCE) is setting up a core area Winnipeg literacy project which has a tutor training component.

"Because people have a right, need and capacity to learn does not mean they necessarily have a chance to learn . . . many people do not have access to adequate formal education, while others who have been 'educated' have not been adequately taught . . . Anyone of any age can learn; it is never too late to learn or to change . . . Even those society has labelled mentally retarded can achieve far more than most people think. It simply takes teachers who understand the process of language development . . . who are deeply caring and dedicated to teaching a person to read and write."

Frontier publication: *The Right to Read*

Knuckles by Harold Paquette



Don't be shy

The suggestion award program needs your name

OTTAWA — The dictionary defines anonymity as a condition that is neither known nor acknowledged. For very practical reasons the full interpretation of anonymity cannot always be applied. Such is the case when it comes to administering the suggestion award program.

By now you have probably received a copy of the *Awards and Honours Program* booklet. "Question 23 on page 21 of the Question and Answer part of the booklet deals with the anonymity of submissions under the Suggestion Award Program," says **Yvette Browne**, national coordinator, awards and honors program. "Although the answer to question 23 confirms your entitlement to remain anonymous, it doesn't give an accurate explaination of the anonymity and may be misleading. Please accept our apology for the oversight."

What is not said in the booklet is that, obviously, the national coordinator of the program must know who you are in order to process your suggestion. She must be able to acknowledge receipt of your suggestion or clarify certain parts of it, and, more importantly, to issue your cheque or award certificate if your suggestion qualifies for an award.

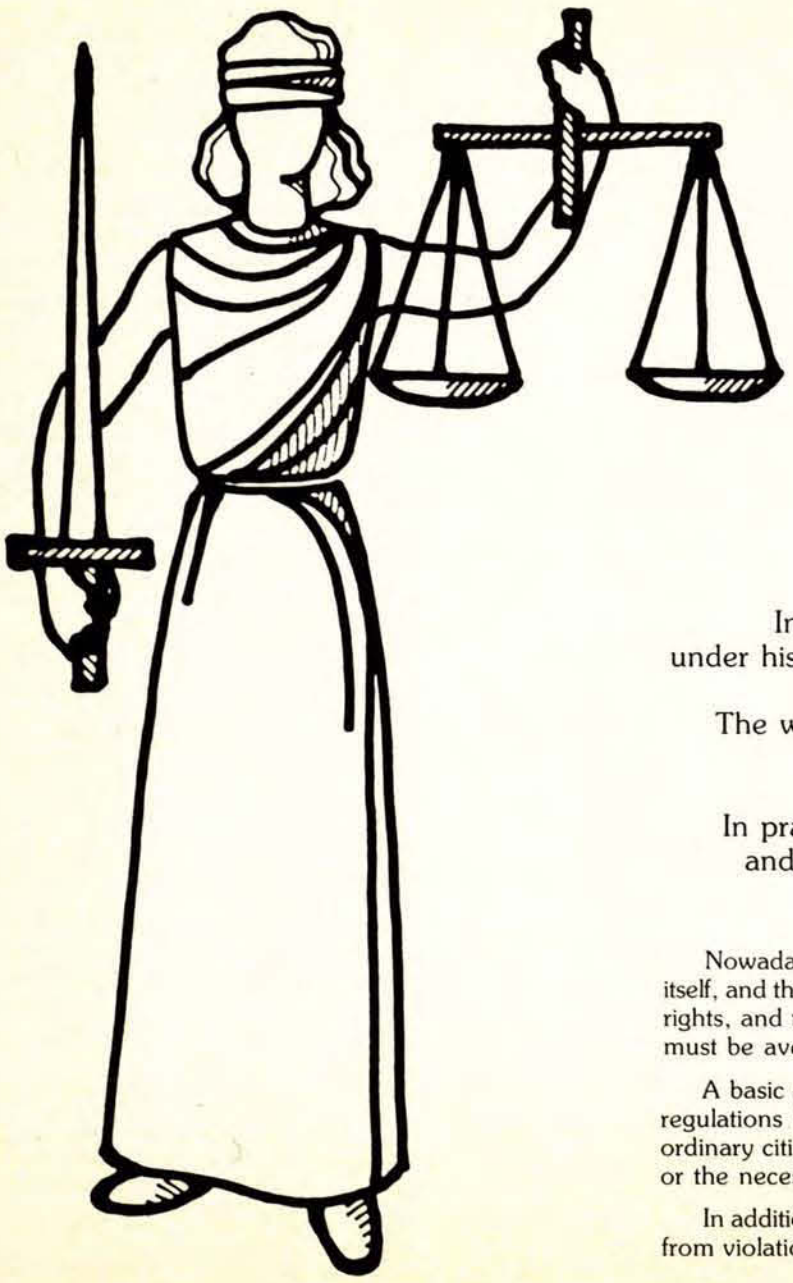
The anonymity part comes to play during the processing stage. Your suggestion will be identified by a number only, and your name will not be disclosed until an award is approved by Treasury Board.

"If you've submitted a suggestion to me without identifying yourself on the submission form," says Yvette, "please contact me at 992-7988, or write to me care of the Awards and Honours Program, 340 Laurier Ave. West, Ottawa, Ontario, K1A 0P9. Otherwise your suggestion cannot be acknowledged or further acted upon."

Do you know this man?

ONTARIO — Help! Would anyone who has information about this statue (probably of a penitentiary officer, which stood in St. Vincent de Paul Penitentiary in 1929) please contact **Murray Millar** at the museum in Kingston — telephone 547-4192. Any information, including the identification of the person who made the statue and probably most important where it is now, will be very much appreciated.

Volume 10 Number 2 January 30, 1985



Let's Talk Special Report on the rule of law in corrections

From a hands-off approach to court intervention

Evolution of the rule of law in corrections

By Gabriella Goliger

In 1867, the warden of Kingston Penitentiary, commenting on the status of prisoners under his jurisdiction, wrote: "So long as a convict is confined here, I regard him as dead to all transactions of the outer world."

The warden was reflecting the prevailing concept of the time, namely that offenders were to be regarded as civilly "dead," totally without rights, or, as one U.S. court put it, "a Slave of the State."

In practice, this meant that inmates were deprived of even the most meager of comforts, and that prison authorities had absolute say over what went on behind the walls. If this power was abused, there was no legitimate way for the victims to protest.

Nowadays, it's different. Both the correctional system itself, and the law of the land, recognize that inmates have rights, and that if these rights are infringed upon, there must be avenues of redress.

A basic principle guiding many of CSC's rules and regulations is that inmates retain all the rights of an ordinary citizen except for those removed either by law or the necessities of imprisonment.

In addition, a number of mechanisms protect inmates from violations or limitations of the service's own rules. Inmate committees, citizen advisory committees, the grievance system, independent chairpersons and the correctional investigator are some of the safeguards and "watchdogs" created over the years to ensure that inmates are treated fairly.

As well, inmates now have access to a particularly powerful source of protection for their rights — the Canadian courts. If a solid case can be made that CSC has ignored its own rules and dealt with an inmate in an arbitrary manner, the courts will intervene to uphold a principle called the rule of law.

This principle, first declared by a British constitutional law writer in 1885, states that the law of the land is supreme and all people are subject to it, including administrators.

But only in recent years have the courts been willing to apply the rule of law to corrections.

Traditionally the courts — not only in Canada but in England and the United State as well — were reluctant to intefere with decision-making in prisons, regarding these as administrative matters outside the jurisdiction of law. There was also a tendency to view inmates' conditions as privileges to be granted at the discretion of the authorities, rather than rights guaranteed under law.

In the U.S., this attitude began to change in the 1960s with the rise of the civil rights movement. Through several landmark decisions, the courts challenged the traditional discretionary powers of correctional administrations and this led to a flood of inmate rights' legal cases. So many American correctional policies and actions have been questioned by the judiciary that some people have described the decision-making process in the U.S. correctional system as "management by court order."

Judges in Canada were slower to abandon the hands-off approach to correctional administration. Nevertheless, by the end of the '60s there were clear signs of a new outlook.

In 1969, an inmate went to court to appeal a disciplinary action taken against him. He argued that the procedures had been unfair. Although the court ruled that the institution's authority in the matter was beyond judicial review, the court did distinguish between the inmate's status "as an inmate" and his status "as a person."

Certain disciplinary measures, such as corporal punishment or loss of statutory remission, were seen as affecting the inmate's human rights and could only be taken if due process of law were followed, the presiding judge ruled.

During the 1970s, several developments hastened a new era of inmate rights in Canada and a new approach to correctional decisions by Canadian courts. In 1976, Canada ratified the International Covenant on Civil and Political Rights, which included a commitment to minimum standards in the treatment of prisoners.

(continued on page 6)

Questions and answers on the duty to act fairly

What is the duty to act fairly?

The duty to act fairly is a legal requirement whereby administrators must give a fair hearing to individuals seriously affected by their decisions.

It is based on the traditional legal concept known as "natural justice" which rests on two main principles:

- that the decision-maker should be free from bias, and
- that the person who might be affected by the decision has a right to be heard.

When does the duty to act fairly apply?

The duty applies to everyone making administrative decisions affecting individuals in their rights, interests, property, privileges or liberty.

It is necessary to look at the facts of each case in order to determine whether the decision to be made will be serious enough to require the procedural safeguards necessary under the duty to act fairly.

What does the "duty" require?

Exactly what procedures must be followed to comply with the duty to act fairly will vary according to the circumstances of each case. A more serious penalty will require greater procedural safeguards than a minor one. In general, the duty requires the following:

- the affected person must be informed in writing of the case against him/her; the time and place of the hearing or the time when the decision will be made;
- he/she must be given an opportunity to make written or oral submissions to the decision-maker;
- the individual has a right to an unbiased decision-maker;
- he/she has a right to written reasons for the decision when this is required by the particular board or tribunal.

How do we make sure we are complying with the duty to act fairly?

Commissioner's directives and divisional instructions carefully outline the steps necessary to ensure that CSC staff comply with the law.

An important aspect of any CSC decision-making process is paperwork; we must put in writing the reasons for our recommendations, the fact that an inmate was notified of a decision, and so on. For some procedures (such as transfers), forms and checklists have been drawn up to make the job easier.

In case CSC is taken to court, detailed, well-prepared documents will defend staff from the accusation of arbitrary or unjustified decisions.

What are the areas of special concern?

Many kinds of CSC decisions affect inmates seriously enough to warrant that they be made according to the duty to act fairly. Inmate transfers, inmate discipline and administrative segregation are especially likely to be scrutinized by the courts because these areas unquestionably affect inmates in their rights, interests, property, privileges or liberty.

What happens when the courts decide there has been a breach of the duty to act fairly?

When the court rules that the duty to act fairly has not been followed, it may cancel CSC's original decision. It will not itself retry the case, but will require the original decision-maker to do so in accordance with fairness principles.

ELIZABETH THE SECOND

BY THE GRACE OF GOD OF THE UNITED KINGDOM, CANADA AND HER OTHER REALMS AND TERRITORIES QUEEN, HEAD OF THE COMMONWEALTH, DEFENDER OF THE FAITH.

TO ALL TO WHOM THESE PRESENTS SHALL COME OR WHOM THE SAME MAY IN ANYWAY CONCERN

GREETING:

A PROCLAMATION

ELIZABETH DEUX

PAR LA GRÂCE DE DIEU REINE DU ROYAUME-UNI, DU CANADA ET DE SES AUTRES ROYAUMES ET TERRITOIRES, CHEF DU COMMONWEALTH, DÉFENSEUR DE LA FOI,

À TOUS CEUX QUE LES PRÉSENTES PEUVENT DE QUELQUE MANIÈRE CONCERNER,

SALUT:

PROCLAMATION

Attorney General of Canada — Le procureur général du Canada

Charter of Rights has wide-ranging implications for CSC

On April 17, 1982, the Canadian Charter of Rights and Freedoms came into effect guaranteeing fundamental freedom and legal rights within Canada. The charter has wide-ranging implications for inmates and for The Correctional Service. Since inmates are not explicitly excluded from the charter's provisions, it must be assumed they are included.

For example, inmates are part of the "everyone" referred to in Section 2 of the Charter. This states: "Everyone has the following fundamental freedoms:

- freedom of conscience and religion;
- freedom of thought, belief, opinion and expression, including freedom of the press and other media of communication;
- freedom of peaceful assembly; and
- freedom of association.

People whose rights are violated may seek redress through the courts under Section 24 of the Charter. And some inmates have already done so, proving that Section 24 applies to them too.

The first section of the charter, however, states that the rights and freedoms are "subject only to such reasonable limits prescribed by law as can be demonstrably justifiable in a free and democratic society.

In other words, rights can be limited as long as the limitations are reasonable, specified in laws, and it can be shown such limits are accepted in other democracies.

In essence, this means much the same as a principle accepted by CSC for a number of years: that "an inmate retains all of the rights of an ordinary citizen save those which have been removed either by law, or by the necessary implication of incarceration."

Of course, what is "a reasonable limit" is open to interpretation. So, it is not always clear to what extent the charter's provisions apply to inmates. Is it reasonable, for example, to restrict voting rights as the present Canada Elections Act does?

Issues like that one will eventually be settled as individual cases are brought before Canadian courts and they rule on how the charter's broad principles should be applied to specific situations. Some matters have already been clarified by the courts, but a large number of unanswered questions remain.

Probably most of CSC's practices and rules already comply with the charter. Nevertheless, we are taking a hard look at all our regulations to ensure that they don't conflict with constitutional guarantees as they are currently understood.

"A lawyer on contract is scrutinizing 35,000 pages of commissioner's directives, divisional instructions, and standing orders and she will report her findings at the end of March," says Mario Dion, head of Legal Services unit. In addition, says Dion, legal services bears the charter in mind when the unit examines proposed new directives.

A number of changes are already underway. For example, the monitoring of inmates' telephone calls has been restricted because it could be interpreted as conflicting with "freedom of thought, belief, opinion and expression." For the same reason, rules governing inmate newspapers were clarified so that only specific kinds of articles (e.g. articles advocating defiance of the law) could be prohibited.

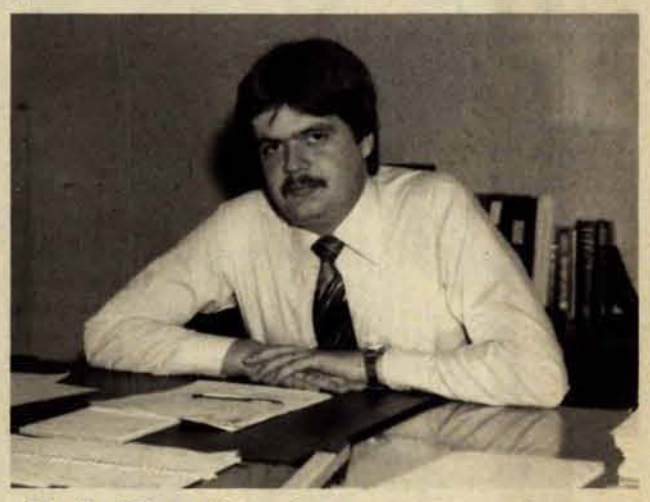
All search procedures have also been reviewed to ensure they accord with Section 8 of the charter, which states: "Everyone has the right to be secure against unreasonable search or seizure." The criteria for searches are carefully spelled out so they will not be considered "unreasonable."

Some sections of the charter have more direct bearing on the correctional system than others, and inmates are more likely to appeal to them. Section 7, for example, states:

"Everyone has the right to life, liberty and security of the person and the right not to be deprived thereof except in accordance with the principles of fundamental justice."

The term fundamental justice is roughly equivalent to the "duty to act fairly" and means that people must be given reasonable opportunities to plead their cases, and be given reasons for decisions affecting them.

In February 1983, an inmate (Collin v. Lussier) successfully challenged a decision to transfer him from a medium to a maximum security institution. Citing his rights under the duty to act fairly and Section 7 of the charter, the inmate pointed out that he had not been given reasons for the transfer and had not been given the opportunity to state his case.



Mario Dion: *Being alert more important than ever.*

The court agreed that fundamental justice and the duty to act fairly had not been complied with. It was also argued that the inmate's "security of the person" (Section 7) was affected through the transfer because the move increased his anxiety level and thus aggravated his health problems.

In accepting this argument, the Federal Court of Canada established another important principle, namely, that a transfer could affect the "security of the person." (The decision itself, however, was successfully appealed by CSC based on the facts of the particular case.)

The case of Russell and Semmens v. Peter Radley, Chairman, Collins Bay Penitentiary Disciplinary Court questioned the constitutionality of CSC disciplinary boards. In this case, two inmates tried to have the proceedings of a disciplinary board prohibited on the basis of Section 11 of the Charter.

This section lists the legal rights of a person charged with an offence, including the right "to be presumed innocent until proven guilty according to law in a fair and public hearing by an independent and impartial tribunal."

At issue in this case was whether Section 11 of the charter also applies to federal inmates charged with disciplinary offences; and whether independent chairpersons are indeed independent according to Section 11.

The court ruled that inmates' disciplinary offences were "offenses" within the meaning of Section 11, therefore disciplinary hearings must comply with the guarantees of Section 11. The court also ruled, however, that the independent chairperson does qualify as an "independent and impartial tribunal." Russell and Semmens lost their appeal.

Section 12 is also particularly significant for The Correctional Service. It states: "Everyone has the right not to be subjected to any cruel and unusual treatment or punishment."

This provision is similar to one in the Canadian Bill of Rights and the 8th Amendment to the American Bill of Rights. Recently a group of inmates at Stony Mountain Institution applied to the Federal Court to have double-bunking declared "cruel and unusual treatment." The case was dismissed after double-bunking conditions at the institution were examined; and the inmates have now filed a notice of appeal.

CSC can expect new cases to come before the courts testing Section 12 and other sections of the charter. Each case will clarify the practices and policies required. Of course, inmate rights are already protected through the Penitentiary Service Regulations, through numerous directives and through the requirements of the duty to act fairly.

But, as Mario Dion puts it: "Now that these rights are constitutionally guaranteed, it's more important than ever to make sure they are observed."

Sparks/Kingston

***This minor court** at Joyceville Institution must follow the rules of the duty to act fairly even though the disciplinary issue is not grave. Court chair Fred Kotowych hands hearing results to the accused inmate, who is accompanied (at left) by an inmate who testified on his behalf. Beside the chairperson are living unit officer Glen Stewart (left) and case management officer, Noella Belanger.*

Fair play

Administrative segregation, discipline and transfers

Fair play is important in all of CSC's dealings with inmates, but three areas — administrative segregation, discipline, and transfers — are of special concern.

Decisions in these matters can affect inmates considerably and have, therefore, been particularly liable to court challenges. In a number of instances the courts have struck down CSC decisions in these three areas for failure to comply with the duty to act fairly.

Further court challenges are likely and unavoidable. But to limit further adverse rulings, CSC has issued new directives outlining steps that must be taken to ensure compliance with the law. The key points of these procedures are as follows:

— Inmate discipline —

When an inmate is to be charged with misconduct:

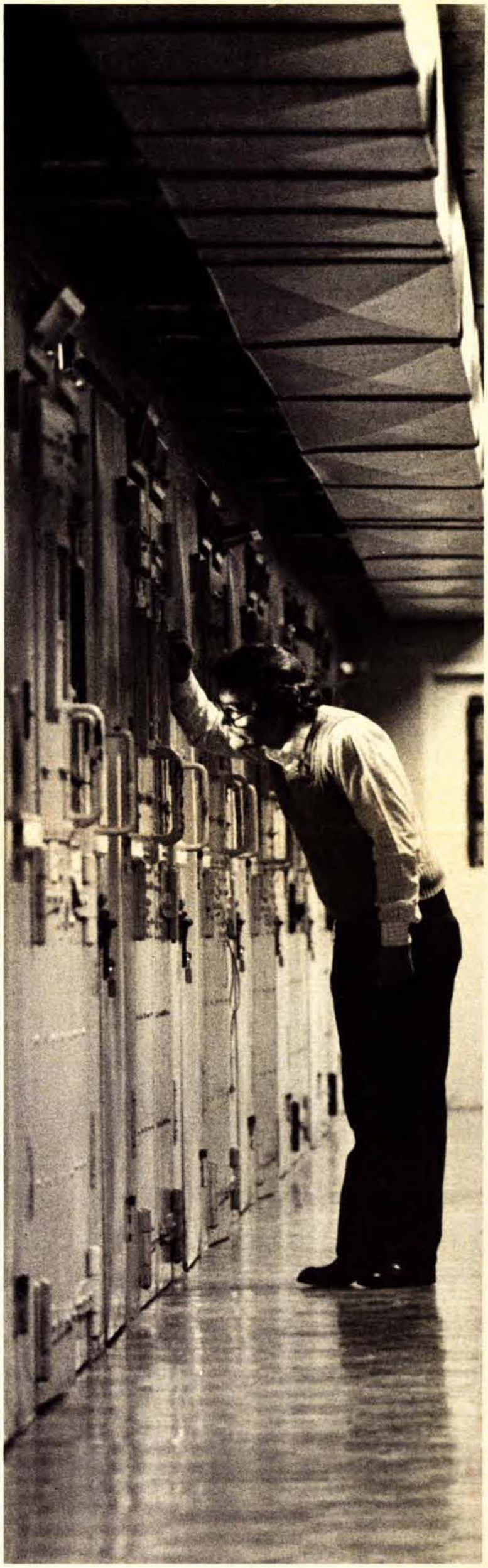
- He or she must receive written notice of the charge and a summary of the evidence against them.
- The inmate must be given at least 24 hours notice of the date, time and place of the hearing.
- The inmate must be given a reasonable opportunity to prepare a defense and respond to the evidence.
- The hearing should start, whenever possible, within seven working days from the date the charge was laid.
- The accused inmate may be granted representation if the chairperson believes this is necessary for a fair hearing.
- The decision as to guilt or innocence must be based only on the basis of evidence presented at the hearing.
- The inmate must have the opportunity to present his/her side of the case, including the opportunity to call or question witnesses.
- Only punishment authorized by the Penitentiary Service Regulations may be awarded.

— Involuntary inmate transfers —

- Consider all reasonable alternatives before proposing an involuntary transfer.
- Inmates may be involuntarily transferred for administrative reasons (e.g. overcrowding) or security concerns. The precise reasons should be documented in the progress summary.
- When transfers are necessary because of an accommodation shortage, appropriate inmate volunteers should be chosen first. If there are insufficient volunteers, others may be selected. Those whose lives are least likely to be disrupted by the transfer should be selected. The selection process should be as sensitive and humane as possible.
- An inmate selected for transfer should receive written notice of the intended action and the reasons for it. The notice should also inform the inmate that he/she has 48 hours in which to submit any written objections to the proposed transfer.
- The objections will be reviewed by the institution and, if officials continue to believe the transfer is necessary, the objections will be forwarded for review by the final decision maker.
- If the decision maker agrees to the transfer proposal, the inmate will receive notice in writing, including reasons for the final decision.
- In an emergency, an inmate may be transferred without notice. In this case, the inmate will receive written reasons on arrival at the receiving institution, and may then submit written objections.

— Administrative segregation —

- Penitentiary Service Regulations permit a warden to place an inmate in administrative segregation when there are grounds to believe the inmate is a threat to the physical security or to the good order of the institution.
- The inmate should be given written reasons within 24 hours of being placed in segregation.
- Within three working days, the inmate must be given a hearing by the segregation review board.
- Subsequently, the inmate's case will be reviewed at regular intervals by the inmate's case management team and the segregation review board. Regional and national headquarters will also regularly review the cases of inmates held for more than two months.
- Conditions of confinement must meet basic standards, including regular exercise, visiting privileges, and access to programs. Reasons for any deviation from the basics must be carefully documented.
- Directives call for regular observation of inmates in segregation, particularly those with suicidal tendencies.



Sparks/Kingston

Fairness means human concern

Vaughn Hughes, a living unit supervisor at Joyceville Institution, checks a segregated inmate for signs of illness or a potential suicide attempt. Conditions of this special confinement must meet basic standards, and any deviations must be documented.

Wardens speak on the concept of fairness

The procedures for ensuring fairness in dealing with inmates are spelled out in our many directives governing every aspect of institution life.

But fairness also involves attitudes, not merely rules. *Let's Talk* spoke to some of the people who play a crucial role in putting fair play into practice — the directors of institutions. We wanted their concepts of fairness and how the duty to act fairly affects their work.

To Al Stevenson, warden of Stony Mountain Institution near Winnipeg, it is important to "always view inmates as human beings and speak civilly, have compassion, and listen attentively."

A position of authority, he points out, "does not give you license to abuse people. The opposite is true. You have a special responsibility to create an environment of fairness."

"But, there's got to be a gap between inmates and staff," Stevenson emphasizes. "Being fair allows inmates to accept that fact and not be bitter about it."

It's essential that inmates have an attitude of acceptance if staff are to maintain control, says the Stony Mountain warden. When inmates become bitter and resentful, emotions may erupt into violence. "You then have to resort to physical force, barriers, guns. But these means are not effective in the long run."

Stevenson tries to convey these attitudes to his staff by setting an example through his own practices and by talking about these issues at regular staff meetings.

Pierre Viau, warden of Archambault Institution north of Montreal, emphasizes the importance of communication with inmates to minimize tensions and create an atmosphere of trust. This goes a long way towards ensuring that the fair play is an integral part of staff-inmate relations, says Viau, whose "exceptional leadership" caused him to be named Warden of the Year in 1984 by the North American Association of Wardens and Superintendents.

"You have to respect inmates' rights even when they make life difficult for you.

Al Stevenson
"It is important to always view inmates as human beings and speak civilly, have compassion and listen attentively."

Bob Benner
"We have to justify what we do, be more careful about how we do it. That slows things down, but it keeps us on our toes."

Peter De Vink
"It takes time for people to adjust to new ways of doing things, but we're . . . feeling more comfortable."

Pierre Viau
"You have to respect inmates' rights even when they make life difficult for you. You can't lower your own standards."

You can't lower your own standards of behavior just because someone else is being immature."

High morale among staff is essential in creating a professional approach in which fairness is a matter of course, says Viau. He tries to do this by encouraging staff to take pride in their work and their professional approach.

— Decisions were rarely questioned —

Bob Benner of Edmonton Institution, has been with the service for more than 20 years. Running an institution is a "different ball game" now than it was in the old days when staff decisions were rarely questioned. Now staff are aware that their decisions can be overturned if they cannot substantiate them with concrete evidence.

"We have to justify what we do, be more careful about how we do it. That slows things down, but it keeps us on our toes," Benner says.

He emphasizes the importance of teamwork when making decisions affecting inmates so there is "a balanced view." "We don't rely on just one person's perception. This helps protect us from accusations of arbitrary action."

Inmates nowadays are certainly not always happy with what staff do, but they are told why certain actions are taken; they know where they stand; and this enables them to adjust to the situation, Benner says.

The director of Mountain Institution, east of Vancouver, Peter De Vink, finds the service has been going through a transition period. Inmates have gained greater legal protection for their rights, and institution authorities have had to take greater precautions not to infringe on those rights.

"It takes time for people to adjust to new ways of doing things, but we're getting to the point of feeling more comfortable with the new ways," De Vink says.

Some staff still find the concept of inmate rights difficult to understand, the Mountain Institution director admits. "They think, if the inmate doesn't abide by our rules, why should we give them the benefit of the law?"

— Inmates today know their rights —

"I can understand that perspective, but the point is, we can't serve as an example to anyone unless we abide by the rules ourselves. We can't teach the inmate to respect the law, unless we ourselves respect the law."

Inmates today know and exercise their legal rights, De Vink points out. They make use of the grievance system, write to the correctional investigator and use other legal means to seek redress if they feel unjustly treated. This can act as a safety valve and discourage an inmate from using violence to "get back" at the system.

There's more to fairness than just following procedures

Acting fairly involves more than carrying out procedures and following the rulebook, says Jean Garneau, director of Inmate Affairs. It means being guided by the spirit as well as the letter of the law.

In an interview with *Let's Talk*, Garneau pointed out that, until now, Canadian courts have focussed on procedural correctness when reviewing CSC decisions under the duty to act fairly. If proper procedures have been followed, the courts will be satisfied. The decision itself is not usually evaluated.

This puts the onus on us at CSC to ensure that we act with integrity and fairmindedness, says Garneau. Someone may follow every step outlined in a directive and still not be treating an inmate justly.

For example, says Garneau, staff may take all the necessary steps when placing and keeping an inmate in administrative segregation, including reviewing the case at regular intervals. But if the review is cursory and leads to the inmate's remaining in segregation longer than necessary, staff have not lived up to their responsibility.

"Even if you are authorized by law to do something, that doesn't mean you don't need good reasons for doing it."

Prescribed procedures, Garneau explains, are simply guidelines and cannot take every situation into account. It is up to staff to apply rules humanely to suit the circumstances.

Jean Garneau: ***It may be legal, but is it necessary?***

In past years, decisions about inmates were strictly the business of the warden and his staff. Today the public is very much involved.

Independent chairpersons work to ensure fair hearings

When lawyer Doug Hardtman was first appointed independent chairperson to preside over disciplinary hearings at Millhaven Institution in 1978, he was greeted with scepticism from both inmates and staff.

"The inmates thought I would be inclined to always believe the evidence of the staff against them. The staff had the opposite concern," the Kingston lawyer says.

Hardtman believes he was soon able to demonstrate his impartiality to both groups because his rulings were a mix of convictions and acquittals.

"I try to base my decisions on the evidence before me, not on preconceived ideas or any previous knowledge about the inmate's record," he says. This is a guiding principle for all independent chairpersons, Hardtman explains, and the main reason why the practice of using them has worked.

Before the establishment of independent chairpersons, inmates charged with disciplinary offenses were given hearings by the institution's director in what was popularly called the "warden's court." Inmates generally regarded it as a "kangaroo court."

In 1975, the Report of the Study Group on Dissociation pointed out that institutional directors might be biased by their knowledge of past behavior of inmates, and would, in any case, be perceived as interested parties by the inmates. The study group called for independent persons to preside over disciplinary hearings and this call was echoed by the parliamentary sub-committee that studied the penitentiary system in Canada in 1977.

The first independent chairpersons were appointed in 1977 and were mostly retired county court judges. Later lawyers and retired magistrates were added.

Chairpersons usually spend one day a week at their designated institution and hear seven to 15 cases during the day.

To give inmates a fairer hearing, the atmosphere is more formal than in the day of the warden's court. There is emphasis on concrete evidence, and inmates are allowed to call witnesses as well as question officers giving evidence against them.

Hardtman recalls that, at first, some staff were hostile to the idea of being cross-examined by inmates, but by now the practice has, for the most part, been accepted. Inmates' questions are directed through the chairperson to avoid hostile exchanges in the hearing room.

> *'The inmates thought I would be inclined to always believe the evidence of the staff against them. The staff had the opposite concern.'*

Hardtman also notes that officers are now adept at presenting clear evidence in a cool-headed manner. Inmates, for their part, are often very knowledgeable about their rights and about Correctional Service regulations. This means that everyone focusses more on facts than on emotions.

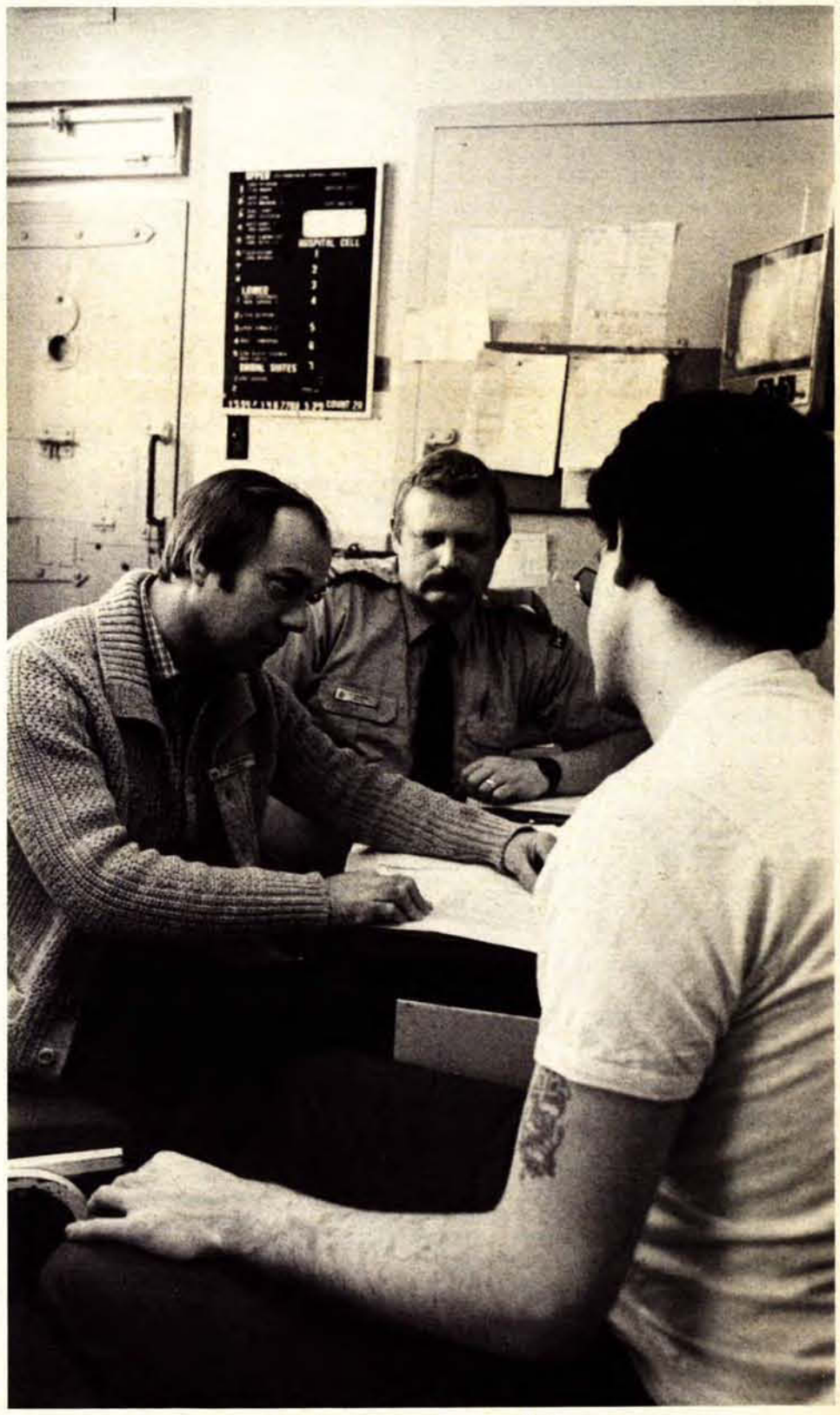
The independent chairperson alone decides on the guilt or innocence of the inmate at the hearing. But in determining penalties he may consult the two other members of the disciplinary board — usually senior officers of security and socialization. The rationale is that the two officers will know the inmate in question and will be able to recommend appropriate punishment. But the chairperson does not always take their advice, says Hardtman.

Only serious offences such as charges of assault or possession of contraband come before the independent chairpersons. Minor offense cases are heard by a senior member of the staff.

Another improvement in proceedings nowadays, Hardtman says, is that all hearings are tape recorded and kept for two years. This is important in the event that an inmate exercises the right to question a decision through the correctional investigator or the Federal Court of Appeal.

During his more than six years on the job, Hardtman has made nearly 3,000 case decisions. Only six of these have been overturned by the Federal Court of Appeal. The correctional investigator has also asked Hardtman to rehear a few cases. "As a result, I have reversed my own decisions two or three times."

The inmate right to appeal is a "healthy situation," Hardtman believes. "If I were an inmate, I'd like to know there was some appeal procedure."



Sparks/Kingston

Good communication helps

Good communication between institution staff and inmates helps deflect frustration, anger, and the urge to act out. In this photo, a Joyceville Institution inmate (foreground) and officers Michael Stanford and Karl Niemann (in uniform) discuss a proposed transfer. The notice of transfer is also being conveyed to the inmate in written form along with an invitation to comment on the proposal.

Inmates turn to watchdog Stewart

Ron Stewart

As Canada's correctional investigator, Ron Stewart tries to resolve inmate complaints on any aspect of prison life. He also conducts large-scale reviews such as the one into allegations of mistreatment of inmates at Archambault Institution following a riot in 1982. At times, Stewart has levelled hard-nosed criticism at CSC. He says officials usually give his views serious thought.

Ron Stewart is someone inmates can turn to when it seems no one else is listening. As Canada's correctional investigator, Stewart's job is to try to resolve inmate complaints on any aspect of institution life whether it be measures taken after a prison riot, or someone's request for a special diet on religious grounds. It's a job that keeps Stewart and his staff of seven working full tilt, since each year they receive up to 1500 complaints from inmates in virtually every institution across the country.

The office of Correctional Investigator was established in 1973 as a result of a commission of inquiry into disturbances at Kingston Penitentiary. The idea was to have a watchdog agency, separate from The Correctional Service, to speak up for inmates when CSC rules were breached or when the investigator believed CSC practices should be changed.

The service is under no legal obligation to accept the investigator's recommendations, but the voice is not likely to be ignored. Indeed, many of the investigator's recommendations have been adopted, leading to improvements in the correctional system.

One recent example: inmates at regional psychiatric centres were not receiving some of the privileges to which they were entitled. After Stewart's office delved into the matter, these practices were changed.

Another example: at the correctional investigator's suggestion, visitors to institutions now receive (and sign) a form that explains our right to search visitors if we believe they may be carrying contraband. The potential search, and its not-very-pleasant procedures, no longer comes as a shock to those who are asked to undergo the process.

The achievement may seem minor, but Stewart believes no genuine complaint is too trivial to warrant concern. "Something that seems minor to someone on the outside may be very important to someone inside," he points out.

Stewart's office resolves many issues at a local level through conversations with, or letters to, institutional staff. "If unsuccessful, we then climb the ladder of authority until we reach a sympathetic ear."

Of course, not every complaint, can be resolved or warrants a full-scale investigation. In some instances, conditions cannot be changed to suit inmates; other times there is not enough evidence to back up an inmate's claim of staff wrong-doing. Sometimes the investigator's staff decide the complaint is not justified. And some matters, such as parole, are outside the jurisdiction of the correctional investigator.

Inmates are expected to try the grievance system first, before turning to the investigator's staff. This means, says Stewart, that his office is expected to tackle the thorny issues. Routine problems are usually resolved at the grievance stage.

The inmate whose problem cannot be solved, will receive a clear explanation from the correctional investigator's office. This in itself is useful, says Stewart, in creating better relations between the inmate population and the administration.

Inmates' perceptions of the correctional investigator vary, and have not changed significantly over the years, says Stewart. Some have confidence in the office and realistic expectations of what can be done for them. Others expect staff to be "miracle workers"; while still others perceive the correctional investigator as just another part of the system.

This latter attitude might change, Stewart believes, if the correctional investigator were to report to Parliament instead of the solicitor general. Not that he has encountered interference from the solicitor general, Stewart says. But appearances are important and the credibility of his office would be enhanced if he did not report to the minister responsible for corrections.

Stewart believes that the role of correctional investigator is as important now as it was when first established 12 years ago. Although there are always new twists to the complaints he receives, many of the issues are recurring ones.

For example, transfers of inmates from one region to another or from lower to higher security level institutions are a perennial source of protest. As well, the volume of complaints has risen significantly in recent years, probably as a result of increases in the prison population, Stewart speculates.

The correctional investigator is also called upon occasionally to conduct special large-scale reviews such as the one into allegations of mistreatment of inmates at Archambault in the wake of violence at the institution in 1982. His report on that investigation published in July 1984, contained some hard-nosed criticisms of staff deportment at the time, but cleared the service of the most serious allegations.

Stewart notes with satisfaction that he has no problem with access to information from CSC to conduct his investigations. He also notes that his recommendations are usually considered seriously by CSC authorities, but he is concerned about the length of time it sometimes takes for a response.

Courts now intervene to maintain the rule of law in corrections

(continued from page 1)

A year later, a parliamentary sub-committee that had been established to study the correctional system in the wake of several prison riots tabled its report.

The sub-committee report said there was a lack of justice behind prison walls, and it criticized Canadian courts for doing little about it. "The Rule of Law must prevail inside Canadian penitentiaries," the report declared.

It went on to explain that "Rule of Law establishes rights and interests under law and protects them against the illicit or illegal use of any power, private or official, by providing recourse to the courts through the legal process."

The sub-committee also stated: "Justice for inmates is a personal right and also an essential condition of their socialization and personal reformation. It implies both respect for the persons and property of others and fairness in treatment. The arbitrariness traditionally associated with prison life must be replaced by clear rules, fair disciplinary procedures and the providing of reasons for all decisions affecting inmates."

The sub-committee's 1977 report included a number of principles and recommendations for penitentiary reform, many of which were adopted by The Correctional Service. For example, independent chairpersons, rather than wardens, were to preside over disciplinary hearings; a segregation review board was established to oversee the administrative segregation process; and improvements were made to the grievance system and to the structure of inmate committees.

— The Martineau Decision —

The parliamentary sub-committee's express wish that the judiciary would play a role in ensuring justice behind the walls was also soon fulfilled. A landmark decision by the Supreme Court of Canada came in 1979 in a ruling known as Martineau #2.

The case involved two inmates appealing an action taken against them by a CSC disciplinary board. They alleged that they had not received a fair hearing. At issue was whether the disciplinary board proceedings were judicial in nature and would have to follow judicial rules of fairness.

The Federal Court of Appeal took the traditional approach, deciding that the disciplinary decisions were purely administrative. The Supreme Court of Canada, however, decided that although the disciplinary board was not required to act with all due process of a court of law, it did have what is termed a "duty to act fairly."

Broadly speaking, this means telling individuals the charges against them and allowing them a fair opportunity to answer the charges.

— Procedure aids justice —

In explaining his decision Mr. Justice Dickson, wrote: "In the case at bar, the disciplinary board was not under either an express or implied duty to follow a judicial type of procedure, but the board was obliged to find the facts affecting a subject and exercise a form of discretion in pronouncing judgment and penalty . . . In these circumstances, elementary justice requires some procedural protection. The rule of law must run within penitentiary walls." Dickson did add a note of caution, however, when he wrote: "It should be emphasized that it is not every breach of prison rules or procedure which will bring intervention by the courts. The very nature of a prison institution requires officers to make 'on the spot' disciplinary decisions and the power of judicial review must be exercised with restraint."

Nevertheless, the Martineau case set a clear precedent for judicial intervention in CSC decisions and gave guidelines as to when such intervention was necessary. Dickson's test for applying the "duty to act fairly" was based on a statement by Britain's Lord Denning, who was ruling on a similar kind of case. Denning wrote: ". . . if a person may be subjected to pains or penalties or be exposed to prosecution or proceding, or deprived of remedy or redress, or in some such way, then he should be told of the case against him and be afforded a fair opportunity for answering it."

In addition, in 1982 the Canadian Charter of Rights and Freedoms came into effect, protecting the rights of Canadians, including inmates, through the highest law of the land.

Section 7 of the Canadian charter guarantees the "right to life, liberty and security of the person and the right not to be deprived thereof except in accordance with the principles of fundamental justice."

The term fundamental justice is taken to mean the same as the duty to act fairly and reinforces the principles established in the Martineau decision.

Whether application of the many other provisions of the charter will require important changes in CSC practices remains to be seen as test cases are brought before the courts.

The service, however, has not been content to wait for court cases to determine the safeguards needed to protect inmate rights. CSC procedures and practices are regularly reviewed to ensure that they comply with the duty to act fairly and with what are believed to be the requirements of the charter. In this way, costly and time-consuming court confrontations and "management by court order" may be avoided.

lets talk

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Volume 10 Number 3 February 15, 1985

First CX-COF conference

A new channel of communication

By Art Robson
Regional Manager
Communications, Atlantic

ATLANTIC — The first conference for CSC employees in the CX-COF category was held at Memramcook, NB, Dec. 12 to 14, 1984. Approximately 45 correctional officers from Dorchester Penitentiary and Springhill Institution attended the three-day session to learn how to improve communications in corrections, enhance the role of the correctional officer and gain greater understanding of the role of the CX. The conference included presentations by invited resource people, workgroup sessions and equipment displays and demonstrations.

The flow of communications at the start of the conference was decidedly in one direction — from the resource people to the correctional officers. However, following the first small workgroup sessions the first morning the communications flow became more of a two-way process. There were many opportunities for CX officers to express their concerns and to pose questions to senior CSC staff including the then Commissioner **Donald Yeomans**; Deputy Commissioner, Communications, **John Braithwaite**; Regional Executive Officer (Atlantic), **Eugene Niles**; and Warden of Springhill Institution **Neil Corcoran**.

The diverse topics during these dialogues included such issues as the daily work environment, relationships with supervisors and managers, employment trends in the service, capital punishment and stress on the job. Although many of the issues raised were controversial, they were dealt with in a candid and frank manner. A record was kept of the concerns and comments expressed by participants who were promised feedback from management.

One of the most popular sessions was a half-day with Professor **Reginald Craig**, Social Work Department, Dalhousie University, Halifax, NS, whose subject was "Coping appropriately in a negative environment". Participants found his session so valuable and practical that they suggested he be invited to future conferences for an entire day. They supported the conference unanimously and hope there will be similar ones in the future.

The first CX conference in the history of our Service serves as an important cornerstone in the organization's thrusts to improve employee communications. Correctional officers are extremely important employees. They are front line staff who have day-to-day contact with inmates and who are seen by the public as doing a difficult and often thankless job. Correctional officers' perceptions of themselves and the job they do provide an important reflection of the reality of CSC as an organization. Now that a new channel of communication with the correctional officer exists, it can be improved upon. The challenge is there — both for management and the correctional officer.

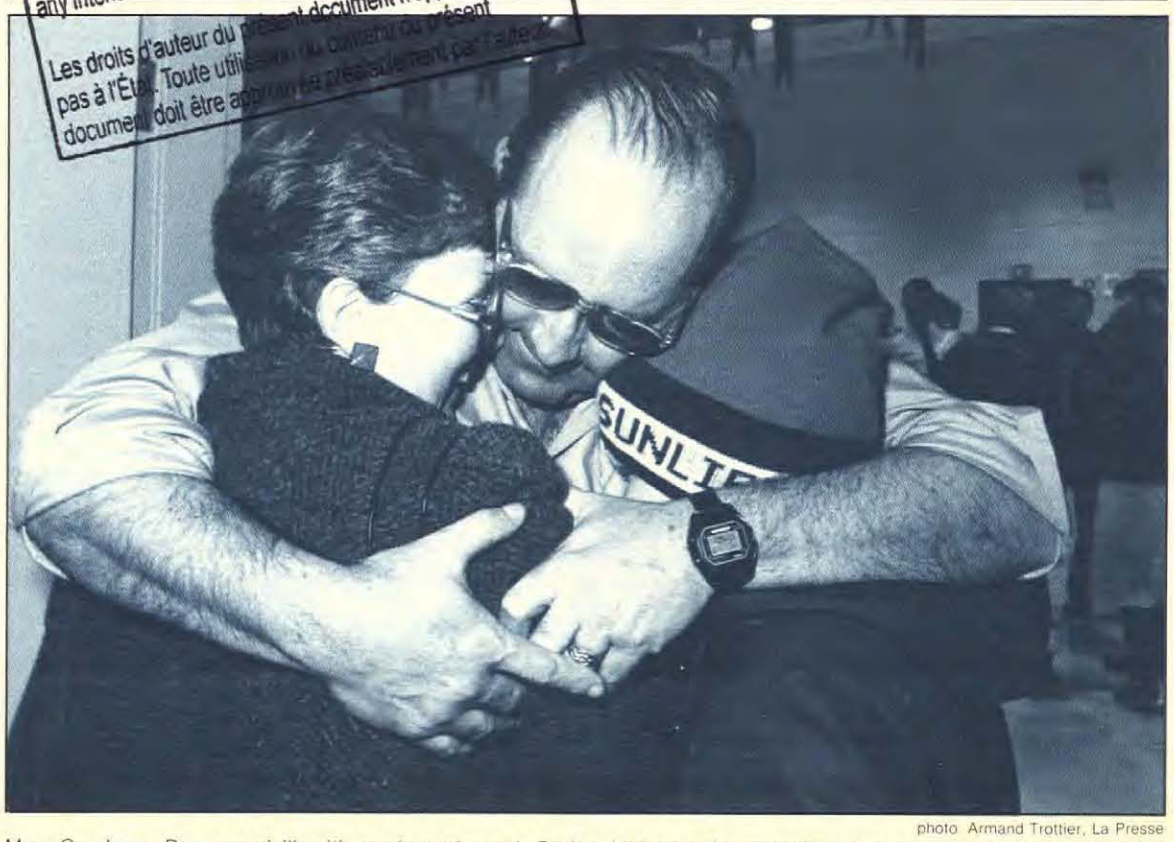

photo Armand Trottier, La Presse

Marc Gaudreau, Drummondville citizen who took part in Project Liaison at Drummond Institution, has an emotional reunion with his family.

A unique experience

by Gaston Pelletier
Regional Manager,
Communications, Québec

Project Liaison

QUEBEC — In a unique experience designed to sensitize the community to the realities of prison life, 25 citizens from the town of Drummondville had themselves "locked up" voluntarily for a 48-hour period in the new Drummond Institution, during the weekend of Jan. 11-13.

During the experience 21 citizens played the role of inmates and four played the role of correctional officers in a true-to-life situation that made them conclude the life of an inmate is not easy. Warden **Jacques Dyotte** explained the operation provided staff with an occasion to participate in a simulated exercise and demonstrated to the community the reality of prison life from the point of view of inmates as well as staff. "We also wanted to reinforce the links that already existed between the community and the institution," he stated. One link was established in September when Drummond opened its doors to allow the community to tour the institution, meet some of the staff and ask questions.

Following the experience, participant **Marc Gaudreau**, an insurance agent who played the part of a "stool" during the weekend, said, "I had the feeling of being rejected by the others. *I quickly learned that an inmate's life depends very little on the correctional officers and very much on other inmates.*" Confided another participant, "after 24 hours in prison

— *continued on page 2*

Addiction help program

by Lorrie Sippola,
Case management officer,
Bowden Institution

PRAIRIES — Inmates at Bowden Institution are taking part in a new program designed to give them facts about addiction and help them apply what they are learning to their own lives.

The Bowden Information and Intervention Program on Mood Altering Drugs is a special initiatives project developed by Bowden Case Management Officer **Hugh Graham**.

This residential program requires participating inmates to move into a special living unit for the duration of the 28-day course. The first two weeks are spent in the classroom, where living unit officers deliver lessons on drug-alcohol abuse. By the end of each day inmates must complete a list of objectives. Each inmate's progress is reported in a daily log kept by program staff.

Phase one is a full-time work

— *continued on page 4*

Bowden Information and Intervention program staff — left to right — **Back row** — Hugh Graham — coordinator, Rene Perrier, Gordon Storheim, Gary Pierce, Don Morris. **Centre row** — Robert Pickard, Rob Genaille, Bob Jesperson, Larry Brown, Lloyd Sveinson. **Front row** — Glen Westbury — Living Unit supervisor, David Shier, Nadine Kovacs. **Missing** — Kelly Turner, Richard Sali, Stu Gillies, Tom Hawkins, Lorrie Sippola — case management officer, Lorraine Hicks, John Beauchamps and Roy Warner.

CORCAN names Instructor of the year

PRAIRIES — **Fred Makowecki**, graphic arts instructor, Drumheller Institution, will receive the first CORCAN Industries Instructor of the Year Award. He was chosen because of his dedication to the Federal Identity Program (FIP) signage project, and suggestions for improving the entire Industries Program and the operation of Drumheller Institution.

During 1983-84, and 1984-85, he played a vital role in the implementation of the FIP signage project at Drumheller a project that entails the preparation of signage for government buildings. Without his dedication to this project and his keen interest in setting up appropriate computer and quality control programs, as well as the assistance he has accorded the Corcan Engineering support personnel, it is unlikely that the FIP program would have gotten off the ground.

His name has also been entered as the CORCAN Industries representative in the Correctional Industries Association annual awards program.

Fred has been the graphic arts instructor at Drumheller since May 1978. In November 1983, he was certified as a printing and graphic arts craftsman in the province of Alberta. Inmates working in the graphic arts plant at Drumheller are now gaining credit towards journeymen status.

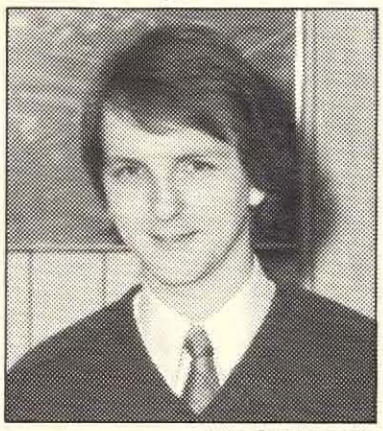

photo Drumheller Mail

Fred Makowecki

This is not the first time Fred has been recognized. He has won a suggestion award of $870.00 for suggesting video machines be purchased instead of renting 16mm movies at the institution, a suggestion award of $50.00 for suggesting weather-stripping building doors to prevent heat loss in winter, and a letter of commendation for his part in helping recapture an escaped inmate.

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photo: Chris Nicholson

Left to right — Herb Sheppard, superintendent of production, Industries; Jim Brown, senior upholstery instructor; Jan Buist, tower guard; Bob Rankin, sheet metal instructor west Tower Kingston Penitentiary.

Kingston staff improves design for tower chair

ONTARIO — After a regular safety meeting at Kingston Penitentiary reviewed a lost-time accident in which a security officer fell off of a wooden chair stationed on top of a wooden box in a tower, **Herb Shepherd**, Industries supervisor of production, was asked to build a safe chair for tower use.

Metal instructor **Bob Rankin** and upholstery instructor **Jim Brown** designed a strong metal swivel chair and later constructed a prototype. The prototype was installed in the west tower at KP for a 10-month trial period. After listening to comments from users the designers modified their design to improve the prototype and four chairs were manufactured (complete with a storage arm to accommodate radio, binoculars and ammunition) and installed in other towers. The chairs have since been viewed by many security personnel in the region and other institutions are interested in obtaining such a chair. A submission will be made to CORCAN asking for authorization to produce this unit for other CSC locations. The design will be submitted also for consideration under the Incentive Award Program.

Kingston Pen donates to Ethiopian famine relief fund

ONTARIO — During the latter part of 1984, the City of Kingston was involved in a major fund-raising drive for Ethiopian famine relief and CSC made a donation. In conjunction with the city's efforts, the Kinsmen Club of Kingston sponsored a medical relief team comprised of local physicians, nurses and volunteers, who are now working at one of the camps in Ethiopia. Late in December Kingston Penitentiary CX 4 **Bill Tripp**, a member of the Kingston Kinsmen organization, was presented with 30 duffle bags manufactured at Kingston Penitentiary. The industrial department there produces between 8,000 and 10,000 bags each year for the Canadian Armed Forces and the 30 which were presented to the Kinsmen are identical, except for a tag which reads "donated by CSC to Kinsmen African Medical Relief."

Production Supervisor Herb Shepherd, left, and CX-4 Bill Tripp with one of the duffle bags, made at Kingston Penitentiary, that were donated to a medical relief team in Ethiopia.

Deputy Commissioner, Art Trono (right) presents plaque commemorating 50th anniversary of Prison for Women to Warden George Caron.

Plaque commemorates Prison for Women's 50th Anniversary

On Dec. 18, 1984, Deputy Commissioner, Ontario, **Art Trono**, presented a plaque to Prison for Women warden **George Caron** to commemorate the 50th anniversary of the present Prison for Women, which opened its doors to the first female inmates in 1934. Prior to that, female inmates had been incarcerated inside the walls of Kingston Penitentiary for almost 100 years. During 1984, several events were held to commemorate the anniversary, culminating in a very successful dinner/dance for present and former employees.

A unique experience

Project Liaison

— *continued from page 1*

we had less confidence in one another. Yet, all participants were recruited from Drummondville and knew each other." **Benoit Lacharité**, a teacher, observed in an institution most of the agression is caused by the inmates not the correctional officers.

"At the beginning of the weekend we were a little like school boys," observed **Luc Gariépy**, information director of CHRD radio in Drummondville, "*but after many hours our spirits fell and it ceased being fun.*" Marc Gaudreau confessed that, "while the correctional officer's attention was drawn elsewhere, I jumped on the chance to phone my wife . . . the line was busy!"

25 citizens were voluntarily incarcerated in Drummond Institution

One participant, who decided to smuggle in some "drugs" by swallowing a balloon filled with flour, was surprised when he was placed in the "hole". Unfortunately for him the "grapevine" system was working with unexpected efficiency and officials had been forewarned. "Staff questioned me continually and I found it very difficult," he said. "They wanted me to confess I had smuggled in drugs. I understood why staff have to act like this, but I found the interrogation quite unnerving."

Those who acted as correctional officers were placed on shifts and had to perform actual CX duties. **Mario Girard**, a chartered accountant who played a CX for the weekend said: "*At the beginning, when inmates arrived with their feet chained, we felt we were in a powerful position. But when we were left alone with the group we felt uneasy.*" He added that a correctional officer's work is difficult and that a CX has to be a very well balanced individual to work in an institution.

Although the experience ended around 1:00 p.m. on Sunday afternoon, the participants were not released until 4:00, giving them an opportunity to relax a bit after their emotional and stressful experience. "We lived truly hostile moments that had to be defused", commented **Mario Lévesque**, case management coordinator at the institution. "Two inmates even got into a fight." Of course, all of this had been planned in advance, but the participants were not aware of this.

Escape Attempt Brings Consequences

Those who were in protective custody or dissociation were permitted closed visits instead of contact visits, while for the others, contact visits were allowed but started an hour late.

On the Saturday evening an "escape attempt" took place while inmates were receiving visitors. Because one inmate tried to escape, all visits were cancelled, as happens in every institution when this occurs. Some inmates already in the visiting room had their visits cut short and two inmates were denied visits and had to return to their cells. "I was very disappointed," said **Louis Durepos** owner of a corner store in Drummondville who was not allowed to visit with his wife and son.

Emotional Impact

The weekend included work in the shops, kitchen, maintenance as well as a film. The experience allowed staff a simulated exercise, enabling them to iron out operational pro-

— *continued on page 4*

From the perspective of CX participants . . .

A formidable experience for CXs and volunteers

QUEBEC — An experienced officer who joined CSC eight years ago and received a Commissioner's Citation for meritorious services last year, told *Let's Talk* that after taking part in Drummond Institution's Liaison project he became aware of many new things. During the 48-hour experience he played the role of provocateur among the "inmates".

"Frankly," said **Richard Bernier**, a CX-1 at the institution, "this was a formidable experience for correctional officers as well as the citizens who were involved."

The experience was a 48-hour period during which 25 citizens from the town of Drummondville were voluntarily incarcerated in the new institution along with real correctional officers Jan. 11-13. The weekend helped citizens gain an awareness of the type of life inmates lead and an appreciation of the complex role of correctional officers, and the CXs to better understand the reactions of inmates. This weekend experience also helped assure the Drummondville community of the safety of this new institution in their environment, and to iron out any security bugs before the institution actually opened Jan. 24.

Louis-Marie Perron, a CX who played the role of a "stool" found it such a moving experience that he still pondered the effects of the experience a week after the event. He said it helped him develop a new relationship with his family. After his "release" on Sunday he could feel the impatience of an ex-inmate and of his family to meet and share the first moments of freedom. The experience also made him aware of various aspects of prison life he had failed to see before because of the busy daily routine.

François Gendron, a project coordinator, was surprised at the totally new relationship that developed among the participants during the two days. Suspicion, fear, anger and stress developed and he felt he had witnessed an "institutionalization" phenomenon.

Mario Lévesque, case management coordinator and also coordinator of the project, stressed that for CXs one of the results of the weekend was the newly discovered importance of group dynamics within such a closed environment. "Some CXs who tend to attribute the fear, hostility and solidarity that develops among inmates as personal traits of the inmates may now see things from a different perspective," he said.

According to him, the stress felt during the 48 hours was probably more severe than the stress real inmates would feel in that time frame. "The objective of the project was to let participants feel, in 48 hours, with vivid intensity, the reality of prison life that actual inmates absorb slowly throughout a year. From this perspective, we lived a one-year experience in 48 hours."

According to Lévesque, who spoke to many participants, one of the major discoveries of the citizen/inmates, besides the harshness, was observing the complex role of the CX who has to ensure security as well as answer human needs. "All participants praised the professionalism of the correctional officers," he said.

The weekend experiences are already having far-reaching effects. Correctional officers Bernier and Perron are now speaking to various community groups about their experience.

The institution will have attained its full capacity, 250 inmates, by the end of April.

Newcomers air and share concerns

5-day course for non-CXs

by Andrea Nugent, editor
NHQ Communications

■ *What sort of inmate is most likely to take me hostage?*
■ *What's the difference between an indicatable and summary offence?*
■ *What sort of behavior on my part would cause an inmate to level a grievance against me?*

These are some of the many questions that get aired, answered, and debated at week-long orientation courses for non-CXs held at CSC's national staff college campuses across Canada.

The 40-hour course is mandatory for each indeterminate employee and should be taken during the first three months of probation, reports **Gail McCarthy** of Staff Training and Development.

Gail says course co-ordinators don't always learn of every appointment, and may fail to add some new staff to their class list. So if you've been missed, see your supervisor, she suggests.

A fairly new employee herself, Gail went from parole officer in Toronto to staff trainer in the Ontario region just less than a year ago.

"I arrived in Kingston thinking I was going to be a student in the non-CX orientation course, only to learn that I was to teach it instead," she laughs.

As co-ordinator for the non-CX course for the Ontario region, Gail has put together a team of instructors who keep students busy and asking questions from Monday morning to Friday afternoon.

Starting this spring she intends to add a "hands on" approach to learning by having students pose some of their questions to a computer terminal.

"A lot of people are unnecessarily afraid of computers, yet will have to learn how to deal with them at work," Gail says. "This way, they find out what it's all about in a non-threatening atmosphere."

When you're a student on the non-CX course, your fellow students are as important to the learning process as your instructors are, Gail believes.

CSC nurses rub shoulders with power plant engineers who sit beside headquarters' planners who sit beside recreation officers and inmate classification clerks — and so it goes around the table.

If an instructor can't answer your question, chances are the person next to you handles that situation at work every day and is more than pleased to share their experience, Gail points out.

That's one of the strong points about this course, she says, "This is one of the few times we realize that, regardless of our professional background, we are all tied to common goals and mutual concerns."

The Ontario region's course starts out with lessons on the history of crime and public attitudes toward criminals — from starvation and mutilation to today's emphasis on offender rights and privileges.

From there, students learn about the criminal justice system, how to cope with manipulative inmate behavior, tips on security no-no's, the case management process, what to do if you're taken hostage, and how to protect your own rights as an employee.

The course ends with a two-hour tour of an institution and a closing evaluation of the five-day session.

And what about the questions that were asked at the beginning of this report? Here are the instructor's answers:

■ *What sort of inmate is most likely to take me hostage?*

According to **Doug Smith**, just about any inmate is a potential hostage taker. (Doug is a psychologist at Warkworth Institution when he is not teaching the prison emergency lesson at the non-CX course.)

photo: Dave Bryant

Gail McCarthy is coordinator for the Non-CX course in Ontario.

But, Doug reports, a profile of the "average" hostage-taker shows the person to be a 22-year-old male, 5', 10" tall, 160 lbs., lacking in maturity and self esteem, and serving the earlier part of a short sentence.

■ *What's the difference between an indictable and a summary offence?*

A summary offence is the less serious of the two. It is tried by a judge without jury and involves a maximum prison term of six months and/or a maximum fine of $500. The accused in an indictable offence has the choice of being tried by a judge or a jury. The sentence can range from a fine to life inprisonment.

■ *What sort of behavior on my part would cause an inmate to level a grievance against me?*

An inmate will have little reason to grieve — or success in grieving — if we as employees make reasonable decisions and base them on some legitimate authority, advises **Les Judson**, a living unit supervisor at Joyceville Institution. Les teaches the half-day session on offender rights and privileges.

Helen Friel is a happy lottery winner!

OTTAWA — Now that the excitement over January's big lottery has faded, you may regret that, to your knowledge, no one at CSC was a winner. Well, if you ask **Helen Friel**, planning analyst, Operational Planning Division, NHQ you'll find a winner.

Helen did not win January's lottery but when this calm woman bought a $2.00 Pot o' Gold lottery ticket late last fall she won $10,000. According to Helen, **François Lemay**, OIS analyst, NHQ, was even calmer, when after checking the ticket against the numbers listed in the newspaper at her request, he broke the good news to her. Helen kept calm — after all she had already won $50 and $100 on two separate occasions. She kept on working as usual, enjoying discreet congratulations from her colleagues.

Helen says that the win has not changed her life much — except for a wedding gift she bought her son and a birthday gift for her daughter. She may take a trip later, but she still intends to enjoy her favorite hobbies, leisure walks, reading, garage sales and flea markets.

She joined CSC in 1980, working for Education, Training and Employment Automated Document Processing Section until July 1982.

She worked for Operational Information Services until late last year when she moved to the Operational Planning section. Her job now is primarily to assist in revitalizing the Planning system. What she enjoys most about it is the knowledge that this job serves the ultimate benefit of offenders and the public.

Saskatchewan Penitentiary going out of business?

Crime stoppers

by Peter Genest-Conway
Case management officer,
Saskatchewan Penitentiary

PRAIRIES — In these days of high unemployment and economic uncertainties, one can only wonder what kind of group could wilfully hope to put the police out of work and empty all the prisons. The answer to this question is a group known as Crime Stoppers.

In October of 1983, **Jim O'Sullivan**, warden of Saskatchewan Penitentiary called a meeting to discuss Crime Prevention Week. At the first meeting were Inspector **Peter Piecowye** of the Prince Albert City Police and **George Rimmer** of the Prince Albert Chamber of Commerce.

It was from these early beginnings that Crime Prevention Week got off to a good start in Prince Albert and was so successful that it received an award from the Solicitor General. Prince Albertans certainly know a good thing when they see one and this group of three decided to look to extending Crime Prevention Week to an ongoing 52-week project. At a meeting at Saskatchewan Penitentiary in April 1983, it was suggested that the Crime Stoppers program should be considered to fulfill this need. Alderman **Lee Gisi** of the City of Prince Albert became a member of the founding committee.

Staff Sergeant, Calgary City Police, Terry Coleman talks to a committee in Prince Albert that was instrumental in bringing Crime Stoppers to town.

At another meeting (once more at Saskatchewan Penitentiary) late in 1984 a committee now consisting of 12 members invited Staff Sergeant **Terry Coleman** of Calgary City Police to make a presentation to the committee on the program of Crime Stoppers. In the true spirit of Western hospitality Sound Air offered a complimentary half-fare flight transportation and Will Inns offered complimentary accommodation for Staff Sergeant Coleman.

On Friday, Dec. 7, 1984, Warden Jim O'Sullivan hosted a meeting and luncheon at Saskatchewan Penitentiary and invited Staff Sergeant Coleman to be guest speaker.

Staff Sergeant Coleman stated that in the '60s and '70s, society was shocked by the rise in crime, crimes that were committed in broad daylight and in front of witnesses but due to fear and apathy, the criminals got away with their activities.

In his closing address, Warden Jim O'Sullivan said that he is happy to see Prince Albert adopting the Crime Stoppers program "When it comes to crime prevention it is everyone's duty, he said, "and the citizens of Saskatchewan can count on Saskatchewan Penitentiary to offer help and expertise in the organization and support of this very valuable program."

Birth of Crime Stoppers

In September 1975 in Albuquerque, New Mexico, a program was introduced to reverse this situation and Crime Stoppers was born.

The program quickly gained public popularity and acceptance and eventually spread throughout the United States. It made its Canadian debut in August 1982 in Calgary, Alberta. Sergeant Coleman stressed that although the program has its telephone service staffed by trained police personnel, the program is basically a community project and is not governed or maintained by police constitution or funding.

The finances to run the Crime Stoppers are solicited from the community, while radio, television, and newspapers donate space and time to accommodate descriptive or recreation of a certain crime that has been committed. This is usually termed the crime of the week. Professional actors reinact a crime and the public is invited to phone the Crime Stoppers hotline at the end of the program and give any information they may have. In the past, the person phoning in would have been required to identify themselves but this is not the case with Crime Stoppers. The caller receives a code number and is asked to call back at a later date. If the tipster's information proves useful, a committee decides how much reward can be given. Rewards range from twenty-five dollars to two thousand dollars. When the tipster calls back he or she is told where to pick up the reward money. In Calgary, the pay master of the reward money is a local car dealer. All the tipster has to do is go to the car dealership and ask for this person by name, give their code number and the reward money is paid to them. This assures the tipster of anonymity for this transaction.

In an interview with Staff Sergeant Coleman, I asked how successful the program had been in Calgary. It has exceeded their initial hopes. Statistics show that for every dollar spent in the program, there has been a recovery of seventy-six dollars and eighty-five cents. Between September and October 1984 there were 464 arrests and 809 cases cleared through the Crime Stoppers program. Coleman stated that other benefits from the program are a vastly improved relationship between the police and media, and a general public that is less apathetic than in the past.

People

Doug Clark and the extra NPB pin

PRAIRIES — In honor of the 25th anniversary of its creation, the National Parole Board produced a small commemorative pin in 1984 which was given to both current and past board members and staff. However, there were a few extras. In early December, NPB Executive Secretary (Prairies), **Norm Fagnou**, held what he described as "a potentially very difficult meeting" with Grierson Centre Superintendent **Doug Clark**. Before hand, while meeting with Acting District Director **Ted Kates**, Norm discovered an extra pin in his brief case and told Ted "if the meeting with Doug goes well, and there's no yelling or screaming, I'll give it to Doug." Doug is now the proud owner of a NPB pin.

Muscular Dystrophy presents award to Dennis Halsall

ONTARIO — On Dec. 14, 1984, Joyceville Institution CX **Dennis Halsall** was presented with a Presidential Certificate of Appreciation from the Muscular Dystrophy Association of Canada, for his assistance in organizing a fund-raising run in Belleville last year. The peace officers and firefighters jogathon raised over $6,000 for muscular dystrophy, and the president of the Firefighters Association publicly thanked the CSC peace officers for their assistance in organizing this event. Dennis and his wife **Sheila** spend much of their spare time organizing these events, including the annual CSC "Operation Courage" relay marathons. They have driven countless miles over the years, laying out routes, contacting sponsors, holding meetings, and doing the many chores that lead to a successful event. Keep up the good work Sheila and Dennis.

Mary McClymont receives volunteer pin

ONTARIO — One of the first CSC volunteer pins presented in the Ontario region Dec. 19, 1984 was presented during the Central Ontario District Parole Management meeting by District Director Ontario, **John H. Lawrence** to his secretary **Mary McClymont**.

Mary spends approximately 25 hours on her own time each week working with the Girl Guides of Canada. She was a Guide herself as a girl, and as an adult began this volunteer work in Toronto 10 years ago. She has worked with Brownies and Guides, and now occupies the position of District Commissioner (Hillcrest), responsible for nine units of girls in Toronto. She is also secretary to the Division Council.

When the district director presented the volunteer pin he said he could not think of a more worthy recipient who has demonstrated the spirit of volunteerism by a CSC staff.

A unique experience

Project Liaison — *continued from page 2*

blems, and find out what had to be improved before the new S-4 institution admitted its first real inmates at the end of January.

The project was carried out successfully thanks to the close cooperation of all concerned, but mostly due to the work of coordinators **François Gendron**, cell block supervisor and **Mario Lévesque**, case management coordinator; Warden **Jacques Dyotte** and Assistant Warden Security and Programs, **Denis Cloutier**.

Regional Deputy Commissioner **J.P. Dugas**, congratulated and thanked participants and organizers and said he hoped this experience would help enlighten citizens about the penitentiary setting not only in Drummondville but in the whole Quebec region.

Project Liaison, was proposed before the Christmas holidays by assistant director of the Drummondville municipal police, **Aimé Bélair**.

Media gave extensive national coverage to CSC and the project — something the Quebec region has not had since the Archambault incident in July 1982. This time the media coverage was positive.

The project proved to be an emotional experience and one these citizens will remember for some time to come.

Facts about the heart

The following interesting facts about the heart come from *Metric*, a Metric Commission Canada publication.

■ The average heart is 15 cm across, about the size of your fist, and weighs about 0.4 kg.

■ The heart beats continously, 70 times/min on the average, with a half-second rest between the beats. Highly trained athletes may have resting heart rates of less than 40 beats/min. The lowest ever recorded was 28 beats/min.

■ About 70 mL of blood are expelled by the heart on each beat. In athletes that may go up to 150 mL.

■ At rest, the heart pumps 5L/min of blood. During intense activity it may pump up to 30L/min.

■ In a lifetime the heart beats over 2 500 000 000 times and expels over 170 000 000 L of blood.

■ A reduction in the resting heart rate of 10 beats/min means a saving of 18¼ whole days of work for the heart over the course of a year.

Tips on communicating

Careers collapse every day because of it. Reputations and profits soar because of it. "It" is communication so wrote **Keith Spicer**, writer, broadcaster, lecturer and former Commissioner of Official Languages, in an article entitled "How to think and make sense".

To illustrate the importance being placed on communicating he said that about two years ago nearly 2,900 senior US executives polled by the International Association of Business Communicators cited ability to communicate as the most important of 18 factors in their personal success — ahead of marketing, accounting, technical knowledge and many other "hard" topics. A *Fortune* survey the year before found good communication to be one of three indispensable ingredients in a group of extremely successful companies.

In *The Art of Japanese Management* **Athos** and **Pascale** argue that within awesomely profitable Japanese giants such as Matsushita a constant flow of accurate information, assessments and ideas is central — "at least as much as accounting." **Peter Drucker** tells you the same, as does his down-to-earth colleague, **John T. Molloy**, the guru of success, after a survey of 2,628 successful executives: "If you can't communicate you can't command."

Leading U.S. business schools, including Harvard and Dartmouth's Amos Tuck, have adopted communication training as obligatory courses. The evidence is in, even if it hasn't reached every boardroom: you can't manage, you can't sell, you can't prosper, unless you can decide what you want to say and how to say it.

How can a bright-but-busy executive improve such skills? Spicer suggests the following ways to change the fearful drudgery of communication into an unsuspected pleasure:

■ Focus executives' energy on the mind, not the stomach where butterflies, ulcers and churning anguishes abound;

■ focus the topic on the given audience they are speaking or writing for;

■ structure thought coherently before writing or speaking, precisely in the style of argument best fitted to the audience; simplify radically the processes of both speaking and writing; once you target topic on audience, and choose the most apt strategy to persuade, the rest falls into place;

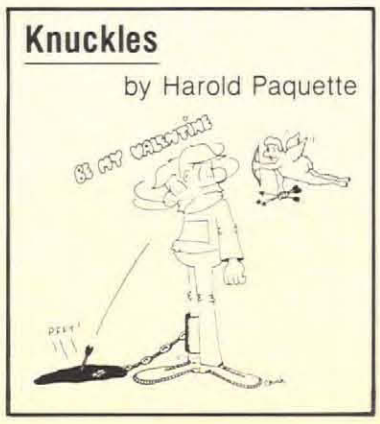
■ make the communicator look, sound and/or read as a confident, businesslike person certain of his or her ideas;

■ make communication fun, such a method makes ideas and data circulate far more quickly and accurately both inside and outside the group;

■ save tremendous amounts of "down-time" previously wasted staring at blank pages, patching up sloppy memos, or re-explaining or explaining away poorly conveyed ideas.

Knuckles

by Harold Paquette



New CSC case management films

OTTAWA — In the spring of 1984, the Communications Branch in collaboration with Offender Programs, undertook a major film project which would illustrate the case management process from incarceration through to release with a special focus on the staff who make case management work at the operational level.

The result is two 48-minute films entitled, "Working Out" and "Question decommunication . . . Question humanitaire".

The English language film was filmed at Warkworth Institution, Belleville and Toronto and the French language film at Cowansville Institution, Granby and St. Hyacinthe, Que.

The film production was co-ordinated by **Erik Gustafsson** and **Paul Fortin** of Communications' Special Programs division with technical advice from **Dan Weir** and **Fernand Dumaine** of Offender Programs.

The films are currently available through the regional managers of Communication as well as through all National Film Board libraries across Canada.

Negotiations are also underway with the major Canadian networks to 'air' the films sometime in 1985.

lets talk

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June Coxon
Editor

ISSN 0715-285X

Addiction help program

— *continued from page 1*

placement for an inmate. However, to ensure participants are not penalized for taking part in the program, they remain employed at their original placement in the institution, receive regular wages for that job, and return to it after completing phase one. This duplicates similar employee-help programs on the street.

Bowden pilots intervention program on mood altering drugs

During the second phase of the program, also two weeks long, inmates work at their regular jobs during the day and participate in evening group sessions. Topics discussed are limited only by the range of inmates' interests. Staff expect communications between staff and inmates will improve as a result of these sessions, possibly lowering the artificial barriers inherent in a prison setting.

Program staff consists of 15 living unit officers plus co-ordinator Hugh Graham. Resource personnel include the institutional psychologist, case management officers, living unit supervisors, nurses, and outside agencies.

Cormier Consultants of Edmonton developed the educational package which is being presented to the inmates. One of its representatives, **Ruth Eyford**, a registered nurse with 10 years experience counselling in the addiction field, also conducted a two-week seminar last fall for living unit staff on the preparation and delivery of a program on the effects and implications of mood altering drugs.

Program staff reviewed not only the information they would present to the inmates but also communication skills, group dynamics, lesson preparation, self-disclosure, and the concept of team-work. Each officer is expected to prepare and deliver any one of nine lessons contained in the package, as well as lead discussion groups for the second phase of the course. They will be assessed on these areas as part of the program's ongoing evaluation.

Living unit officers who have volunteered to participate in the program will prepare themselves for lessons, research topics on substance abuse to broaden their knowledge, and continue casework with inmates who are not involved in the program.

Budget for the first year of operation, 1984-85, is $44,000. This covers equipment, overtime for training, stationery, consultant fees, and renovations to the living unit which is being used for the residential program.

As this issue of *Let's Talk* goes to press staff are reviewing the results of the first course and will make any adjustments felt necessary. When phase one of the second course has been completed, the third course will start; when phase one of this course has finished, the fourth course will start. By incorporating two groups, 24 inmates will be involved in the program at all times.

Graham estimates between 90-110 inmates will have completed the course by April. During that month there will be an interruption when the new living units open and moving begins. At that time, a final evaluation will be completed and results submitted to NHQ.

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Volume 10 Number 4 February 28, 1985

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Quebec Regional Reception Centre opens SHU

by Michel Lauzon,
Communications officer,
Quebec Region

QUEBEC — As Quebec's Correctional Development Centre closed its doors in December the first group of inmates from the Centre's Special Handling Unit (SHU) were transferred to the Regional Reception Centre's newly opened SHU, in Ste-Anne-des-Plaines, Quebec.

Construction of the $12.9 million SHU began at the end of 1982. The completed building which houses 90 cells and five ranges is linked with the Regional Reception Centre by an internal corridor. Under the same roof there is a dispensary, a gymnasium, a visits and correspondence room, five activity rooms and an administration area.

The design of the second floor of the structure allows correctional officers to see all external and internal corners to facilitate quick intervention when necessary. Perimeter security is provided through a Perimeter Intrusion Detection System.

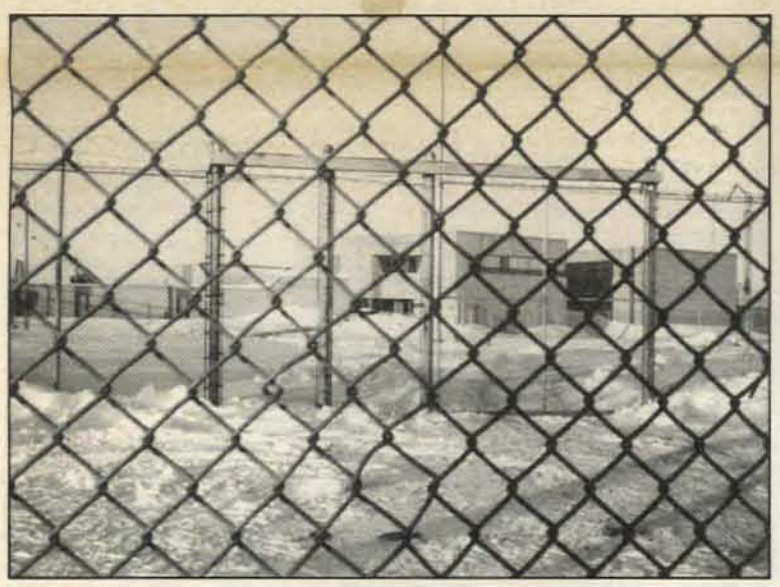
An internal control centre located at the main door allows control of traffic between the SHU, the Regional Reception Centre and the corridor leading to the core area of the unit.

There is a second control centre in the core area where officers can see all five cell blocks as well as the activity rooms.

Assistant Warden, Security, is **Robert Caron**. This man has many years of experience in corrections. He joined CSC in March 1977 and served as assistant warden Security as well as acting warden at the CDC. Warden of the Regional Reception Centre is **Pierre Goulem** who also has many years experience in the field.

One of the assets of this new building is that having five cell blocks allows for flexibility in distributing the inmates according to classification. It also provides more room for inmates in phase 2 of the SHU program.

Caron expects many other advantages will become evident once the adjustment period is over. He adds that both inmates and staff are pleased with the new facilities.



From the outside looking in — to the Regional Reception Centre SHU in Quebec.

All regions to get newly-designed newspapers

The staff newspaper in your region is heading for a facelift. It will be a four-page, bilingual, tabloid-style newspaper, printed every two months and filled with local photos and news stories. Besides your staff newspaper, you will also continue to receive the national staff newspaper, *Let's Talk*, every two weeks to keep you up-to-date on policy and program changes, and news of national interest.

All five regional staff newspapers are using the same type and format as *Let's Talk's*. This means that news stories can be easily exchanged between regional papers, and with *Let's Talk*.

First off the presses is the *Prairie News* which came out in early January. Second place contender is *What's New* from the Ontario Region. Both papers look great! Congratulations to the regional RMCs and their staff.

Which region is next?

Award honors former Commissioner Don Yeomans.

For staff communications

Quebec award honors Yeomans

by Gaston Pelletier
Regional Manager
Communications, Quebec

QUEBEC — Quebec region has created the **Donald Yeomans** outstanding skills in staff communications award in honor of former Commissioner Donald Yeomans' great contribution to CSC during his seven years of leadership.

The announcement was made by Quebec Deputy Commissioner, **Jean-Paul Dugas**, during a reception at the National Staff College (Laval campus) on Feb. 1.

The award will be presented first in June 1985 and thereafter annually each June to the institution or district parole office that demonstrates the best staff communications.

By creating this award Quebec region salutes the contribution made by Don Yeomans to staff communications. It is also a concrete testimony to the fact that in CSC staff is our greatest strength.

In his speech Deputy Commissioner Dugas outlined the accomplishments that Yeomans has made to the various areas of the service, and said "You have created a basis for real communications with staff at all levels . . . The purpose of all these efforts was to ensure that the Service could count on a more efficient staff because they would be a better informed, more productive and motivated group of people.

"This award is our way of thanking you and expressing our appreciation and affection."

In closing Dugas congratulated **Kay** and Don Yeomans on the occasion of their 35th wedding anniversary. He gave special thanks to Kay Yeomans for the support she

— *continued on page 3*

MaryEllen Melanson Gillan, Director, Native & Female Offender Programs.

Charting a new course

OTTAWA — **MaryEllen Melanson Gillan** has been named director, Native and Female Offender Programs.

Her staff will include special advisors for Native Offender programs and Female Offender programs. "The position is new, the opportunities challenging," she said. "To a large extent we'll be charting a new course for these designated program areas."

She expects to expand the roles of the private sector agencies in dealing creatively with native and female offenders. "Committees have been established with community representation," she explained, "their role includes input into policy regarding natives and females. All regions are represented so that we can ensure support for offenders. In addition, the role and responsibility of institutional staff is expected to be increased. We hope that all CSC personnel will become more aware of

— *continued on page 2*

Holiday season temporary absence program successful

A total of 908 federal inmates across Canada spent Christmas or New Year's with family or friends while on temporary absences granted by CSC and the National Parole Board.

The temporary absence program for the festive season had its usual high success rate of 99.3 per cent compared with 99.1 per cent for the 1983-84 season when a total of 1,000 inmates enjoyed the same type of release.

In 1984-85, 621 inmates were allowed leave for the Christmas holidays, and another 287 for New Year's.

Only six inmates did not return to the institution as required by their temporary absence permit. One of those who was unlawfully at large subsequently has returned to the penitentiary. Final results show that five inmates still remain at large; four in the Ontario region and one in the Prairie region.

"Over the years", stated **W.R. Outerbridge**, chairman of the Parole Board, "we have had enormous success with this program. A great deal of care, both on the part of CSC and the Parole Board, goes into the selection process of inmates for festive season releases.

"Inmates have again demonstrated the importance they place on the chance to spend a brief time with their loved ones during this holiday period", the chairman stressed. "The vast majority have shown themselves worthy of the trust we have placed in them.

"Earning release on this type of temporary absence does not necessarily lead to full parole or other types of conditional release", he added.

Beginning April 15

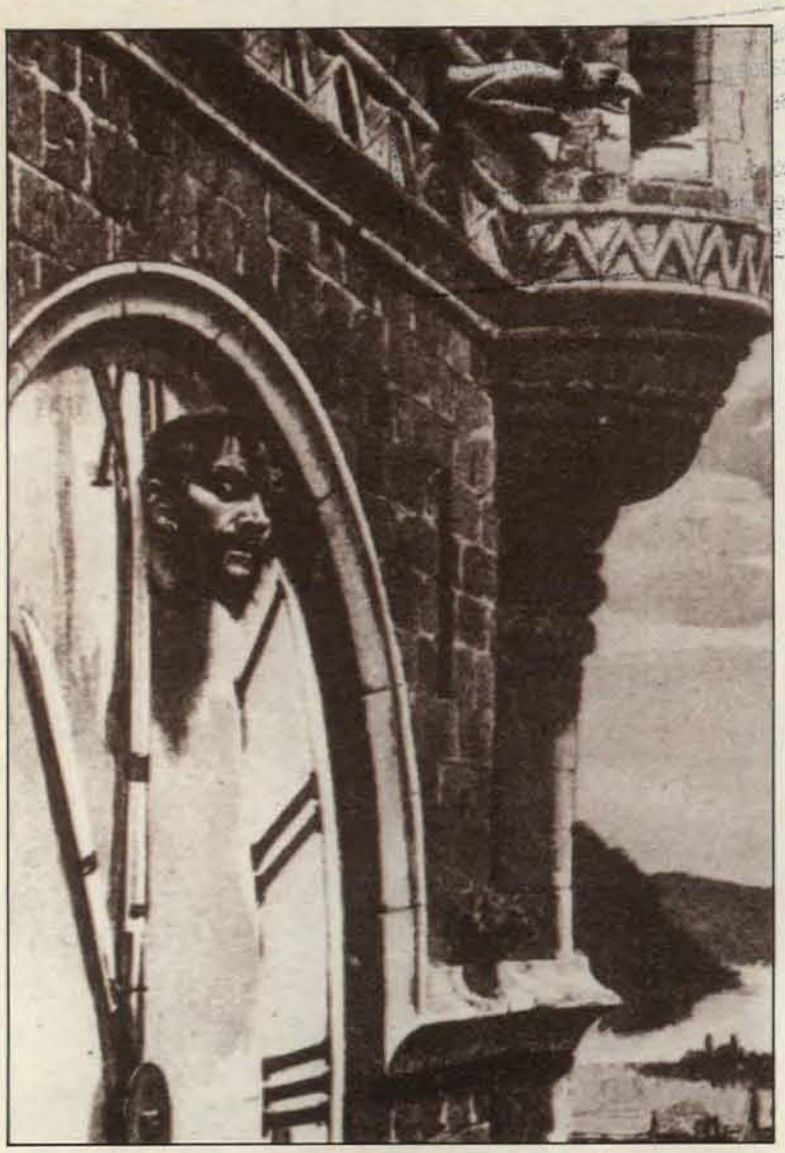
Let's Talk plans six-part Special Report on

Crime and Punishment

Most of our staff are so involved in the day-to-day concerns of their jobs as security officers, nurses, psychologists, living unit officers or instructors that they seldom ask themselves about the history of the business they're in — crime and punishment.

Crime has plagued humankind since the dawn of history — and so has the problem of punishment. Different cultures

— *continued on page 2*



What is happening to this poor man? He is about to suffer public decapitation on the town clock for a crime — perhaps stealing. Throughout history, the death penalty has been exceedingly popular, and only imagination limited the ways in which a person could be put to death. Read all about it in your April 15 *Let's Talk*.

Crime and Punishment

— *continued from page 1*

handled crime in different ways. Imprisonment, for example, is relatively new as a punishment. Up until the 18th century almost all crime, anywhere in the world, was punished by death. It was usually slow death, sufficiently horrifying and painful to act as a deterrent to the public who flocked to see executions.

Then one day, according to legend, it was noticed that pickpockets did particularly well in the crowds attracted to a public execution — of a pickpocketer. So, it would seem punishment, even terrible punishment was not always a deterrent.

Anyway, we want you to read all about it — the history of punishment, the keepers and the kept, the rise of penitentiaries, solitary confinement as a punishment, the prison and the community, in forthcoming issues of *Let's Talk* . The first special historical report is scheduled for the April 15 issue.

Inmates and civilians work together in Prince George

PACIFIC — **Ken**, a former inmate who was serving a two-year sentence for armed robbery is learning to finish furniture and says the project is fantastic. Another former inmate says the job is "something I always dreamed of getting into" and "this opens doors to my future."

The project is a unique business venture in Prince George, BC, that employs inmates and members of the community to make items such as pine furniture and pedestals for waterbeds. Pinecraft Manufacturing 1984 Ltd. officially opened in November 1984.

It is a joint project between the Prince George Activator Society which runs a half-way house for federal and provincial inmates and a local businessman.

Brain Lang, area manager Prince George Parole Office, explained that CSC has been involved from the beginning. "We arranged for funding, helped with the planning and organizing of the company, and are now on the Board of Directors."

Sixteen people on salary from the society, five men from the community and a woman who works in the office are employed at the plant. Some of the staff are working under a Canada Manpower program which pays part of their wages.

Ken, who recently completed mandatory supervision hopes to continue working there.

"It has helped me to see that help is there if I decide to use it," he says. "The people that run Activators are very much there to give you a boost to get back on your feet. I'm finally at a point where I can like myself!"

According to the society's executive director **Inder Madhok** the CSC has invested $135,000 seed money, the businessman is supplying his expertise and $260,000 worth of equipment. Activators is providing $100,000 and the company has a $100,000 bank loan under a small business program of the federal government. The goal of the plant is self-sufficiency.

The businessman who provides the expertise and machinery says he is more than satisfied with the interest and the output of the inmates.

Handy notebooks designed for CXs

NHQ — By now every institution should have received a supply of correctional officer's notebooks, a new and useful daily working tool developed by Operational Security Division, NHQ.

It has been designed for the correctional officer's personal use during the course of his or her duties — perhaps for notes to aid an officer who is called to appear in court. In addition to blank centre pages for recording events and incidents of importance, it includes references to existing policy and legal authorities, hints for writing good reports, instructions for taking notes, and excerpts from the Penitentiary Service Regulations and the Criminal Code of Canada. It can be retained or discarded at the owner's discretion but he or she is responsible for the security of information that is contained in the notebook.

The notebooks are issued by number instead of name, to guarantee the anonymity of each owner. If a notebook is lost outside the institution the finder will be able to return it to NHQ and subsequently the officer who owns it, because the Security Branch address at NHQ is at the back of the notebook.

Shirley Esaruk, Stony Mountain

Meet a Stony Mountain dog handler

Shirley Esaruk of Stony Mountain Institution joined the service as a CX-2 three years ago. Although she is a long-time dog-lover, and has owned German Shepherds herself for 20 years, she had never worked with trained guard dogs before she became one of Stony Mountain Institution's 12 dog handlers. She explained that the two dogs owned by Stony Mountain Institution are trained as multi-handler dogs, meaning they obey the person who is handling them at the moment. They are primarily used for patrol of the yard on the night shift, although they are also trained to track and search.

Charting a new course

— *continued from page 1*

the special needs of native and female offenders during incarceration and during parole supervision."

Prior to joing CSC Ms. Gillan was director of Social Development Alberta Region, Indian and Northern Affairs. She has an M.A. in sociology with a specialization in corrections. Her career includes seven years with the Federal Government and three years working in provincial corrections. She has also taught at university and is a freelance writer.

Ms. Gillan is located on the 8th floor, NHQ, and she welcomes suggestions and comments related to Offender Programs for natives and females.

Let's get it straight

PACIFIC — The article about Pacific's region's participation meet, page 5 of the Dec. 15 issue, left out an important participant. **Henry Unger** was a competitor for the 'B' division first place winners — RHQ 1.

Sorry Henry — we hope the oversight doesn't discourage you from entering the next meet!

Kingston Campus and NCSC amalgamate

ONTARIO — Director General, Staff Training and Development, **Brian Marley-Clarke**, announced Jan. 1, the amalgamation of the Kingston Campus and the Staff Induction Centre. The amalgamation is identical in manner to the Laval Campus with one director overseeing all campus functions. **Charles Q. Burton** was named acting director of the newly-named National Correctional Staff College, Kingston Campus, Jan. 1.

Springhill gets 80 more cells next year

Cumberland Colchester MP **Robert Coates** announced Jan. 16 that an 80-cell extension will be added to Springhill Institution. Scheduled to be completed March 1986, it is expected to create 26 jobs for the community.

"Goodwill" cheque from inmates

Bath Institution's inmate committee presented a $200 cheque to the reeve of Bath which was distributed to needy families at Christmas time. The cheque was presented as a gesture of goodwill because the committee was concerned about its relations with the community after three inmates escaped from the institution, and stole a car and firearms from the reeve. The escaped inmates were recaptured in Wawa, northern Ontario Dec. 5, 1984.

Quebec region's blood donor clinic

The region's fifth annual blood donor clinic, held at the National Staff College (Laval campus) and Ste-Anne-des-Plaines Institution, attracted 754 employee donors.

Letter to the editor

Career opportunities in CSC

After some personal thought I decided to write briefly about career possibilities and mobility of staff within CSC. I feel that I am somewhat qualified as I have made the personal commitment to be very mobile twice.

I was born and raised in British Columbia. My wife was also raised in BC, and both of our children were born there. In 1980, while I was employed in the Security Branch, Pacific Regional Headquarters, I had a chance to accept a lateral transfer to Ottawa with CSC. I had worked my way up from CX-1 to CX-3, to A/CX-5 to IPSO, and so on. By that time I had worked in most of the region's institutions in one capacity or another. After considerable personal consultation with family, we decided to make the move to Ottawa.

When the opportunity to move to the Atlantic Region presented itself in 1983 we moved again.

I do not intend to suggest that there are any regrets or disappointments. The point I wish to make is this: career opportunities within CSC are numerous, diversified and highly rewarding. However, staff must be prepared to seek them out and, more important, most become more mobile. Far too many people become stagnent because they are not willing to venture out once in awhile.

Having said this, I must comment on what happens when you do move. Often a move with CSC is the result of a promotion and must be made on short notice. In addition to the pressure relocation causes staff, they're faced also with the additional stress of "will I be able to sell the house in time?". When they have difficulty selling it, they are faced with family separation. These conditions add a tremendous strain to the situation and may certainly have a detrimental effect on work, and family as well as the physical and mental health of the individuals involved.

CSC is highly generous with common moving expenses such as real estate fees, moving and relocation costs. However, this is not enough. I realized this when I moved to the Atlantic Region. The house I purchased had been owned by a CN Rail employee. He had a "guaranteed price". This means that the company had the house assessed, the owner had it assessed, and a fair price was agreed upon by both parties. The owner had a certain period of time to sell before his transfer and could ask any price he wanted for the house. If he was unable to sell within a specified period, the company, in effect, purchased the house at the guaranteed price. My neighbour who is being transferred to Toronto by a private company has this arrangement too.

In these days of national financial instability, as well as an unstable housing market such guarantees are not unreasonable. They would provide the greatly needed security for staff contemplating a move.

In order to attract competent well-motivated staff to accept senior positions within CSC, and provide a much better opportunity for career development and stability within CSC, the Service must be prepared to make such commitments, within reason, to staff.

John Harris
Chief, Preventive Security,
Atlantic Region

National Competitions Corner

TITLE — Staff Training and Development Project Leader

GROUP AND LEVEL — PE-03

LOCATION — Ottawa, Ontario

CLOSING DATE — Mar. 1, 1985

This does not replace official competition notices. Please consult your poster centre for all competition notices and additional information on the above.

Recycled toys at La Macaza make 300 children happy

Karol Prévost and **Armande Darmana**, living unit officers at La Macaza Institution, organized a collection of old toys in cooperation with the CLSC of Mont-Laurier and Club Richelieu de l'Annonciation. The old toys, donated by school children, were given to the Club Richelieu de l'Annonciation, and passed on to La Macaza where four inmates repaired the toys before they were distributed to children of needy families.

An early Christmas challenge

NHQ — An early challenge for next Christmas is extended to other CSC branches from the Finance Branch at NHQ. **Donna D'Amico**, a systems operator clerk, explained that this past Christmas, instead of exchanging gifts among each other Finance staff donated money for a needy family. "We collected $200," she said "and someone even gave an artificial Christmas tree. We wanted to be involved personally, not just donate to some anonymous cause. So when the money was collected we contacted the Ottawa/Carleton Children's Aid Society. They matched us with a single mother and her two teenage children. We phoned her to find out what was needed, and purchased groceries and gifts. **Lorraine Miner** and I delivered everything to the family the day before Christmas. We got a real feeling of giving because we dealt with the actual family not just an agency."

A letter from the Children's Aid Society to the Finance staff said ". . . Because you chose to donate some of your time, energy and money, to assist our specially selected family, parent and children really enjoyed their Christmas day, complete with savoury dinner and gaily wrapped gifts."

Finance staff's project was an answer to a challenge issued by NFB staff involved in a similar project described in an Ottawa newspaper column Brown's Beat. Next November when your branch is trying to decide what to do for Christmas remember Finance branch's challenge. Help a needy family enjoy Christmas too.

New Communications award

— *continued from page 1*

showed CSC while her husband was commissioner.

In the coming weeks the region will name a regional committee to establish selection criteria and organization rules, to assess eligible institutions and offices and choose a winner for the award to be announced in June.

Atlantic staff offered suicide prevention training

Two two-day suicide prevention training workshops for Atlantic Region staff were held Jan. 14 to 17 in Memramcook, NB. About 65 employees attended each workshop along with representatives from criminal justice agencies such as the MicMac Friendship Centre, Mental Health, Moncton and provincial corrections. Two other workshops were held the week of February 11. By the end of March, approximately 450 employees from the Atlantic Region will have been trained in suicide prevention.

Alcohol/drug abuse program started in Pacific region

A new alcohol and drug abuse program has been initiated in the Pacific Region by consultant **Jack Jackson** for the Regional Psychiatric Centre. The program runs two days a week for 13 weeks. Jackson is starting alcohol and drug abuse programs in most facilities in the Pacific Region.

Crime prevention program

PADA helps inmates and young offenders

by Michel Lauzon
Communications officer,
Quebec Region

Left to right — Jean-Paul Dallaire, director Montée St-Françoise; Louis Fréchette, case management officer and the person responsible for PADA; Andrée Courtemanche, case management supervisor at the institution during the opening of the new building.

QUEBEC — The PADA Program at Montée St-François Institution — a French acronym for Programme d'Action Dissuasive auprès des Adolescents — a crime deterent program for young offenders, has been working in cooperation with Habitat Soleil, a Montreal rehabilitation centre, since last fall.

PADA, which began at the Federal Training Centre in 1982, has two sets of clientelle — young offenders aged 14 to 18 years already part of Habitat Soleil's target group, and inmates at Montée St-François.

Results from PADA have been very encouraging for the youth and the inmates. More than half of the young offenders who have participated in the program are no longer in trouble with the law and one quarter of them pursue their objectives with Habitat Soleil. Only 25 per cent have returned to crime. The experience of participating inmates has helped them change their views of the police and society and consequently their personal goals in life.

Since its inception 24 youths and 12 inmates have taken part in this two-and-a-half to three month program each year. Four inmates are selected from a voluntary inmate bank of names to take part in each project. Projects include four milestones or steps that start with a buddy system, pairing an inmate with a young offender. The two share their life experience for one day, and about a week later this is followed up by a tour of the institution. The third step, a week after that, is a day in the country for the young offender. It is designed to allow him or her to share an experience away from the urban setting and crime-prone environment, to live a new kind of interpersonal relationship with another youth, experience a new image of the youth liaison police officer who participates in this step of the program, and finally to look back on the experience of the prison environment and it is hoped, become motivated to change his or her behaviour. The last step allows the young offender's inmate buddy to leave the institution and spend four to five hours a week with the young offender giving support and helping him or her to stay out of trouble with the law.

Louis Fréchette, a case management officer at Montée St-François institution is responsible for the program.

Look what Food Services is doing

March is National Nutriton Month in Canada. This year's theme, Nutrition and Fitness, is a challenge to CSC, particularly the Food Services Division.

During March, the division has arranged to have qualified dietitians make nutrition presentations to groups of staff and inmates, emphasizing the importance of good eating and exercise habits. Posters, pamphlets and information also will be available at institutions and NHQ as part of Nutrition Month activities.

"The continual goal of Food Services is to provide the staff and inmate population with nutritious and appetizing meals," says **Michael Fuller** director, Food Services. To help achieve this goal, CSC has employed the services of a food science analyst, **Joan Gibson**, and contract dietitians to analyse the nutritional value of menus, cooperate with Medical Services in developing therapeutic diets, educate Food Service staff to prepare special diets, respond to inmate grievances about the nutritional adequacy of their food program, discuss nutritional concerns of inmates with the medical staff and research current trends in diet and behavior."

March is National Nutrition month

State of the art meal planning

Food Services Division has undertaken two major projects. One is a computerized nutrition program that will be able to analyse menus and print out a report of a menu's nutritional adequacy. Eventually, this program will be available at all institutions, giving each food service manager the ability to determine the nutritional quality of an institutional menu. A nutrition education program for inmates is being developed and will be available soon in all institutions. It is intended to teach inmates about proper nutrition and to dispel incorrect nutrition "facts" and myths that they may have acquired from listening to the radio, watching television or reading magazines. The aim is to encourage inmates to select and eat nutritious foods in the cafeteria or ranges and decrease the amount of junk food they purchase from the canteens.

Proper nutrition is an effective and relatively inexpensive component of good health.

Although March is designated as the month in which special attention is paid to nutrition, Food Services Division reminds us it is important that proper eating habits become part of everyone's lifestyle and are practised every day of the year. Good eating and exercise habits contribute to an active lifestyle and are an investment in a healthy future.

Fund to help inmates

The John Howard Society is setting up an award to give recognition to inmates who, by taking advantage of educational opportunities available to them, have improved their ability to cope with the world as responsible citizens. It will be named the **A.M. Kirkpatrick** award in honor of the founder of the John Howard Society in Windsor, Ontario (1949) and former executive director of the Windsor YM/YWCA, the John Howard Society of Ontario (1953-1971), the John Howard Society of Canada (1971-1978) and past president of the Canadian Association for the prevention of crime.

The society has volunteered to raise $30,000 to satisfy the requirements of the A.M. Kirkpatrick Awards Program. A gift of $3,000 has already been received from an anonymous friend of "Kirk's". The society invites anyone interested to help them attain their goal. Donations are tax deductible and can be sent to the John Howard Society, 46 St. Clair Ave. East, 3rd floor, Toronto, Ont. M4J 1M5.

CSC official prayer

NHQ — CSC NOW HAS AN OFFICIAL PRAYER to be used at official gatherings. Several chaplains responded to a request for suggestions, and the following, written by Consultant on Chaplaincy Training, Canon **Tom James**, was accepted by **Don Yeomans** before his appointment to the Tarrif Board. The Rev'd Dr. **Serge Theriault**, professor of Literacy Studies, University of Québec in Hull produced the French version, preserving the theology, intonation, and rhythm of the prayer in the French language.

"Special care was taken to select a prayer that will be acceptable to all religions," said Rev. **Murray Tardiff**, director of Chaplaincy. You are encouraged to use it and to make it known to others."

By spring a large copy of the prayer will be sent to all wardens and chaplains for display, and chaplains will be given 100 pocket-size copies each for distribution. Original artwork for the prayer will be on display on the fourth floor lobby at NHQ.

Prière du Service correctionnel
du Canada
En tant que Créateur et Père
de l'humanité, tu nous as
confié, ô Dieu, un ministère
d'assistance et de protection
qui s'adresse à l'ensemble
de ton peuple. Aide-nous à
toujours voir en ceux que

The Correctional Service of Canada Prayer
God of all the human family, you have committed to us a ministry of care and protection for the good of all your people. May we always recognize the God-created humanity of those we serve, as of ourselves, which is the hope of our reconciliation. Keep us ever mindful of your law of love so that we may temper justice with mercy, exercise control with compassion. May our motives and our actions conform to your will and fulfill your purposes all the days of this life so that we may share in the life to come.

nous servons des hommes
et des femmes créés, comme
nous, à ton image, et que se
lève ainsi l'espérance de
notre réconciliation. Conserve-
nous dans ton amour pour
que la miséricorde nous
fasse adoucir le cours de la
justice et que notre autorité
s'exerce dans la compassion.
Que nos motifs et nos actions
se conforment à ta volonté
et contribuent à l'accomplisse-
ment de tes desseins en cette
vie, nous disposant à jouir
des biens à venir.

A·M·E·N

Scripsit *xii 1984* *John Whitehead*

Beginning April 15th

Let's Talk presents a six-part pictorial history on

Crime and Punishment

let's talk

Volume 10 Number 5 March 15, 1985

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MAR 11 1985
BIBLIOTHÈQUE
MINISTÈRE DU SOLIVITEUR GÉNÉRAL

Bob Gillies, executive director Regional Psychiatric Centre, far left, and James A. Phelps, deputy commissioner Prairies, far right, pose with Dr. Dan Craigen, director general medical Health Care Services, centre left, who helps former CSC commissioner, Don Yeomans hold the accreditation certificate for the regional psychiatric centre, Prairies.

Hospital accreditation granted to Prairie Regional Psychiatric Centre

by Linda Lee
Regional Manager Communications
Prairie Region

PRAIRIES — The Regional Psychiatric Centre Prairie Region officially received accreditation from the Canadian Council on Hospital Accreditation on Jan. 4. A certificate was presented by Dr. **Louis Horlock**, chairperson of the council, to the then Commissioner of Corrections **Don Yeomans**.

The CCHA operates a certification program carried out by representatives from the Canadian Hospital Association, the Canadian Medical Association, the Royal College of Physicians and Surgeons of Canada, the Canadian Nurses' Association and l'Association des médecins de langue française du Canada. Its goal is to evaluate and upgrade the standards of health care throughout Canada. Although a voluntary accreditation program, every Canadian Hospital is encouraged to obtain the certification.

Built by the federal government under an agreement with the Province of Saskatchewan and the University of Saskatchewan, the Regional Psychiatric Centre was planned and developed to serve the needs of the criminal justice system and to assist in teaching and research.

The RPC facility is unique in that it is both a penitentiary under the Penitentiary Act of the Government of Canada and a mental health facility designed as such under the regulations of the Mental Health Act of the Province of Saskatchewan.

Patient/inmates admitted to the 106 bed facility fall into four main categories. They may be federal inmates; provincial inmates referred from provincial correctional centres; people referred by order of the Lieutenant Governor of the Province; or people remanded for assessment by the courts under either the Criminal Code or the Mental Health Act of the Province.

Administration and supervision of the Centre is provided by an executive director and a staff of approximately 200 including professional treatment staff, security, administration and maintenance personnel.

Employee revolution sparks Program 10-4 pilot project

by Les Shand
Assistant Regional Manager
Communications,
Prairie Region

PRAIRIES — As employee expectations of employers increase, establishing an effective two-way communication channel is essential. In the past, the apparent failure or access to upward communications programs to meet those employee needs has been particularly disappointing. Employers have to provide an unimpaired channel of communication upward through the organization.

In an effort to meet this need the Prairie Region introduced a unique pilot project, PROGRAM 10-4, designed to provide CSC employees with an upward communications channel to have *their* questions, concerns or ideas heard.

Following the design of similar, successful, employee communications programs, PROGRAM 10-4 — a term taken from radio transmission lingo meaning "message received and understood" — offers a direct, **CONFIDENTIAL** channel to management.

In its tenth month of operation the project completed an extensive employee evaluation. Questionnaires distributed throughout the region asked staff to comment on its usefulness or problems. Most employees rated PROGRAM 10-4 as a very positive program. Staff who did not use the program, indicated they did not use it because they had nothing to submit at the time.

The program is easy to use! Employees just fill out a "10-4" form available at each workplace. On the form they can comment on ways they feel the Service could be improved, offer constructive comments on programs or ask questions about why policy direction or procedures exist or have been introduced. The employee then sends the form, along with a return mailing address to either their home or work, to the PROGRAM 10-4 coordinator in a pre-addressed envelope.

Doreen Lundberg, Communications assistant, left, and Les Shand assistant regional manager Communications and coordinator of 10-4 program caught during a relaxed moment at RHQ Prairies.

When the coordinator receives a submission the employee's personal information is detached and kept **CONFIDENTIAL**. The idea, question, or comment is then forwarded to an appropriate manager for a prompt response. Depending on the submission the response may come from local, regional or national levels.

Once the response is received the regional coordinator returns it to the employee along with the name and address portion of the form. It's that simple!

PROGRAM 10-4 is **CONFIDENTIAL** — if you request it. Only the program coordinator knows who and where to return the completed response — all personal information is returned to the employee. In other cases, when an employee has submitted an idea or perhaps requested

— *continued on page 4*

More CXs willing to speak out "beyond the walls"

OTTAWA — "The Speakers' Bureau recruited 48 new regional members in 1984", says **Diane Ross**, chief of the Speakers' Bureau. "Seventy-three of the new volunteers were correctional officers (CX-COF) or living unit officers (CX-LUF). Ten were women."

The largest number of the CXs offering to be speakers, 13, came from the Prairie Region. Quebec Region came second with 10 CXs and Pacific Region followed with six.

The total number of the CXs who are members of the Speakers' Bureau has more than doubled since 1983. In 1984, of the 351 regional speakers, 16 per cent, or 57 CXs were regional speakers compared to 1983 when 7 per cent, or 22 CXs were among the 303 regional speakers.

"It is encouraging to note the gradual involvement of CXs and the extensive use of this program in the Prairies", commented **Sheila Henriksen**, senior policy adviser Communications.

Survey will examine employment equity in federal government

OTTAWA — This spring all Public Service of Canada employees will be asked to take part in a voluntary survey that will be used to monitor the employment progress in terms of training, career mobility and occupational group and level of disabled and indigenous staff and those who are members of a visible minority group. The one-page survey questionnaire will ask you to identify whether you are a member of either of those three groups. All data will be protected under the Privacy Act.

Information from the survey will help identify what policies or procedures may be hindering employment opportunities for people in these groups and what remedial steps may be needed.

The Treasury Board survey was developed with the assistance of most national associations, representing natives, the handicapped and visible minorities.

Some departments have already undertaken their own fact-finding in this area among their employees. The purpose of this survey, however, is to broaden the scope by gathering service-wide information, not now available, on the current employment situation of Public Service employees who are members of these groups.

"CSC conducted a self-identification survey similar to this one in 1983," recalled **France-Marie Trepanier**, director, Affirmative Action Program at NHQ, "but the response was very poor. This upcoming survey is important, and will only take a few minutes to complete. We hope the response to this survey will be better than the one we conducted."

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Suicide prevention workshops

CBC radio interviews with staff

ATLANTIC — Because of the high suicide rate among inmates in Atlantic institutions five two-day workshops on suicide prevention have been offered staff in the region since the beginning of the year. More than 200 staff have taken the training, and by the end of next year all staff at Dorchester, Springhill and Westmorland are expected to have completed training.

Two CBC radio broadcasts about the workshops were aired recently. One, with **David Cail**, parole officer at Kentville who is an instructor in the program, is reproduced here in part.

Announcer — Do we know why suicide rates are so high in this area?
Cail — It has something to do with the group itself. You could have any group of single males aged 20 to 29, who may have drug and alcohol problems, who because of a number of failures in their lives probably have a low degree of self worth, and isolate them — put them in a stressful environment that's subject to change and it's safe to say you have a high risk population. What I've described is basically the inmate population.

Announcer — We understand that the problem is more acute in the maritime region.
Cail — Yes it is. I don't know why, but in 1983-84 the suicide rate was much higher in the maritimes than in other parts of Canada.

Announcer — With that kind of situation what can you teach prison employees that could help the situation?
Cail — We're attempting to help staff recognize the various cues and clues to a person who may be at risk and categorize the degree of risk of that particular person. We're going to reach a large number of employees which should facilitate the whole process.

Announcer — Can you be more specific than cues and clues?
Cail — If an inmate is generally outgoing and energetic and you read the clue that he's lethargic, not doing as well at work, not finishing his meals, not sleeping well, perhaps getting rid of some personal belongings or seems to be depressed, those cues can indicate that it might be worth exploring whether or not this person is contemplating suicide.

Announcer — If a guard or attendant in an institution sees someone giving off these kinds of cues what is that person supposed to do?
Cail — The safest way to find out if a person is at risk is to ask them. There are preparatory steps one would take in terms of engaging an inmate in conversation which would determine the possibility. In the initial stages of conversation one would be collecting information to determine if risk is there and if it is there then asking whether the inmate has suicidal thoughts.

Announcer — What information would they want to get first?
Cail — Whether there's been any change in a person's living habits, or whether an outside influence, be it a denial of parole or a recent transfer into an area that may have an impact on the person. Basically we're looking at the number of resources inmates have, things that would prevent them from committing suicide or lower the suicide rates. We find that when people deplete their resources they're at high risk.

Announcer — Do you recommend the prison guard ask the inmate directly if he has suicidal tendancies?
Cail — Yes.

Announcer — Do you expect a direct truthful answer in that type of situation?
Cail — Generally that's the best way of finding out. You don't pop the question in the first 30 seconds of exchange, yet you're directing the tone of the conversation towards that.

Announcer — Is there enough confidence between the inmates and prison guards to effect this kind of thing?
Cail — That's crucial to the whole approach. There has to be some degree of trust and rapport established. One must remember we're speaking not only of guards but shop instructors, nurses, chaplains — everyone in the prison system is receiving this training. We're hoping the inmate could come across one of these people he could take that chance with.

Announcer — What kind of reaction are you getting from people taking the course?
Cail — It's been very positive. Basically they feel more confident when faced with a suicidal situation. They've broadened their scope of what suicide is and they have a model of something they can use to begin to intervene.

In another interview **Max Poplar**, who has been a guard at Dorchester Institution for 10 years, said that because of the suicide prevention course now he will be more aware of signs that signal potential trouble. In the same interview Dr. **Bill Lang**, a Bath psychologist who designed the workshops, said it's impossible to prevent every suicide but his course will improve the situation.

lets talk

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June Coxon
Editor

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Kingston January graduates

Staff Induction Centre

CORPS 111 headed for Ontario Institutions

CORP 111 recruits who graduated Jan. 1 were assigned to Ontario Region institutions. *Front row — left to right* — Ray Heppenstall, instructor; Bob Murphy, instructor; Charles (Chuck) Burton, acting director; Reg Shier, assistant director Training Delivery; John Golemiec, instructor; Don Britten, instructor. *Middle row* — Dave Heard, instructor; Paul Bérubé, Kingston Penitentiary; Janice Capson, Collins Bay Institution; Geraldine Noble, Prison for Women; Judy Davis, Kingston Penitentiary; Carolyn Gilbert, Warkworth Institution; Joyleen Telford, Warkworth Institution; Mary O'Connor, Prison for Women; Craig Witzke, Joyceville Institution; Shawn Farrell, Collins Bay Institution. *Back row* — Butch Snider, instructor; Andrea Hale, Warkworth Institution; Raginder Tamber, Warkworth Institution; Caroline Luk, Joyceville Institution; Josephine Hlywa, Joyceville Institution; Shauna Cassidy, Collins Bay Institution; Brenda Carty, Collins Bay Institution; Dennis Bally, instructor.

CORPS 113 recruits scattered across the country

Front row — left to right — Ray Heppenstall, instructor; Bob Murphy, instructor; Charles (Chuck) Burton, acting director; Reg Shier, assistant director Training Delivery; John Golemiec, instructor; Don Britten, instructor. *Middle row* — Sylvain Gingras — Bowden Institution; Richard Deshaw, Collins Bay Institution; Shirley Halladay, Joyceville Institution; Nancy Paul, Bowden Institution; Judith Witham, Warkworth Institution; Wendy Henry, Prison for Women; Dominique Proulx, Joyceville Institution; Donna Lee-McCormick; Prison for Women; Diane Perry, Joyceville Institution; Christine Jordan, and Carole-Andrée Lepage, Kingston Penitentiary.
Back row — Dave Heard, instructor; Butch Snider, instructor; Paul Michaud, Bowden Institution; Ottavio De Benedet, Stony Mountain Institution; Carl McLean, Warkworth Institution; Robin Pye; Joyceville Institution; Peggy Hauschildt, Prison for Women; Mike Pollman, Stony Mountain Institution; Dennis Bally, instructor.

Curling popular at Sask Farm

by Linda Lee
Communications Manager
Prairie Region

PRAIRIE — Give someone from the Prairies access to some sheets of ice, a few brooms, and some round hunks of granite, and he or she will start a curling league. If time is a factor, they'll make do with a bonspiel.

A curling rink on the Prairies is one of the centres of social activity from mid-October to the end of March. It used to be more variable until someone invented artificial ice. Now the infamous "Bonspiel Thaw" (usually in February) is no longer a catastrophe. During a winter like this year's we'll take any thaw we can get!

Saskatchewan Farm Institution is taking advantage of Prince Albert community's love of curling. The institution has created an opportunity for the community, institution staff, and inmates to share some competition, and lots of fun. They started in January with an "Open" bonspiel with 15 rinks — eight from the community, three from staff, and four from the inmate population. The three groups are sharing fun on the institution's three sheets of curling ice until the end of the season.

Prizes for the January bonspiel were donated by local merchants. Winning rinks were led by **Bryan Briere** of the community (A Event); **Lorne Walton**, institution LU (B Event); and **Ray St. Amand** of the community (C Event). Ray St. Amand beat Superintendent **Knute Hemstad**'s rink for his prize. Knute dejectedly reports, "Everyone beat me."

Happy retirement to Roy Thomas

PRAIRIES — Roy Thomas, Food Service supervisor, Rockwood Institution retired in early February after 25 years service with CSC. A farewell gathering was held for him in Stonewall, Manitoba by **Mr.** and **Mrs. Sven Kjear**, reports **Jack Keane**, superintendent Rockwood Institution.

Roy began his career in 1960 as a correctional officer at Stony Mountain Institution after serving with the British Army Catering Core and working as a baker for a private company in Winnipeg, Manitoba. He joined Stony Mountain Institution in 1967 as a Food Services officer and transferred to Rockwood Institution as a Food Service officer in 1975 where he eventually became supervisor.

Roy's community interests include five years as scout master with the Boy Scouts of Canada. He was instrumental in organizing the first Boy Scout and Wolf Cub pack in the Village of Stony Mountain.

His other interests include camping, fishing and hiking.

His many friends and colleagues in the Stony Mountain area wish him a healthy, peaceful and prosperous retirement.

During his retirement party Kingston Penitentiary instructor Percy Hudson, holding plaque, shares a joke with inmate Belec.

Is part-time employment for you?

Read what CSC employees working part-time say

Diane Gagnon, thinks part-time employment offers the best of both worlds. A part-time term employee, she has been acting secretary to **Vic Dearman**, director of the Personnel Services at NHQ since January. She works three days a week job sharing and until recently worked with **Louise Caron-Dufresne**.

Diane worked 10 years as a full-time personnel clerk but left the workforce while her children were young. Two-and-a-half years ago, when she was ready to return to work she enrolled in a cooperative education program with the Ottawa Board of Education that allowed her time to complete assignments as well as time to be with her family. For one assignment, she worked five half days a week and for the other three days a week. After this exposure to part-time work she decided it was for her. When she joined CSC's Personnel Branch as a secretary she was a full-time employee but asked for a part-time position when one became available. In March 1984 she became a part-time receptionist/clerk, job sharing with Louise Caron-Dufresne who left CSC in December 1984. She admits two obvious disadvantages to part-time employment are having less money and fewer benefits, but says the advantages, for her, outweigh any disadvantage. "With this arrangement," she says, "I have time to pursue my courses and time to be with my family."

When Diane Gagnon, left, joined NHQ as a part-time employee she was surprised to learn long-lost school friend Louise O'Reilly, right, worked as a part-time employee at NHQ too.

Louise O'Reilly, Communications Branch, NHQ, has been a part-time term employee for five years. With nine years experience as a full-time employee in the federal government behind her she says she prefers part-time employment. Like Diane Gagnon, she believes it offers the best of both worlds. Louise says it enables her to appreciate more fully her home and her job. She began working part-time before her children started school and although they attend school all day now she still prefers to remain a part-time employee. "When I started working part-time," she says, "I worked two days a week. But since September 1983 I've worked three days a week for eight months of the year and two days a week for the other four months." She says this arrangement enables her to be with her children during the summer months when she is needed the most. "This arrangement works out very well at work and at home!"

— *continued on page 4*

Inmates honor Percy Hudson

Percy Hudson, canvas repair instructor, Kingston Penitentiary, retired on Jan. 30, which was also his 65th birthday. On Jan. 28 inmate workers in the shop presented him with a birthday cake and plaque with the inscription: "You treated us with dignity, you have earned the respect and admiration of us all."

A multi-faceted man

Jean-Guy Chalut

by Michel Lauzon
Communications officer,
Quebec Region

QUEBEC — Some people make you wonder how they keep up their hectic pace. **Jean-Guy Chalut**, assistant warden, Industries, at the newly-opened Drummond Institution, is such a person.

This multi-faceted man has never been afraid of being busy. Jean-Guy has been involved with amateur sports since joining CSC as a correctional officer in 1963. He has been president of the Comité des jeunes pour la Louisiane, a Montreal sports club with a mandate to develop sportsmanship among youth, for nearly seven years. As president of the club acting on behalf of the board of directors, he supervises the work of 60 hockey managers and instructors and more than 340 hockey players aged 4 to 7. In addition to his involvement with this club he also sits on the board of the Quebec Junior Hockey League, Montreal district.

He is fond of children and speaks proudly of his own five children. "They are all very sports-oriented and successful in their own field", he says.

"My involvement in sports is very important to me", admits Jean-Guy. "Although it's a form of relaxation away from work, it also compliments my work. It's a fascinating challenge."

photo: Michel Lauzon
Jean-Guy Chalut.

Jean-Guy was a staunch union worker for 15 years. He served as union steward at Archambault Institution from 1970 to 1972. Later he worked as president of Archambault and Ste-Anne-des-Plaines locals of the Public Service Alliance of Canada, then as vice-president of the Laval Council of PSAC, and finally as vice-president of the Union of Solicitor General Employees.

His volunteering does not stop there. He is also a member of the Canadian Criminal Justice Association.

When he does have some time for himself he says he enjoys swimming.

These days Jean-Guy spends a great deal of time at work as well. He is trying to attain Industries' goal to be self-sufficient by the end of Drummond's first year of operation.

Christmas '84 enhanced by ROPE

by Susan Jones,
Administrative Assistant,
ROPE Project

ATLANTIC — During a weekly rap session between staff and ex-inmates involved in the Real Opportunities for Prisoners Employment (ROPE — a CSC contracted initiative for the creation of employment for parolees in the Halifax, NS, area), on Nov. 26, the group decided to hold a toy drive for the children of battered women and for families of inmates and parolees.

Parolees, people assigned to community service by the courts and volunteers devoted time to repair toys donated by Halifax/Dartmouth area families, the Nova Scotia Department and Lands and Forests and the Central Trust Co. staff who donated much-needed toys for older children. Intensive media coverage alerted the public, and cardboard collection boxes for depositing the toys were placed in Halifax and Dartmouth stores. The Christian Bikers Association volunteered to empty the boxes daily and toys were stored in a member's garage until the end of the drive. The toys were then transported to the repair location, a vacant Life Skills facility. Work tables were rented and the work began. Project workers were not prepared for the virtual mountain of toys collected. A local drycleaner offered to clean stuffed toys and the company staff devoted their lunch hours to brushing the stuffed toys and replacing missing eyes and other parts. The plastic bags the toys were wrapped in were also donated.

Santa and friends.

A "shopping morning" was held at the Cove Cinema Dec. 19 for women at the emergency shelters "Bryony House, Adsum House and Collins House", and for wives and girlfriends of inmates and other needy families. At 9 a.m. 59 women entered the theatre to select gifts for a total of 113 children while their children played in an area set up for them. After the shopping, a children's party was held that included an hour of cartoons donated by Cove Cinema and Santa who gave each child a gift and the mothers a box of chocolates. Prizes drawn included four turkeys, two bicycles, and a grand prize — a waterbed or $300 in cash. Prizes were donated by Bloomfield School, an anonymous donor, and Straight-Ahead Productions Ltd. respectively.

The toys unable to be repaired in time for Dec. 19 were repaired after. A number of them were sent to **Mr. & Mrs. A. McNeil** and their 11 severely handicapped foster children in Dieppe, NB. The rest were distributed to five daycare centres in Halifax, and to Westmorland Institution for repair and dissemination to the inmates' children.

Letterline

Congratulations CSC

On behalf of the National Congress of Italian Canadians — Toronto District, I would like to congratulate you and CSC Communications for the article entitled "Toys for needy children" in the December 15, 1984 issue of *Let's Talk*.

Your interest and support in this matter are very much appreciated by both those who helped to make the toys and those who received them.

The Italian Canadian community is very supportive of these activities and their concern is expressed through their tangible contribution to the Multi-Ethnic Toy Group.

Ettore Cardarelli
President National Congress
of Italian Canadians

Briefly

More training for correctional officers urged

The most important recommendations arising from an inquiry into **Keven Laurila**'s suicide in Edmonton Institution, Mar. 11, 1983, will be the most difficult to implement, says **Bill Lowen**, a spokesperson for the John Howard Society. Recommendations included in a fatality report by Provincial Judge **Darlene Wong** say prison staff must be allowed to act on their own initiative to save a life and must have the training and authority to recognize and remove unstable prisoners from isolation cells. "This may never be carried out because of financial or procedural constraints," said Lowen. Laurila hanged himself after displaying bizarre behavior that included sitting nude in his cell in a circle of blood and spending hours directing imaginary traffic. A correctional officer testified at the inquiry that he could not enter Laurila's cell because regulations forbid lone guards from entering cells at certain hours. Prison officials testified the regulation was imposed to prevent guards from falling victim to elaborate escape ploys involving fake inquiries.

Ex-convict sues prison, parole board for gating

Donald Oag, the federal prisoner re-arrested twice after being released on mandatory supervision in 1982, is suing the prison where he was held and the National Parole Board. Named in the suit, filed Jan. 10, in Court of Queen's Bench, are the warden of Edmonton Institution, parole board chairperson **William Outerbridge** and three parole board officials. The suit contends that Oag, jailed for manslaughter, was humiliated and stigmatized when police arrested him after he was released on mandatory supervision. The practice, known as gating was ruled illegal in May 1983 by the Supreme Court of Canada.

Cerebral Palsy telethon

Raymond Racine, Visits & Correspondence officer, La Macaza Institution, was the chairperson of the 1985 Telethon for Cerebral Palsy in the "Vallée de la rouge" area. The campaign raised a total of $6,000 for the cause.

Inmate lock up at Collins Bay

Inmates at Collins Bay Institution were locked in their cells from Jan. 22 to Jan. 25 as a reaction to a number of inmate assaults and verbal abuse and threats towards staff during the preceding week.

Atlantic Institution opening in '86

When the Atlantic Institution in Renous, New Brunswick is completed in mid 1986 approximately 357 jobs will be available. Of the total, about 150 will be offered to experienced correctional officers. The remaining jobs will be filled first by searching for candidates in the immediate area of the institution and then by branching out to the neighboring communities.

Native Brotherhood banquet

Mission Institution held a Native Brotherhood banquet for approximately 30 inmates and 75 guests from nearby communities, on Jan. 20. As the evening progressed all took part in native dancing and singing.

Millhaven inmates refuse to work

The servery workers in "A" unit (general population) at Millhaven refused to report to the servery for breakfast Jan. 25. As a result meals were served by the cooks. The inmates were then locked in their cells because there were indications that the general population was going to refuse to work until certain demands, that had been presented to the warden by the inmate committee, were met. The warden explained that some of the demands were outside the mandate of the inmate committee and that he would not grant them. He suggested that the population return to work and a meeting with the inmate committee would be set up if there were issues to discuss. Those who did not return to work would be charged. By 9:30 a.m. most of the population proceeded to their work locations.

Pacific Police/CSC workshop

The Victoria District Parole Office sponsored another Police/CSC workshop on Jan. 24. The workshops consist of briefings, by parole officers, to the Police Department on new and problem cases. Police officers from the five municipalities in the Greater Victoria police forces, the RCMP and William Head Institution took part in the workshop.

Drumheller facelift not apt to pose problems

Drumheller Institution renovations could mean headaches for security staff. Construction for a $4.7 million, 80-cell living unit begins this month to alleviate overcrowding and 40 prisoners will move into a trailer on prison grounds until the new cells are ready, in February, 1986. Twelve prisoners escaped when Bowden Institution underwent major expansion last summer. But Prairie Region spokesperson, **Les Shand** said the Drumheller project isn't as big as the Bowden expansion and the main security risk will be keeping tabs on tools, which authorities fear could be used as weapons.

Tribunal rules correctional officer justified in staying off work

The Public Service Staff Relations Board has overruled a prison warden who rejected a sick leave claim from a correctional officer because he saw her on the day in question at a funeral for three guards killed by an inmate. The Board says **Grace Gendron** was justified in staying off the job and attending the funeral because of stressful circumstances surrounding the occasion.

The case arose when Gendron, a guard at Prison for Women, called in sick on July 29, 1982.

That day she joined 600 prison guards from across Canada at a funeral service at Ste-Anne-des-Plaines, Que., for three guards killed in a riot at Archambault penitentiary.

After the funeral Gendron went to a reception where she met and spoke with her own prison warden, **George Caron**, who had also travelled from Kingston for the funeral.

When she later filed a normal sick leave claim for the day, Caron rejected it on grounds that if Gendron had been well enough to attend the funeral she should have been at work.

The board overturned his decision for a variety of reasons, including evidence that Gendron has an unblemished 13-year record as a guard, had no record of abusing sick leave privileges and was fatigued from working overtime shifts.

Gendron also told the board she had been unnerved by death threats made by prisoners at her own institution in the same period that the three guards had been killed at Archambault.

David Kwavnick, the board member who heard the case, concluded: "I have no hesitation in accepting the argument made on behalf of (Gendron) that a number of highly stressful circumstances occurring simultaneously can result in a temporary nervous condition which would have the effect of rendering a person incapable of performing the duties of his position."

Program 10-4 Pilot Project

— *continued from page 1*

personal contact to elaborate concerns, questions or ideas, he or she can indicate that they are not concerned about revealing their name.

While PROGRAM 10-4 is intended to provide employees with a unique upward communications channel directly to management, the importance of day-to-day local employee-to-management communications is not being overlooked. In most cases, the immediate supervisor or operational unit head is the best person to help solve a problem or answer a question! PROGRAM 10-4 is designed as a supplement, not a replacement, to that essential communication.

A new look for PROGRAM 10-4

Based on comments received from employees and the initial evaluation of the project, PROGRAM 10-4 will be taking on a new look! Starting this month a concerted effort will be made to bring PROGRAM 10-4 to all employees in the Prairie Region. Posters, brochures and wall-mounted receptacles will make all employees more aware and

accessable to the program — particularly new employees.

Following a further six-month trial another evaluation of the program will be completed. If successful, PROGRAM 10-4 may see national implementation.

Management Cares

Management support, at all levels, is essential to any employee communication program. The credability of both CSC management and the program hinges on virtually every response to an inquiry. That's why an important part of the coordinator's role is working with managers to ensure answers are frank, on target and more than just an elaborate defense of existing conditions.

However, no single communications program can meet all of an organization's needs. Although PROGRAM 10-4 is a bold step in CSC internal communications it cannot be expected to remedy all our communication problems. Not every response may change a policy. Not every idea merits implementation, and not every question will elicit the answer you may want or expect. But we'll do our best!

Is part-time employment for you?

— *continued from page 3*

Two staff development officers at RHQ, Ontario, are also part-time staff. **Sandy Allore** and **Lynda Hoyle-Beehler** have been job sharing since November 1983. Sandy explained that she was a full-time staffing officer at RHQ and she and Linda were already friends when they decided to work together sharing the same job. They both had babies about the same time and although they wanted to spend time with their children they did not want to be cut off from the working world. "Job-sharing seemed like the answer," said Sandy. "Our supervisor agreed and Linda, who was already a staff development officer, trained me. We share common duties and divide the program areas. Linda handles the affirmative action program and I look after performance appraisals and the management resources information system (MRIS)." She explained that they keep a record book and use a tape recorder to leave messages for each other. They are also in constant communication. Linda and Sandy are flexible about the days they work. Generally they alternate, working three days one week and two days the next. "However, if I have a meeting to attend on a day I'm not scheduled to work, I'll work that day," says Sandy, "and take my day off another day. Linda works the same way."

Linda, who has worked at CSC since 1977, stressed that when you're job sharing you must be very well organized and keep good records. "Another important factor is that you and your partner must be compatible. Sandy and I have never had any problems working together, but we work *at* it." The only disadvantage she sees to being a part-time employee is that she does not pay superannuation.

Lynda Hoyle-Beehler

photos: Chris Nicholson

Sandy Allore

One other part-time employment option is evening work, used particularly by people in the word processing field.

"Some areas of work may lend themselves better than others to part-time employment," says **Monique Roy-Moubarak**, staffing officer, Personnel Branch, NHQ. "Ideally, the arrangement should be beneficial to both management and the employee. If you consider this option, make sure you discuss it first with your supervisor: only he or she can decide if part-time work would be acceptable to the organization.

"Before making your decision you should be well informed of the implications of a reduced work week. For instance, the number of hours you work may affect your benefits and entitlements as a public servant, such as your right to participate in closed competitions. Technical advice is available from your Personnel officer or assistant warden, Administration."

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let's talk

Volume 10 Number 6 March 30, 1985

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From left to right, Jim Murphy, DC, Pacific, Arnold Parlee, John Klassen, Roy DeMille and Arlie Bender, William Head warden.

Citations for bravery

PACIFIC — Commissioner's Citations for Bravery were presented to correctional officers **John Klassen** and **Roy DeMille** and to **Arnold Parlee**, a pilot from Victoria's Flight Centre, at William Head Institution on Feb. 4. **Jim Murphy**, deputy commissioner Pacific, commended the recipients for their prompt and courageous actions in preventing a takeover, by three inmates, of the chartered aircraft in which they were being transported to mainland institutions.

George Gignac, assistant warden Administration, William Head Institution, explained that in December 1982, Klassen and DeMille were escorting a federal inmate from William Head and two inmates from Vancouver Regional Correctional Centre (Wilkinson Road). As their aircraft approached Abbotsford airport, one inmate lunged into the cockpit while a second inmate restrained officer Klassen. Officer DeMille moved forward to assist Klassen and the third inmate attempted to stop him. DeMille scuffled with both inmates and succeeded in controlling them.

Meanwhile, the plane was banking sharply as Parlee tried to ward off the first inmate, who was interferring with the controls, with a small fire extinguisher. The inmate wedged himself into the small cockpit area enabling him to continue interferring with the controls while fending off Klassen and Parlee.

Parlee managed to keep the plane aloft until Klassen restrained the inmate. During the five minute scuffle Klassen was severely scratched and bitten on the face.

By this time the aircraft had gone off course by about three miles and the deviation had been picked up by Vancouver and Abbotsford airports. Fortunately there were no other aircraft in the vicinity. Police and correctional staff waited anxiously as the plane landed on the fog-bound Abbotsford runway.

Two years later, John Klassen and Roy DeMille are still escorting federal inmates, piloted by Arnold Parlee, with their characteristic good humor and cool professionalism.

CSC leads the way

A new approach to learning a second language

OTTAWA — CSC is leading the way in a new approach to learning a second language. In doing so a new term is about to come into popular use — receptive skills training, which means understanding written and oral communication.

Bob Cooper, director, Official Languages at CSC, explained that it all started some time ago when CSC approached the University of Ottawa and asked if the university would prepare a French course for CSC staff who have difficulty learning a second language.

"Our course differs from the usual type of French training," stated Cooper, "because the emphasis is on truly understanding a language. Anyone taking the course will be able to learn at their own speed and ask questions in English about a point that was not understood. The storyline of the course revolves around a videotape of a meeting and CSC terminology is used throughout. The videotape can be stopped at any point for discussion or questions.

"We're the only federal government department promoting this approach to teaching a second language to beginners. An emphasis on *understanding* French is the logical first step in acquiring that language. If a unilingual Anglophone can be taught to read and understand the type of oral French used at meetings, a major step forward will have been taken. A significant goal of this course is to encourage Francophones to use French during

— *continued on page 2*

Let's Talk interview: the new Commissioner discusses

New plans of action

By Helen Gooderham
NHQ Communications

Looking fit and relaxed in his fourth foor office at NHQ, **Rhéal LeBlanc** told *Let's Talk* that "after only three weeks on the job, it's too soon to be definite about new directions. "My initial impression is that the Service is well run. A lot of progress has been made in the last few years.

"However, I am looking at more support for field operations, some decentralization of responsibility, and a careful evaluation of such priority issues as the rise in inmate population, the case management process, and the role the private sector can play to help us," says CSC's new Commissioner of Corrections.

A sports enthusiast and fluently bilingual, LeBlanc hails from New Brunswick, has an MA in social work from the University of Ottawa, and 10 years experience as deputy solicitor general of Alberta. He is the first CSC Commissioner to have had "hands on" experience in running a prison service.

See New Commissioner page 3

LIBRARY MINISTRY OF THE SOLICITOR GENERAL MAR 29 1985 BIBLIOTHÈQUE MINISTÈRE DU SOLLICITEUR GÉNÉRAL

photo: Patterson Photographic
Commissioner Rhéal LeBlanc

Victims Resource Centre responding to many questions

OTTAWA — Clients using the National Victims' Resource Centre have grown from 43 during the centre's first full month of operation in September 1984 to more than 200 during February. "Even though the centre's existence has not received a lot of publicity", says **Colleen Wetmore**, coordinator of the centre since November 1984, "we have been getting more and more requests for information each month."

Established at the recommendation of a Federal/Provincial Task Force studying justice for victims of crime, the centre was created to provide reference and referal services for people concerned about victims of crime. Part of the library of the Ministry of the Solicitor General, it is physically located next to the library on the 11th floor at NHQ.

Four staff members respond to clients requests for information by searching the centre's database as well as other information sources and by referring clients to sources where their questions can be answered in more detail. When clients ask for bibliographic information copies of textbooks and other publications are available to them through the inter-library loan service linking public and specialized libraries across the country. To obtain information or contribute information call one of these toll free numbers: from the National Capital Region — 995-7126; from BC — 112-800-267-0454; from elsewhere in Canada — 1-800-267-0454.

People using the resource centre include criminal justice professionals,

photo: June Coxon
Colleen Wetmore, coordinator Victims Resource Centre

practitioners and policy developers in the federal and provincial governments and municipal agencies like police departments, victims, social service and voluntary agencies, health-care and special service professionals, the academic community and the general public.

How it developed

The centre developed from a smaller Victims' Resource collection established within the Ministry's library to support the informational needs of federal government employees working to stimulate and improve services of victims of crime in Canada.

A database that was started in 1983 currently contains about 1,300 bibliographic records, more than 225 service program records and detailed records of 125 victims research and demonstration projects. Additional information describing some 600 films and video tapes available in Canada

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Essay Contest

Let's Talk is sponsoring an essay contest!

How do you cope with stress on the job

May is Stress Month again this year, with special fitness events and activities scheduled all across the country. To celebrate stress month, and encourage consideration of stress problems all year, *Let's Talk* is sponsoring an essay contest. We would like to print YOUR letters and suggestions on how to cope with stress in corrections in the staff newspaper.

For more details on Stress Month & essay contest see page 4

Sainte-Anne-des-Plaines super kitchen

Preparing 900,000 meals a year

by Michel Lauzon
Communications Officer,
Quebec Region

QUEBEC — Imagine a kitchen where 900,000 meals are prepared each year. That is what we find at the minimum security Sainte-Anne-des-Plaines Institution where meals are made for inmates and staff of the three facilities that make up the complex.

Each day more than 2,000 meals are prepared for inmates and more than 500 meals for staff. Every week 3,000 pounds of beef produced by CORCAN, and 600 dozen eggs are used. About 250 loaves of bread are eaten every day. To prepare meals in this quantity the annual food budget is $1,200,000. The average cost of each meal in the institution is $1.10.

The kitchen team is made up of Assistant Warden Technical Services, **Jean Jacques**, who is responsible for Food Services; 21 Food Services officers; three supervisors who work under the supervision of head cook **Paul Lemieux**; and 48 inmates from the institution who work in the kitchen.

Kitchen staff begin their day around 5:30 a.m. when they start to prepare breakfast for staff and inmates at Sainte-Anne-des-Plaines Institution, Archambault Institution and the Regional Reception Centre where there is a Special Handling Unit.

"Food is of the utmost importance for inmates," stated chef Lemieux. "That is why the emphasis is placed on the quality, variety and nutritional content of the food within the allowed budget."

Every institution now has a satellite kitchen where the food is cooked on the spot. These kitchens will contribute greatly to the quality of the meals. In addition, all cooking done in these kitchens is supervised by Food Services officers. Lemieux mentioned that the presence of these officers in the institutions has increased staff motivation to satisfy the clients.

Menus are planned six weeks in advance and vary according to the season. Lemieux pointed out that food transportation to other institutions must be considered when preparing the menus.

We now follow the Canadian Food Guide to ensure our clients get a balanced diet," Lemieux continued. "More and more inmates are seriously concerned about food balance." Sometimes inmate committees at the institution meet to discuss the menus. **Gisèle Lemaire**, regional dietitian, makes sure the criteria are followed to ensure nutritious meals.

For some time now kitchen staff have been preparing menus of this kind in cafeterias of civil servants.

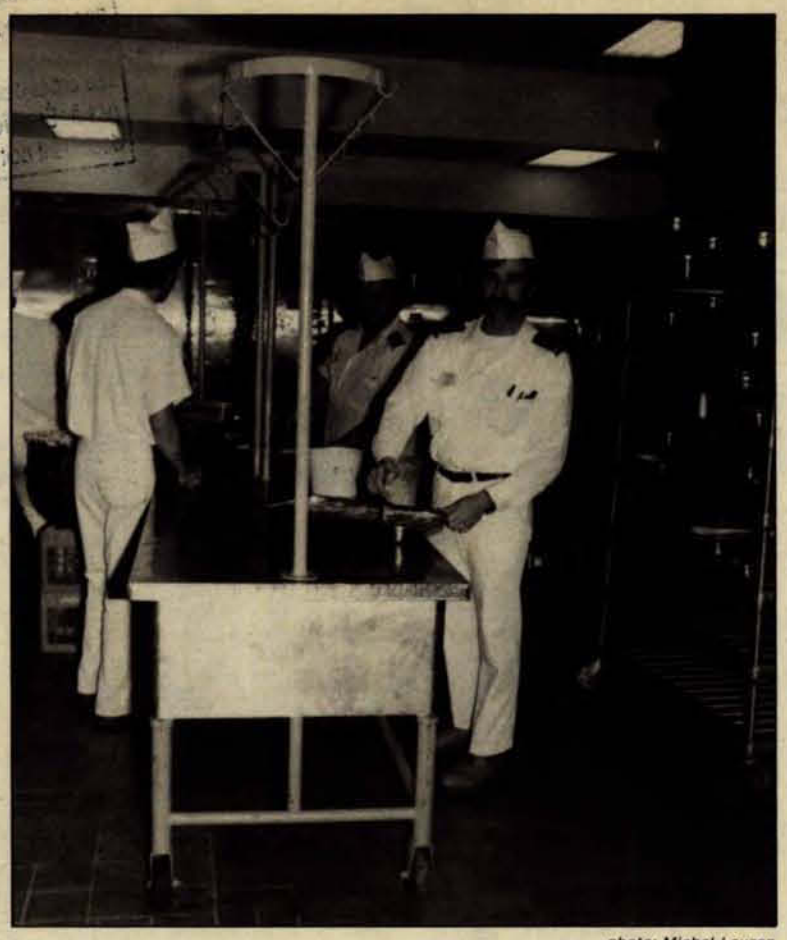


photo: Michel Lauzon

Tonight's menu — prepared by Food Services officers Henri Mousseau and Alain Paradis.

Chef Lemieux said that this is an important approach since staff have to be aware of these types of menus. He maintains, however, that it is difficult to change people's food habits.

A pilot project is underway to evaluate the possibility of inmates working in the kitchen to accumulate credits towards a diploma that would qualify them to be butchers or pastry cooks.

Churches unite to stop return of death penalty

Canada's churches are urging their members to block any move by Ottawa to restore capital punishment in Canada. The drive is being led by a new coalition of member organizations of the Canadian Council of Churches, working closely with the Roman Catholic church which is not a member. Council general secretary, Rev. **Donald Anderson** said that restoring the death sentence won't end violence. "You cannot answer violence by violence; it will only brutalize society." All the member churches, with the possible exception of the Salvation Army, "have on their books statements against the death penalty," said Anderson. This also includes the Roman Catholics. In their quest, the church leaders have written and visited Prime Minister **Mulroney**, the opposition leaders and party caucuses in order to express their views. "The next move is to create a grass-roots movement at the parish level to spread the message to all MPs," Anderson said. The churches participating in the coalition represent about 90 percent of Canada's Christian population.

photo: Louis Genest

Liliane Rouben, reference officer Victims Resource Centre.

Victims Resource Centre

— continued from page 1

related to victims is nearing completion. Colleen forecasts that the database is likely to grow by about 2,000 items a year.

"Although we have been responding to all questions we have received, until recently we also have been primarily concerned with setting up the centre and gathering data," explained Colleen. Of course we'll continue to gather information, but we are now ready to devote more time to responding to more questions."

The centre will exist as it is until at least March 1986. At that time it will be re-examined by the Federal/Provincial Task Force and the most appropriate method of funding will be determined and a permanent location decided upon.

Staff at the centre include **Liliane Rouben** — reference officer, **Karen Sigvaldason** — cataloguer, **Francine Danis** — technician, **Simone Léger** — reference assistant, and Colleen.

Bernice Ann-Marie Shea

Congratulations Bernice!

ATLANTIC — **Bernice Ann-Marie Shea**, daughter of **Claudette Shea**, Finance RHQ Atlantic, was awarded two bursaries recently. She received a $300 Public Service Alliance of Canada bursary and a $150 **Edward Gaudet** bursary. The latter was established in memory of a Dorchester Penitentiary employee who died in 1975.

Bernice is currently enrolled in the two-year Business Technology program at the New Brunswick Community College in Moncton. Congratulations Bernice!

CSC leads the way

A new approach to learning a second language

— continued from page 1

meetings. They will feel freer doing so because they will be understood by Anglophones present who have taken the course. This program for most currently unilingual employees will be only the first step towards the eventual use of their active skills" he said.

The course was given once last year on a trial basis to a selected group of CSC staff, but it did not use videotape as part of the training.

As *Let's Talk* goes to press the video portion of the course is being completed. The course is scheduled to start in September. "We expect to offer two courses — one to beginners and another to staff who are more advanced in French training", said Cooper. "Each course will be taught by Public Service Commission staff and will be given at NHQ first, and at a later date will be offered in the regions as well. It will be advertised in the regular CSC course calendar outline in July.

For more information about how to enrol in the course, call **Hélène Miner**, at 996-9421. If you would like information about the course methodology, call Bob Cooper at the same number.

Flowers from Ferndale

PACIFIC — The greenhouses at Ferndale Institution were not dormant this winter, says **Sharon Thompkins**, Social and Cultural Development officer. In fact with the able assistance of inmate greenhouse workers they were highly productive. When hundreds of crocus, tulip, and daffodil bulbs pushed their way through the rich black soil they were dug up and transferred to the greenhouse to be used as part of a project called Flowers from Ferndale. The project was an inspiration of **Mike Treloar**, who was assistant superintendent Offender Programs but is now working at RHQ, and Sharon Thompkins. It involved Ferndale donating 30 containers filled with at least 100 bulbs to several nursing homes in the Mission area. On Jan. 25 four nursing homes were presented with the flowers. "It is hoped that this little bit of sunshine in the form of flowering bulbs brightened up the lives of those living in the homes," said Sharon.

More support for field operations

Let's Talk interviews the new commissioner – *continued from page 1*

You're planning to visit the Regions soon?
Yes. That's my first priority. I've been well-briefed by our CSC branch heads at NHQ and now I expect to touch base with the regions, beginning with the Atlantic, then the West and finally Quebec and Ontario. I'm letting regional management structure my visits, and I don't expect to visit institutions on this first tour.

You'll be consulting with regional management?
Yes. I am going to be listening very carefully to the regional deputy commissioners and the wardens and district directors. Then I'll be asking for their plan of action.

What do you consider the most important part of your mandate?
I think our major concern today is the inmates — the people who are entrusted to our care. Humane incarceration, motivating work and education opportunities, and the earliest possible release for non-violent offenders are the directions we should be pursuing.

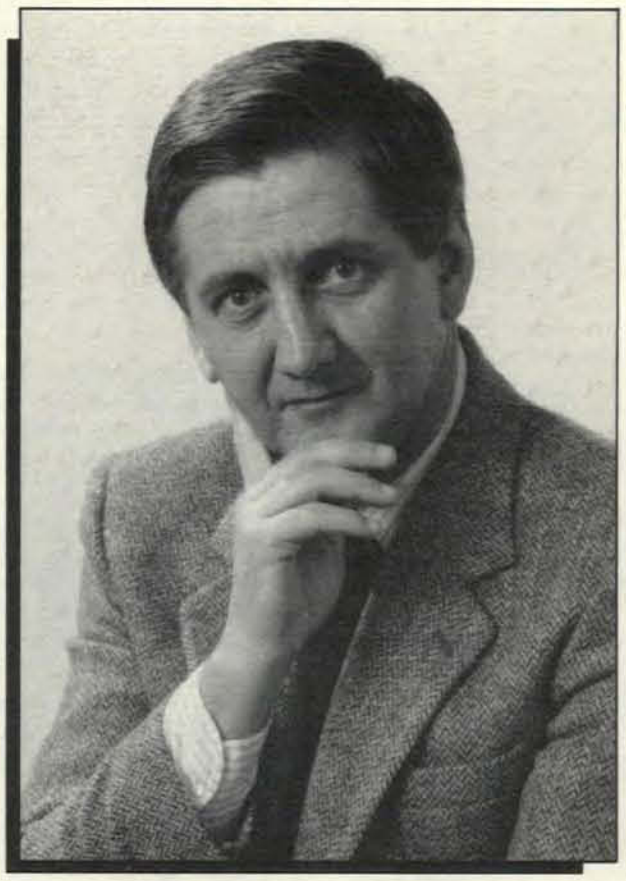
What are your major priorities?
It's difficult to single out one area but the recent Carson Committee Report does bring out a number of questions which I'll be discussing with regional management. For example, more support for field operations. I want to know how that will affect the regions, what adaptions we will have to make here at NHQ — in fact, what the implications would be.

"My initial impression is that the Service is well run."

The Carson Report suggests increasing the wardens' authority. What is your opinion?
That's part of the whole consultation exercise I'll be addressing, and I can't comment on it now.

Our growing inmate population is a concern?
Very much so, because it impacts on our mandate of providing the best possible conditions from which to return inmates and parolees to the community. I'll be looking at the short and long-term solutions, of course, and also at the role the private sector can play in this area. I would like to identify young, first offenders who are non-violent, for early release into community residential centres and halfway houses run by private sector organizations such as the John Howard, the St. Leonard's Society, Native-operated agencies and other private agencies.

Can we expand the services provided by the CRCs? Can we identify more inmates and increase the flow of people who can serve their sentence on the outside? Those are some of the questions I'm interested in. It would mean, of course, consultation with the National Parole Board and those



". . . our next phase (is) adjusting the system to make it work better."

responsible for the case management process. We would need to dovetail our criteria.

I am concerned that the inmate population could increase to between 2,000 and 4,000 more inmates in the next decade. We are going to have to deal with that, which translates into more resources, more training for staff, as well as more facilities for the inmates. That's why I am particularly interested in the possibilities offered by the private sector.

You said earlier that you were concerned about inmate transfers.
Yes. The Carson Report indicates that out of an inmate population of around 11,000, there were 14,000 transfers last year. That's a lot of transfers, and it means that there is not much continuity. Inmates have to adapt to constantly changing case management staff, changes in their training, education courses, support groups and so on. It seems to me to be important to have a certain amount of continuity so a sense of trust is built up between inmates and their case management officers especially. These constant changes affect our staff as well.

I would like to keep inter-regional transfers to the minimum. There have been complaints addressed to the Correctional Investigator concerning transfers of inmates as much as 3,000 miles away from their homes and families. This makes rehabilitation and re-socialization much more difficult. Transfers up to 500 miles provide access to families; after that, it's much more difficult.

I would like to emphasize regional control of transfers so that we can keep inmates in their regions. It's humane — and it's practical. There are solid program reasons to keep inmates in their regions.

The Carson Report refers to stages in penitentiary management. Do you think we are entering a new stage?
Yes, I do. It's too soon for me to define this, especially before I have had a chance to talk to regional management. But I think that we'll be looking at such things as closer links with the regions and an adjustment of the role of NHQ vis-à-vis daily operations. For example, in the last few years, a number of reporting structures were introduced because it was necessary to provide a degree of control in such a large organization as this. Now I am asking: are all these structures needed? Should we decentralize some of our functions, and reduce some of the reporting? Perhaps that is really the responsibility of regional management.

You are contemplating major changes?
No, not really. I want to stress that the past is very important. Setting up those structures and systems was really necessary. I am not denying that. But maybe it's now time to ask ourselves: do we need all these centralized information systems? Maybe we should be fine-tuning them, eliminating those not strictly necessary so we don't tie the hands of our regional staff.

I think of our next phase as one of fine-tuning, and adjusting the system to make it work better.

LeBlanc has had "hands on" experience running a prison service

Will this mean a greater responsibility for regional management?
Yes, that's my general orientation. But I want to stress very strongly that I am not doing away with the past. Not at all. It's only that adjustments will need to be made on the overall system of responsibilities.

I believe strongly in consultation — with the regions, with our branch heads at NHQ. What I am saying is: Let's look at our system. Re-assess it. Keep what's working well, and make changes in the areas where improvement is needed. I feel we're beginning that now as we prepare our plans of action at NHQ, and in the regions.

Where do you see the public fitting in?
There's no consensus at the moment in society as to what to do with our inmates. There are regional attitudes — but no unanimity. So I would say that we must be very conscious of public attitudes. We must also make closer contact with the public in each region. I have been very impressed with the openness of our institutions to groups, and especially by the good work of the Citizens' Advisory Committees.

You view the public from a regional standpoint?
Yes. Divergence of opinion is the reality we must live with so I think our dealings with the public should be regionally based.

"I believe strongly in consultation . . . the past is very important . . ."

What would you say your management style is?
Well, I've had 20 years of management of large organizations behind me and my main background has been in economics and the social sciences. This is the largest organization I've worked with. I work a long day — but I don't take my work home with me at night. I put it out of my mind. Family life is important and so is relaxation.

How do you "unwind"?
Well, I like physical exercise. I run, I like cycling and I ski. I was cross country skiing in the Gatineau recently. Ottawa is a great place for all three sports. I'm living in an apartment hotel at the moment, but I'll be house-hunting in May when my family joins me. I have a daughter, 15, and a son, 20. He's at the University of Alberta and my daughter attends junior high.

Editor's note — Since this interview the Commissioner has completed his regional visits. He visited the Pacific Region Mar. 5-6, Prairies Mar. 7-8, Quebec Mar. 13-14 and Ontario Mar. 15

Briefly

Trailer unit at Joyceville alleviates double-bunking

The 40-man S-3 trailer, Unit 5, opened its doors to inmates at Joyceville Institution Feb. 18. The inmates security classification level is S-3 but their work and recreation programs will still take place with the main population at the institution. Having them housed separately in the new unit helps alleviate the double-bunking situation at Joyceville and in the region.

Matsqui escape plot fails

E.A. Ostiguy (FPS 965612), a Matsqui Institution inmate with a suspected overdose, was taken to the institutional hospital from the living unit on Feb. 15 around 11:00 p.m. The initial examination revealed some signs of overdose but the signs were suspect. As a precaution the inmate was taken to MSA hospital by ambulance for further tests. At the hospital, medical staff confirmed he was faking and he was returned to the institution at 1:00 a.m. Forty-five minutes later, the institution was informed by police that at 1:13 a.m. two men with a sawed-off shotgun entered MSA hospital and demanded to see the inmate from Matsqui. When they found out that the inmate had been returned to the institution, the two left the hospital in a pick-up truck firing a single shot outside the hospital as they left. Ostiguy has been transferred to Kent Institution.

Edmonton CX wins dream home

Douglas Teeple, 36, a CX-4 at Edmonton Institution, is the proud owner of a $112,450 home, after winning first prize in the Elks Dream Home Lottery. Teeple was presented with the home on Feb. 11, the day after the draw took place. The prize includes a fully furnished three-bedroom home, a year of house insurance, and a 1984 Mercury Lynx. He will also be moved free of charge. Teeple is the winner of the first annual lottery by Edmonton Centre Elks Lodge which raised more than $40,000 for the Kidney Foundation and the Purple Cross, a program for children with hearing impairments.

Teachers learn about careers in corrections

Mrs. W. Forte, senior staffing officer at RHQ, Ontario, spoke to about 150 teachers in Flinton, Ont. on Feb. 15, about careers in corrections. The teachers were from the Lennox & Addington County Board of Education. This speaking engagement was part of the professional development day for teachers.

Stony Mountain guards appeal refusal of benefits after slaying

Seven Stony Mountain Penitentiary guards are appealing a Workers Compensation Board decision refusing them benefits for the time they took off work after the July slaying of two officers. The claims department does not believe the guards' lives were in immediate danger, according to **Clint Hornby**, a Public Service Alliance of Canada representative. The union is arguing, to the board's review committee, that there was an immediate threat to the lives of the seven guards present July 13 when their colleagues were killed. The rejected claimants relied on sick leave for the time they spent off work, Hornby said, adding that some returned to work early because they ran out of sick time.

MacKay visits Pacific Region

Solicitor General, **Elmer MacKay** visited the Pacific Region at the invitation of **Ross Belsher**, MP Fraser Valley East, on Jan. 26.

An informal discussion about the region took place with wardens, district directors and superintendents during breakfast at Matsqui Institution. During a tour of Elbow Lake Institution **Tom Crozier**, acting superintendent, described the forestry program.

His visit also included a short press conference and lunch with local mayors.

NHQ gives generously to African Relief fund

CSC NHQ staff responded with traditional generosity when they were given an opportunity to give to the African Relief fund," said **Don Molloy** who coordinated the fund raising. "A total of $1,175 was donated, even though the canvassing took place Jan. 23-31 when people's bank balances were recouperating from the holiday season's expenses." CSC's contribution was turned over to the Canadian Red Cross Association in mid-February and will be used to help one of the world's most demanding problems today — the famine and starvation taking place in 27 African states, including Ethiopia.

lets talk

CSC's staff tabloid
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Let's Talk invites your comments, articles, signed letters and photographs for consideration.

June Coxon
Editor

ISSN 0715-285X

May is stress-awareness month

Let's Talk essay contest – *continued from page 1*

We are also planning a special publication on stress management for staff entitled "Stress in Corrections." We want to include a chapter of short articles or longer essays (10-15 pages) from staff.

Who knows more about stress than our staff? After all you've "been there," and know what you are talking about.

For CSC's "front-line" correctional staff, stress is a daily problem. It's blamed for burn-out and cynicism on the job, for health problems, for high rates among correctional workers for alcoholism, divorce and absenteeism. Do *you* have some answers on how you solved stress problems in your own life? We'd like to hear about them!

"It's tough to keep your spirits up under constant adverse conditions — Our job is harder than that of the cop on the street," says CX-2 **Terry Murphy** of Dorchester whose helpful and interesting letter is printed below.

How do *you* cope? Send us a letter, an essay or a short article describing your suggestions so we can print them for the benefit of others in *Let's Talk* — or our new stress publication.

Write to:
Let's Talk Editor
CSC Publications Division
340 Laurier Ave. West
Ottawa, Ontario
K1A 0P9

Letterline

8 January 1985

Honorable Elmer MacKay
Solicitor General
House of Commons
Ottawa, Ontario

Dear Sir:

As you know, during the last ten years numerous law enforcement and correctional officers were killed in the line of duty while performing their duties. These figures are alarming, yet perhaps probably five times this number have died prematurely from heart attacks, high blood pressure and stroke caused by job-related stress.

According to the International Law Enforcement Stress Association ". . . the average peace officer dies within five years after retirement and has a life expectancy of 12 years less than the average person". Very little is being done to help the average peace officer in dealing with job-related stress and burnout. Leading psychologists in the field tell us to change our diet, take up jogging, take long walks in the woods, change our hobby, or simply to go out and feed the birds in the park. This may work for a secretary or businessman in the office but does little for correctional officers who spend 20 to 30 years dealing with negative and adverse situations day in and day out.

Studies have also proven that shift work has an adverse effect on a person's health and it has been shown in different studies that people who work shift all their lives die sooner than regular day workers. I would also like to mention the effect shift work has on a family and social life in the community. Most of us come on the job wanting to make the world a better place to live in. All of us are, or were, dedicated; none of us will become rich wearing a badge.

For years we have watched some of our best officers go down the drain. No one really cares — not the politicians and certainly not the public.

There is a great need in our profession for some humor and a great need for trust, awareness, respect for each other, unity and true benevolence. There are a great many good, dedicated officers out there who are discouraged, disillusioned and frustrated, who feel that no one cares about them. All of us need a lift at some time; all of us need a friend; each of us need each other.

From what I see and hear from other officers, internal problems in our profession are a leading cause of stress and burnout. We are trained to handle bad guys in our prisons (and we do our job well), but the petty bickering, the division among our ranks, the lack of teamwork and co-operation between departments and our lack of trust and compassion for each other divides us and makes us weaker.

There are a great many good officers who are having personal problems with alcoholism, divorce, drugs, etc.; many are afraid to ask for help. I have seen and spoken with many officers who felt that there was no one who cared about them. I have to agree with some of these officers because from day to day I constantly hear management and supervisors say: "If this isn't done our way, then disciplinary action will be taken". We hear so much about discipline but we very rarely hear of management or supervisors saying that we're doing a good job.

I feel that correctional officers have a tougher job than the cop out on the street. They arrest the bad guys but we have to live with them, tour to tour and day to day. It is very tough keeping up your spirits under constant adverse conditions. It takes a special breed of men to do our job. The constant stress and pressure from working under such adverse conditions does not end at work. There is pressure from our wives, children and friends to be with them on special occasions in the evenings or on the weekends but because of shift work it is impossible; and to get involved in any community project or volunteer program is a disaster for anyone working shift work.

I am not writing this letter to get sympathy or have anyone feel sorry for us but I'm writing it so that you, at management level, may have some insight on how an officer feels. I'm writing it with the hope that when management and labor meet, that management might fight for and with us, instead of constantly fighting against us.

I hope, too, that we can make it to retirement together.

Respectfully submitted,
CX-2 T.J. Murphy
Dorchester Penitentiary

S'long Stan

A tribute to Stan Farrell

KINGSTON — After more than 34 years of public service, 23 of them in CSC, **Stan Farrell**, the affable assistant director of diagnostic services at Kingston Penitentiary, has officially retired. To give him a proper send-off, staff from the region and national headquarters attended a "roast", Feb. 13, in Westlake Hall at the Staff College in Kingston. Among those who took active part in the "roasting" of Stan were, **Dan Weir**, **Andy Graham**, **Art Trono**, **Bill Chitty**, **Don Clark**, **Tom Rathwell**, **Mary Dawson** and, all the way from Abbotsford, **Jim Murphy**.

Stan embarked on his checkered career when he joined the armed forces in July, 1943. After the war, he obtained his B.A. in Sociology from St. Francis Xavier University and, subsequently, his MS.W. from McGill. He worked for 10 years as a social worker in Montreal, Regina and the Ontario Hospital in North Bay before joining the Penitentiary Service as supervisor of classification at Kingston Penitentiary on Apr. 4, 1961. In 1964, Stan became regional supervisor of classification where he became renowned for his knowledge of inmates, his sense of humour and his remarkable adeptness at identifying the "root' of a personality quirk — whether of an inmate of another staff member. Under Stan's chairmanship, the regional classification board became THE weekly event for which attendance was earnestly sought and eagerly anticipated.

Stan not only ran the regional classification board, he WAS the regional classification board. In fact, there are many who believe Stan was the originator of the new classification matrix used by case management staff today. Not in the sense that he launched it, rather that he carried it around in his head as opposed to a briefcase. Rarely did an inmate appear before the board who Stan hadn't dealt with before; a prospect which intimidated even the most recalcitrant of convicted offenders.

When asked what he might want as a retirement gift, Stan promptly replied: "Cash!" Hence, **Mary Dawson** presented him with a toy car stuffed with cash. You see, there's a story around that he used to carry "emergency cash" around in the trunk of his car for some obscure reason. Not that anyone had ever seen it, but we all believed it was there.

There's no doubt that Stan's departure will be seen by many as almost the end of an era. There's also no doubt he will be missed by his numerous friends and colleagues throughout the Service. We'll miss the immortal cry: "This is a fine mess you've gotten us into, Stanley!" But we extend to you and Flo our best wishes for a happy and prosperous retirement. S'long Stan.

Belonging again!

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A Let's Talk Special Report on community service by offenders

March 30, 1985
Vol. 10 No. 6

150,000 hours of community work given by offenders in 1984

- ✔ Free labor for those in need
- ✔ An Easter fast for foster children
- ✔ An olympiad for the mentally handicapped

How many people associate these events with inmates in federal penitentiaries or with parolees in correctional centres? Ask a friend, or your neighbor, if they can visualize prison inmates caring for senior citizens, helping the handicapped, raising funds for disadvantaged children?

Chances are, you'll get a negative response. Why? Because the fact is, most people don't know much about inmates. TV and newspaper accounts of crimes and escapes tend to focus everyone's attention on sensational or spectacular incidents — not on the day-to-day life of the vast majority of inmates and parolees.

Helping is one way to say "I still belong"

Correctional Service Canada Service correctionnel Canada

Canada

Most people's idea of inmates is more myth than fact

Here are the realities:

- Upwards of half a million dollars in wages saved by inmates for community service work at no charge
- 150,000 hours of community work
- More than $55,000 raised by inmates for charity in 1984
- About 19,000 citizens helped through service work, entertainment or talks
- More than 1,500 offenders volunteered for community work

It adds up to a lot . . . a lot more than people would give inmates credit for.

There **is** another side to many of the residents of our federal prisons. There's a caring, "I'm human, too" side to most inmates that just doesn't fit the image most people have of "convicts."

Many inmates have a natural, fellow-feeling for the "underdogs" in the community — the old people, the disadvantaged, the handicapped. And because inmates often feel like cast-offs themselves, they want to help those who won't reject their help. In fact, they often do the not-so-pleasant community jobs other volunteers shy away from.

Besides helping others, inmate volunteers also get a sense of belonging again when they work in the community. They feel they're accepted as people, and part of the community to which they will eventually return. Volunteer work takes their minds off prison life and reduces the boredom factor which may well reduce violence in institutions as well.

An inmate "godbrother" exults with his young friend at the second annual Edmonton Institution olympiad last summer. The olympiads are held each year on a summer weekend for mentally handicapped children and adults from institutions in the area. See page 4.

Some questions and answers

Who volunteers for community service work?

- Inmates still serving their sentence in institutions
- Inmates granted unescorted temporary absence (UTA) from medium and minimum security institutions
- Inmates granted day parole or limited day parole

For inmates still confined to their institutions, there are many community programs which come *into* the prison — ball games, parties for the aged, olympiads and gym classes for the mentally handicapped.

Inmates on UTA go *out* into the community. They must be approved for community work programs by their warden or the National Parole Board, and must serve six months or one-sixth of their sentence, whichever is more, before becoming eligible. Lifers cannot normally receive a UTA until three years before their parole eligibility date.

Day parole and limited day parole are granted by the National Parole Board to inmates who qualify after serving six months or one-half of their time to full parole eligibility. Day parolees must return to their correctional centre or minimum security institution each night, or from time to time, depending on the conditions of their parole.

Who organizes the community service projects?

Both staff and inmates. The Correctional Service is very conscious of its "corporate citizenship" and encourages inmate volunteer services to the community. As well, inmates themselves are quick to identify opportunities to contribute to the community.

In fact, most of the real initiative comes from the inmates themselves, often through self-help groups and the inmate committees in each institution which actively look out for interesting projects to participate in each year. Most of the inmates say that community work more than repays them by providing interest and stimulation, by helping them "de-institutionalize," and, by giving them a chance to get out into the community, sharing their lives with other people.

Some programs develop and carry on for years; others last only a short time. Much depends on the inmate organizers who eventually are released and take their place as citizens again. The inmate volunteer workforce is thus constantly changing.

It's good for everybody!

"Community service provided by offenders can help to change the public's negative feelings about prisons and offenders — and it gives inmates a chance to get out into the real world," says **Dru Allen**, CSC's director, community release programs.

"For example, an inmate on community service can make friends with an old person who is full of the experience of life, with a young adult who is crippled, with a child who is disadvantaged. These experiences give some inmates an important new perspective on life. They feel needed perhaps for the first time — and maybe this helps them find a reason to go straight. For most of them it takes a big effort, and a lot of commitment to change their life."

Another important aspect of inmate community service, notes Allen, is that it is invaluable for building community support for the prison — especially when there's a crisis such as a hostage-taking or an escape. That's when the support built up by community service is really needed to assist the warden as well as his staff. If the prison does little to contribute to the community in which it lives, the community knows little about corrections, and is not likely to have much understanding or sympathy for the prison or its inmates — especially when there is trouble, and a high degree of anxiety about the release of offenders to the community.

> *"If the prison doesn't contribute to the community in which it lives, the community knows little about corrections — and is not likely to have much understanding when there is a disturbance and a high degree of anxiety about the release of offenders to the community."*
>
> Dru Allen, director, community release programs, CSC.

The Circle of Friends

Matsqui's active inmate group plans many activities

☐ Matsqui Institution's "Circle of Friends" inmate group got together with the community for their Christmas '84 party and dance for their special group of outsiders — handicapped adults from the Wildwood and Dogwood Training Centres, Dec. 12

Forty-five guests and 35 inmates enjoyed a Christmas dinner (turkey plus candies, nuts, oranges and Christmas goodie bags) — all donated by the community. Two local mayors also attended the party.

The inmates provided all the funding for their activities with the handicapped during the year. Since mid-1982, every Wednesday night 35-40 inmates in the Circle of Friends met with the Wildwood adults in the social development centre of the prison. "Everything we do here is paid for by the inmates. We sponsor card sales by buying Christmas cards from Toronto and sell them to other inmates. All the money raised goes to Wildwood Wednesday nights," said the group's treasurer. Cards are also sold throughout the year for various occasions.

In the Wildwood program each inmate is paired with one guest and together they jog, run around the yard, play floor hockey and other games.

"For many of the inmates this is the only contact they have with the community so they enjoy it tremendously," says Father **Mel Cropley**, founder of the Circle of Friends in 1972.

☐ The "Circle of Friends" hosted their annual "Con Camp" sports event August 18-19 for their adopted group, mentally handicapped patients at the Wildwood Training Centre. About 300 people attended the weekend activities which included bingo and a barbecue. Trophies were presented to winners of each event, much to the delight of the winning guests. The Circle of Friends, about 30 inmates, is also involved in arts and crafts, hair cuts on request, and the creation of a floor hockey team with their adopted group.

☐ Mountain Institution had their annual "community awareness" group picnic August 23 at Harrison Lake for wheelchair patients from the extended and intermediate care units of Chilliwack General Hospital.

☐ Twenty inmates from the Mountainview Jaycees at Mission Institution hosted a baseball game for the handicapped August 22. About 50 guests and handicapped people from the Mission, Abbotsford and Clearbrook areas attended.

A Christmas party for the handicapped given by Matsqui's Circle of Friends inmate group who have their own adopted group of outsiders — the Wildwood Training Centre for the mentally handicapped.

Swamp into park

☐ What used to be 10 acres of swampland is being transformed into a 10-acre park with four soccer fields, a concession booth and a playground with running tracks thanks to Mission inmates, who are building the park for Mission City in B.C.'s Fraser Valley.

Twenty Ferndale Institution inmates cleared the land, chopping down trees and burning stumps and bush. The timber was brought back to the S-2 forestry camp to be split into firewood and then distributed to needy families or elderly people identified by Mission Community Services. After the city has drained the swampland, and river sand is brought in, Ferndale inmates will be called back to level and seed the land, prepare the ball fields and build the concession booth and playground. The park is expected to open in the summer of 1985.

"The mentally handicapped have a lot to give to a self-centred fellow like me," says one inmate of the Glendale Program. Above, another inmate teaches tennis. Photo from Peter Smilski's film on the Glendale Program called ***Wall to Wall****.*

The Glendale program

Inmates from William Head Institution on Vancouver Island have a community program they're especially proud of. They celebrated their first decade this year in October, and the inmates involved are busy planning their 11th year.

The ongoing program is a cooperative between the inmates of the Glendale Humanist Group and Glendale Lodge Hospital. Mentally handicapped adults are brought to the institution three times a week. On a one-to-one basis, the visitors learn social and physical skills — how to improve their speech, their eating habits, reading skills, and how to cooperate with others through a variety of activities and sports.

The main idea behind Glendale is to take handicapped adults away from the routine of a traditional hospital environment and "liberate" them through affection and friendly care in a new setting — even if that setting is in another institution. The Glendale visitors are welcomed eagerly as friends, and since they come so frequently it is possible for both inmates and visitors to see beneficial changes. About eight to 10 inmates regularly take part in the Glendale program.

Helping out . . .

☐ Ferndale forestry camp also works extensively on community service projects. They pack and distribute Christmas food parcels with the Christmas Bureau, doing general repairs at the Barr 9 ranch for the handicapped, cemetery maintenance, cut hair for pensioners in their home, deliver fire wood to needy people, do stage construction, recycling projects, and do odd jobs and repairs for the Poor Claire Sisters.

☐ Inmates at Mountain Institution raised money for the Ryder Lake Creative Centre through a walk-a-thon in June. Each inmate walked 25 miles. They raised $600 for the centre, a workshop for emotionally and mentally handicapped children.

☐ The inmate editor's office provides a small printing service to the Mission Community Services Society on a voluntary basis. Recently Mission Crisis Line pamphlets were produced at the Institution. This program is seen as a give-and-take affair since Mission Community Services Society also provides Mission Institution inmates with services from time to time.

☐ Four inmates from the Mountainview Jaycees host a weekly physical fitness program for mentally handicapped adults from the Mission area. Besides the exercise program, these inmates also provide basic skill training, and hair cutting services, to the community participants.

☐ One to three Mission Services Group inmates work at the Barr 9 facility, a home for handicapped adults, located in the Mission area. The inmates help out with general maintenance, painting, lawn-cutting, brush-clearing and some construction. The inmates in this program must be granted temporary absence to work at the Barr 9.

☐ To help day parolees reintegrate more easily into the community, Sumas community correctional centre in Vancouver has a "workforce" of six inmates who go out into the community in such capacities as a handyman for a golden-agers society, a driver for a food bank, helping to remake old furniture and assisting handicapped people in a home.

Donna Smalley can't believe her good luck. She's just won a $12,000 dream car. Above, she accepts the keys from Ken Grier and Bob Thomas of the Street Rod Association. Far left and far right are inmates from Stony Mountain.

Dream Car '46

A labor of love transforms rusty Ford into $36,500!

☐ An inmate from Stony Mountain in Manitoba had long dreamed of refurbishing an old car and raffling it to the public. Two years ago he got his chance to assist the St. Amant Centre in Winnipeg to help offset a huge debt of over $100,000 incurred by a new cottage project built to improve services to disabled children.

Members of the Manitoba Street Rod Association helped find a rusty 1946 Ford Coach. It was bought for $300 with donations made by the inmates and staff at Stony Mountain Institution.

Twenty-five inmates spent a year and a half, with help from the Manitoba Street Rod Association, rebuilding and renovating the car to restore it to A-1 working order.

After restoration the car was valued at $12,000. CSC, the Manitoba Street Rod Association, and about 50 local suppliers and dealers donated money and services towards the restoration job.

The draw for DREAM CAR 46 was in September and $36,500 was raised for the St. Amant Centre to aid disabled children.

Prison dream car makes the news

Winnipeg Free Press, Tuesday, December 18, 1984

Prison dream car aids St. Amant

By Manfred Jager

Three months ago Donna Smalley drove away in somebody else's dream car — the dream car of 25 Stony Mountain penitentiary inmates.

It's a showroom-condition 1946 Ford and Smalley, a St. James dental assistant, won it fair and square in a raffle.

"It's a very comfortable car," Smalley said yesterday. "My husband drives it most of the time."

Smalley said the car "runs like a charm. They did a tremendous job with it. It really is like a new car, rebuilt from the bottom up."

To Max Prychitko, auto body shop instructor at Stony Mountain, the Ford was the first of a number of challenges he hopes will come his way.

"It's actually the dream car of the fellows who worked on it," Prychitko said. "They worked on it from April of last year until last March, when it was turned over to the Winnipeg Street Rod Association for the raffle . . .

As it turned out, the association raised $36,000 with the car, selling tickets for $1 apiece or three for $2.The money was turned over to the St. Amant Society.

Garry Maddocks, board member of the society, said the cash was a godsend.

"It happened to correspond with the amount we still owed on a $1.2 million loan we'd taken out to build a new wing at the St. Amant Centre in St. Vital," Maddocks said.

"The money was raised in shopping centres, car functions, and rural community fairs all summer long. We couldn't have been happier."

Established in 1969 to provide home and treatment for children suffering severe mental retardation or physical handicap and for terminally-ill young people, the hospital now has room for an additional 24 adolescents who are not bedridden and who would otherwise have to be transferred to the Portage la Prairie Home.

Rev. Camil Dufort, Roman Catholic chaplain in Stony Mountain, was the go-between on the project.

"I knew the inmates wanted to help in an outside project and I knew about the loan the people at St. Amant were paying off," Dufort said.

"So we started discussing it with everyone concerned and got the car project off the ground."

Working with the mentally handicapped fills a need not being met by the community. Kids like this one look forward to the Edmonton Institution Olympiad all year long.

Exceptional Persons' Olympiad

☐ Edmonton Institution inmates hosted their second annual "Exceptional Persons Olympiad" at the Institution August 4-5. About 60 developmentally handicapped people, aged 10 to 20 years, participated in races, jumps and games. Competitors each had an inmate who acted as a "con-brother" to look after them during the weekend event, and most of the inmate population assisted as judges, officials, and coordinators.

Winning athletes received medals, trophies and ribbons, and had their photo taken with their con-brother.

Funding came from community organizations sponsoring and supporting disabled persons.

Outside agencies such as Parks, Recreation and Wildlife Foundation, Arch Enterprises Training Association of Edmonton and CFRN Radio also added their support.

WEEKEND OLYMPIAD: *the planning goes on all year*

"For two days this place isn't a prison anymore — it's a community."

☐ A long-time success (eight years) for Ontario inmates is the annual Exceptional Peoples' Olympiad hosted July 28-29 by Collins Bay Institution. About 125 developmentally handicapped people from across Ontario participated in a variety of sports, races and games. They mingled freely with inmates and visitors in the institution's exercise yard, while the security staff kept a watchful but low profile.

Each participant was assigned an inmate "godbrother" who coached and encouraged his athlete through a series of Olympic-like events. Almost every inmate (425 of them) took part in the weekend event. "For two days this place isn't a prison anymore, it's a community," an inmate told a local newspaper reporter. The inmates work and plan for this happy event most of the year.

Mentally handicapped athletes run a race inside the walls at Collins Bay. "Working with the community makes me feel good, like part of the human race again. Mentally handicapped people are worse off than I'll ever be because they're institutionalized for life," says a Collins Bay inmate.

A party for handicapped kids

☐ Joyceville Institution held its fourth annual Christmas party for 40 handicapped residents of Ongwanada Hospital early in December.

For four months before the party inmates representing the social groups met to make plans for the event with Social and Cultural Development officer, **Joe Petzold** who acted as liaison officer. Among the fun-filled activities that were packed into a four-hour period, were music and songs by volunteer **Al Pilon** and his family, a puppet show arranged for by **Tim Greenwood**, and Santa who presented each of the happy visitors with a gift.

Funding for the day came mainly from Joyceville inmates who raised nearly $1,000, as well as several outside donors. **Arnold Gaudet**, vocational carpenter instructor and his inmates built some toys, including two wagons and a fine rocking chair to lend a "homemade" touch to the Christmas shopping list. Each of the stores and food outlets in Kingston that were approached also gave something which was used to make the day a huge success.

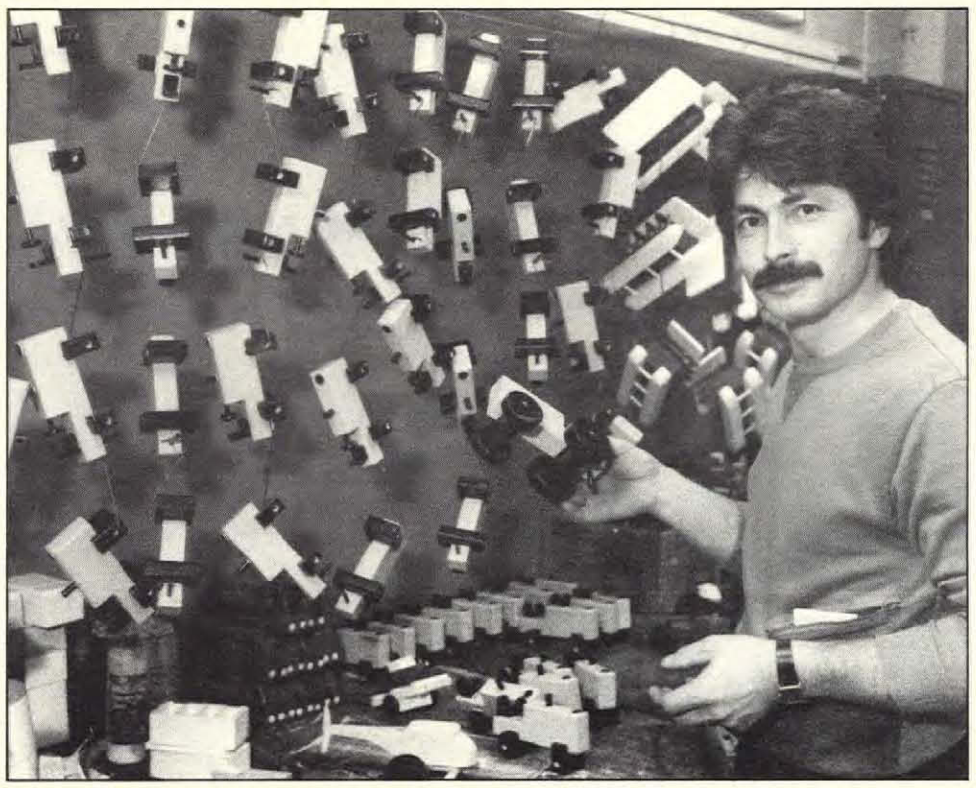
$400 to send a child to camp

☐ Inmates from Warkworth penitentiary decided what they really wanted to do for their summer project was to pay the costs of sending a needy child to the summer camp organized by the Peterborough YMCA.

The inmates felt this was "a great opportunity to contribute to the outside community." Their main fundraising event was a baseball tournament held at the penitentiary June 23. They invited two teams from the Keena area, one team from the Newmarket Jaycees, and three Warkworth teams — Lifeservers, Christian Fellowship, and Jaycees.

Over $400 was collected, the ball players all had a great time — and a child went to summer camp who wouldn't otherwise have had the chance.

Frontenac's toy project: fire engines and ducks



Tony Simonetta, an inmate at Frontenac Institution, shows off his homemade toy project.

☐ Two separate projects kept Frontenac Institution inmates busy getting ready for the 1984 Christmas season. In September, they started renovating a number of floats for the Kingston Jaycees Santa Claus parade. As well, six inmates, working mostly on their own time, made over 600 handcrafted wooden toys which were given to the Kingston Planning Council for distribution to needy and hospitalized children at Christmas.

Tony Simonetta, an inmate from Frontenac Institution, was the initiator of the idea to manufacture these wooden toys for the children.

All the toys were hand-painted, and they ranged from red fire engines to a family of ducks that could be towed on a string. All the materials needed for the project were donated and virtually all the labor was provided by the inmates on their own time.

For next Christmas, project manager Tony Simonetta hopes to expand his project.

A children's concert

☐ The Warkworth Institution inmate committee sponsored an Eastern Variety Concert for Exceptional Children April 13. There were approximately 40 inmate musicians who participated in the concert for the 150 guests.

Talks to students

☐ Two day parolees and **Robert Bercovicci**, a parole officer at Montgomery Centre, and **Joyce Waters**, Director of St. Leonard's — Peel Halfway House, talked to students at Cardinal Léger School in Brampton, Nov. 27, on Community Residential Centres and day parole programs.

— continued on page 8

Inmates and parolees saved $130,000 in wages by their community work

☐ More than 30,000 hours of community service were given by inmates of Leclerc, Cowansville and La Macaza Institutions, and by parolees of the Quebec Region Parole offices — West District, East District, and Montreal Métro District.

During 1984, 256 inmates made use of their day parole or temporary absences by contributing about 30,000 hours of free work for the benefit of many non-profit organizations in the community or for individuals in need such as senior citizens or the handicapped.

According to **Normand Granger**, regional chief of social and cultural development, the dollar value for the hours contributed by the inmates would be approximately $130,000, if wages had to be paid for people to do these jobs.

These projects not only helped inmates feel more comfortable in the community but it also made them more conscious of the daily problems and preoccupations that the physically/mentally handicapped, the sick, the needy and the aged have to go through; often more painful and unpleasant than their own daily experiences.

Here are a few examples of some of the inmate help projects going on in Quebec Region:

☐ At Leclerc Institution, about 53 inmates on temporary absence provided 306 hours of free labor for those in need from the Louise-Hyppolite Lafontaine Hospital, the Guillaume Lahaise Foundation and the Chaleroi-Boyer house.

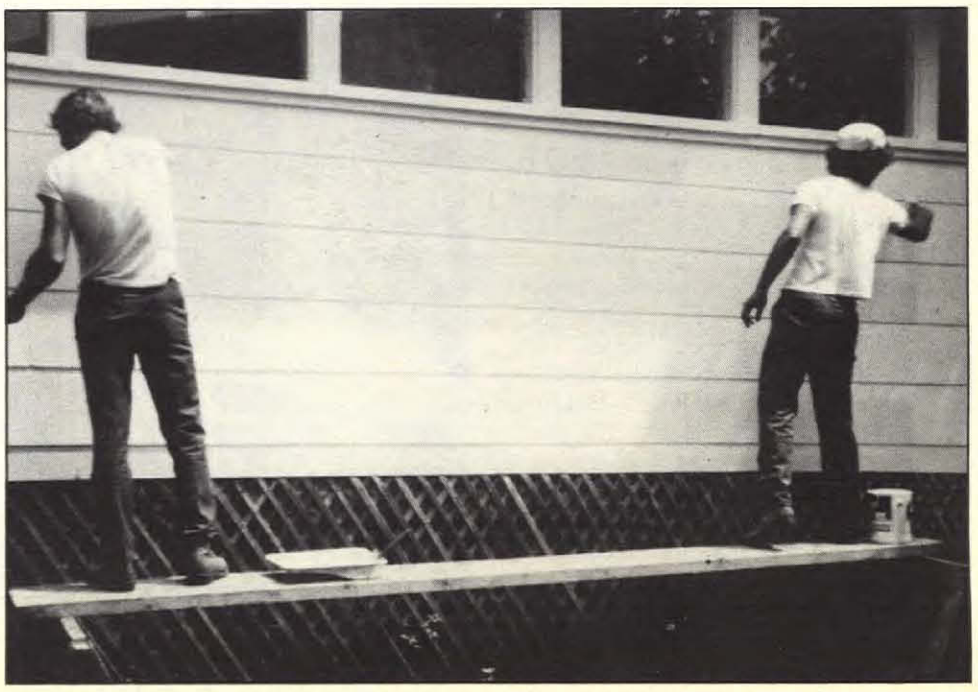
☐ In west Quebec 60 inmates on day parole from the Ste-Anne-des-Plaines institution contributed 3,082 days worth of work for the needy at Centre de la Famille; Centre de Bénévolat; Centre d'accueil Lorrain La Ruche; Garderie de Funamble; Centre d'accueil St-Antoine de Padoue; Centre d'accueil Laurentides; et la Commission des Loisirs de Bellefeuille.

☐ 20 day parolees from Montée St-François Institution contributed 3,886 days of work for the needy and handicapped of Centre Lucie Bruneau; Partage Humanitaire; Centre d'accueil Fernand Larocque; Centre La Pinière Laval; Centre d'accueil Idola St-Jean; Centre d'accueil Henri Durant; Centre Habitat Soleil. All benefitted greatly from the free help.

☐ Two inmates from Ste-Anne-des-Plaines Institution helped to renovate some parts of the Maison des jeunes des Basses-Laurentides.

Jean-Marc Coulombe, one of the inmates doing the work commented: "It's fantastic, what a change from prison where you have no responsibilities at all."

☐ Two inmates from Ste-Anne-des-Plaines Institution are helping with the upkeep and maintenance of L'Auberge Saint-Jérome for senior citizens. Part of their job is to take care of an outdoor garden and to also help transport the older people from one place to another. One of the inmates said he would rather work for free where he is now, than be paid wages to work in prison industries.



Painting and repairing houses for the aged and handicapped are projects that attract Quebec inmates and parolees. "I'd rather work here on the outside for free, than inside prison for wages," said one.

Inmate-volunteers building a swing for a park. "What a change from prison where you have no responsibilities at all," said a parolee.

Inmate Arts and Crafts

☐ Ste-Anne-des-Plaines Institution inmates held an Arts & Crafts Exhibition at the institution April 14-15. The public got a chance to view the work done by the inmates while aiding the handicapped — 15 percent of the sales were given to the "Association des handicapés physiques de Sainte-Thérèse." The inmates raised a total of $3200 and donated $772 of it, more than the 15% originally planned. A second arts and crafts sale was held by Ste-Anne-des-Plaines Institution, Dec. 1-2, and this one was even more successful than the first. About 450 visitors bought articles made by inmates and total sales reached $5,370. L'Association des handicapés de Saint-Thérèse was presented with 15% of this second total $805.50.

A used clothing boutique

☐ On March 8, the Atelier Villeray, a retail outlet in downtown Montreal, opened its doors. A joint project of Métro Montreal district Community Corrections Centres (CCC) and the Société St-Vincent-de-Paul, it is a community project designed to allow halfway house residents to work as volunteers at the store. The Atelier sells clothes, toys and used furniture at very affordable prices. For example, clothing is priced between .05¢ and .99¢.

The Atelier Villeray is an attempt to develop an exchange of friendly services useful to the community through the Correctional Service and halfway house residents trying to make a go of it on parole.

Passport and Ski-o-thon

☐ Since January 1982, La Macaza Institution's program division has been working with area high schools on a community project called PASSPORT.

Inmates on escorted or temporary absence, go to area high schools to present the film "Un monde à part" and discuss their experience of life in prison. So far they have talked to about 25 student groups. The program aims to familiarize the community with the penal system while also offering inmates contact — a passport to the outside world. Participants report they are pleased with this program because "It helps inmates to feel useful in the community and it also contributes to crime prevention among young people."

☐ On March 10, the second annual Leucan Ski-o-thon was held at Mont Avila ski centre. More than 400 skiers collected $17,000 to help Leucan promote research for leukemia and cancer in children.

Ste-Anne-des-Plaines Institution inmates participated — but not as skiers. Nine of them helped run the program through the day and they also supervised button sales and the information booth.

$5,000 for 14 foster children

Fourteen children from desperately poor countries around the world make up this Dorchester "family". Helping children who really need them gives inmates a new perspective.

☐ Approximately 40 Dorchester Penitentiary inmates and 25 Westmorland Institution inmates, as well as a few prison volunteers and chaplaincy staff, participated in a 30-hour Easter fast which began on April 19 at 9 a.m. and ended the next day at 3 p.m. The inmates, who are sponsoring 14 foster children through World Vision of Canada, raised $5,000.

This event, which has been going on for many years, involves inmates fasting on just juices, coffee, tea or water. The foster children are sponsored on a yearly basis.

$100 for needy families

☐ Two needy families in Parrsboro, Nova Scotia received a $100 donation collected for them by the 20 or so residents of the Sand River Community Correctional Centre.

Inmates contribute to Moncton United Way

"Casino Night," a United Way fund-raising event at Club 54 in Moncton, N.B., offered prizes donated by Westmorland Institution's Inmate Committee — a stained glass floral arrangement, a clock and a copper artwork. The inmate committee also raised $300 for the campaign by setting up a table at the institution where inmates were invited to make a personal monetary contribution.

"Sixty-four percent of the inmate population got involved," said **Linda Doyle**, Executive Director of the United Way, Moncton, "and it is the first time in United Way's history that inmates from Atlantic institutions (possibly from across the country) have contributed to the campaign."

The Inmate Committee at Dorchester Penitentiary also got into the act. They presented $100. and a painting for raffling purposes to the United Way.

"When inmates and parolees began working with mentally handicapped people, they had found a need that wasn't being met."

☐ Labor Pool — Ten to 15 inmates on day parole regularly work for such organizations as the Springhill recreation department, the golf course, the ball field, as well as Sunset Home.

☐ Inmates at Springhill Institution offered their skills to ex-inmates involved in ROPE (Real Opportunities for Prisoners Employment) who were repairing toys for children in the Halifax area.

☐ **Frona Brayley**, social and cultural development officer, of the Education division in Springhill Institution, N.S. brought four inmates to the Big Cove Indian Reserve for a crime prevention workshop in November. The inmates spoke to elementary, junior and high school students.

Telling kids:
Don't glamorize us

☐ Three Springhill Institution inmates, part of the Accent on Youth program in the institution, spoke to high school students in April about their experience of life in prison. During the year about a dozen inmate speakers went to schools to warn youngsters not to glamorize prisoners, and to stay on the right side of the law. Because they have "been there," inmates usually have quite an impact.

A Pugwash Christmas:

gym classes throughout the year

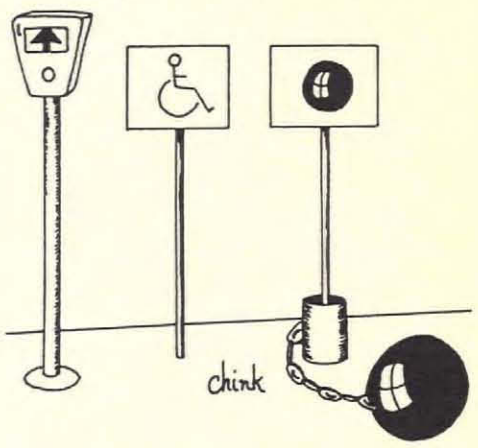
A group of inmates from Springhill Institution, (the Pugwash group) organized a Christmas party in the institution Dec. 11 for 19 mentally handicapped residents of the Sunset Adult Residence, Pugwash, Nova Scotia. An inmate dressed up as Santa Claus distributed presents to the delighted residents. The inmates purchased the gifts themselves with money they had raised through fund-raising efforts. The inmates and guests then sang Christmas carols and had lunch.

This is the second year this Christmas party has been held for Sunset residents. As well, a group from the home also visits Springhill Institution once every two weeks for a gym program. The inmates train their guests in various sports to prepare them for further competition in the Special Olympics.

Once a week an inmate on limited day parole, visits the home and takes the residents out for exercise, assists at mealtime and also offers whatever help is needed.

The Pugwash group meets every Monday night to discuss plans for Sunset residents, from parties, to picnics, and sleigh rides.

Cartoon by Harold Paquette



Weekend starvathon for welfare children

☐ Twenty inmates from Westmorland Institution joined with parents in the community in a starvathon, from Dec. 7 at 6 p.m. until Dec. 9 at 6 p.m. to raise money for "Moncton Headstart." The inmates asked for pledges from inmates and staff from three institutions — Dorchester Penitentiary, Springhill and Westmorland Institutions. The starvathon was held in the school trailer at Westmorland Institution and participants committed themselves to drinking only juices and coffee. Headstart parents provided movies to entertain the inmates.

Moncton Headstart helps socially deprived children aged two to six years. Almost 90% of the children come from generations of families involved in the welfare cycle. Headstart's main purpose is to break the cycle and give the children hope for the future.

lets talk

Special Report on Community Service

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Community involvement

☐ Mission Institution's Service Group got out the balloons and ice cream for a children's party, April 14, for children of single-parent families, Mission City Community Services, and some of the inmates' children. The kids were entertained with games and refreshments — for three happy hours in the institution gymnasium. The Mission Services Group also hosts a Christmas party annually for underprivileged children. Many toys are made as gifts for the children. The Mission City Community Services Society works closely with the inmates to organize and stage this happy event.

☐ Mission Institution held their annual "Operation Trackshoes Pre-Meet for the Handicapped," May 25, with the assistance of the Mountainview Jaycees, an inmate group. About 160 handicapped people and 40 outside volunteers were on hand for track and field events. Operation Trackshoes is a pre-meet for people competing at the Annual Provincial Operation Trackshoes, and helped them practice up for the athletic events held in Victoria, June 9-10. It also gives people who otherwise are unable to attend the meet in Victoria, a chance to share in the excitement of a similar competition. Ten to 15 inmates assisted in the coordination of the program.

☐ On July 21, Kent maximum-security (S-6) institution displayed an art exhibition, sponsored by the institution's francophone group. All the art and hobbycraft were provided by 21 inmates and the public were invited to attend.

☐ Matsqui Institution inmates sponsored and coached handicapped children from the Wildwood Centre who were preparing to attend a provincial Special Olympics at the University of British Columbia July 12-14.

☐ Five inmates from Ferndale Forestry Camp helped to erect a Christmas tree on top of a Mohawk Service Station in Mission City, Nov. 13. The Christmas tree was part of a Mission Community Service project for needy families. As each donation of food and toys was received, lights on the Christmas tree were lit. The more donations, the more lights lit!

☐ **Sharon Tompkins**, Social and Cultural Development Officer at CSC's Ferndale Forestry Camp, and 10 inmates, displayed various arts and crafts, all made by the inmates, at the Chilliwack Community Arts Council Show and Sale, Nov. 30-Dec. 2.

Fire fighting

☐ Twenty-two inmates, three forestry technicians and **John Little**, Forestry Program supervisor, make up CSC's Elbow Lake Forestry Camp fire fighting crew. They combat fires in the Chilliwack and Maple Ridge areas when needed. Each inmate takes a two-day forest fire fighting course given by the B.C. Forestry Service.

Several times Elbow Lake crews contained fires until the B.C. Forest Fire Crew arrived, and thus saved thousands of acres of forest. In the summer of '84 the crew climbed 1,100 feet with water packed on their backs in order to fight a fire.

The inmate crew is very appreciative of the experience gained in fighting fires, and even false alarms cause no complaints.

Prairies _ continued from page 4

"We wanted to do something for somebody for Christmas. I think the inmates here will bend backwards to help children. It just proves that these guys are people too."

Inmates donate one day's wages

☐ Winnipeg Children's Hospital received an unexpected Christmas gift from inmates at Rockwood Institution — a day's pay. The chairman of the Inmate Welfare Committee said 70 inmates at the minimum-security penitentiary agreed to donate a day's wages, about $300.

The inmate spokesman said the money was used for gifts and decorations at the hospital.

Rockwood inmates earn between $5.35 and $7 a day.

Fundraising for children

And working at the Prince Albert Ex

☐ As their part in a concert for disadvantaged children given by country gospel singer, **Harry Rusk**, June 30, in the chapel of Saskatchewan Penitentiary, inmates made a presentation of $1,000 which they raised for the purpose of assisting various social agencies to work with children.

☐ Rockwood farm's inmate welfare committee sponsored a children's Christmas social Dec. 8 at the institution. They collected $305. to buy presents for 45 children and organized a party for the kids — all children of inmates.

☐ An inmate from Saskatchewan Farm at Prince Albert volunteered to do all the truck maintenance for the tractor pull at the Prince Albert Exhibition the week of July 30. The inmate who was under escort, was a "real help."

Ontario _ continued from page 5

☐ The Warkworth Jaycees donated $100 towards the **Jocelyn Lovell** Foundation, June 12. The Foundation was set up last year to help paraplegics and quadraplegics adapt their homes to their new needs.

☐ For a number of years, inmates from Beaver Creek Forestry Camp have been involved with the Lions' Club Camp Dorset, a summer camp designed to offer kidney dialysis patients a chance to get away for a vacation, while still going through their regular treatment.

Beaver Creek inmates helped build the camp. They did everything from clearing the bush and making roads to cleaning and painting. As well, many inmates work each year at getting the camp ready for summer season.

☐ When the city of Kingston mounted a major effort for the relief of famine victims in Ethiopia January 1984, a medical team was sent to Ethiopia sponsored by the Kinsmen Club of Kingston. To add their help, Kingston Penitentiary's industries department presented 30 duffle bags for medical supplies to a representative of the Kinsmen.

☐ A $200 cheque was presented by Bath Institution inmates to the Reeve of Bath for distribution to the needy children in the area at Christmas.

☐ Two inmates from Warkworth Institution who like to sing entertained at senior citizens' homes in the area.

☐ Thanks largely to assistance from Beaver Creek inmates and staff, amateur theatre is alive and well at Gravenhurst. The Blackbird Theatre Production of **Blithe Spirit** listed four inmates and one staff member on the production staff. Their duties ranged from assistant stage manager to lighting and carpentry assistants.

A resounding yes!

☐ Inmate Committee members at Frontenanc Institution were asked if they would like to sponsor a local baseball team. The response was a resounding "yes!" They set aside $650 for the team, of which $250 was used to sponsor the team into the Kingston Baseball League and $100 for a trophy for the annual midget tournament on Wolfe Island. Thanks to Frontenanc inmates, a lot of young ball players had an active summer!

Scared straight

Ontario style

☐ Many parolees and day parolees are involved in an ongoing program of communications workshops. The workshops are modified versions of the *Scared Straight* program which originated at Rahway State Prison, New Jersey.

Under the direction of **Colin Campbell**, a parole officer from Scarborough Parole Office, the parolees go out to community colleges, high schools, community service groups, universities and grade seven and eight primary classes. About 15,000 residents (mostly students) of the Toronto area community have heard the parolees talk about such topics as penitentiaries, parole, rehabilitation, the criminal-justice system in general and what crime has done to their lives in particular and how to avoid it. The sessions involve oral and audio-visual presentations, followed by a question period.

The parolees who are from both the Scarborough and Montgomery Centres speak on their own time. They say their main goals are to:

- increase community awareness and involvement in the correctional process.
- demonstrate to young students, especially those involved with illegal drugs, the potential consequences of their actions.
- to provide interested (day) parolees with the opportunity to contribute their time and energy to a worthwhile cause.

let's talk

Volume 10 Number 7 April 15, 1985

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Crime and Punishment

Let's Talk commemorates Kingston Pen's 150 years

by John Vandoremalen
Chief, Publications

OTTAWA — On June 1, 1835, Kingston Penitentiary, Canada's oldest penitentiary, received its first six convicts. Located near what is now known as Portsmouth Harbour, overlooking Lake Ontario, the 150-year old penitentiary has witnessed the birth and growth of a nation, and has stood as a symbol of punishment and a monument to prisoner reform.

A visible and imposing landmark of limestone and iron bars, Kingston Penitentiary also represents a significant milestone in the history of corrections in Canada and around the world. It has been as well known as it has been unknown. Well known for the many notorious criminals it has housed, the daring escapes it has seen, and the sensational riots or hostage-takings which have given the public a brief glance inside. But the penitentiary is also unknown — unknown for the daily routine; unknown for the countless thousands of inmates who have passed through its gates, served their sentences, and were released into the community, never to be heard of again. Also unknown are the many, many people who have worked within the walls, anonymously and quietly going about their jobs, trying to seek a better understanding of crime and criminal behavior and patiently pursuing the elusive goal — a guaranteed formula for reform.

Within the total context of the history of crime and punishment, however, Kingston Penitentiary is a relative neophyte — a newcomer on the world stage. Not only Kingston Penitentiary, but the concept of imprisonment as punishment, is a relatively recent phenomenon. The penitentiary was first introduced a little over 200 years ago as an alternative to the harsh

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photo: Patterson Photographic

Citizens Advisory Committee CAC conference delegates, left to right, Henri-Paul Vignola, Jack Cadieux, Louis Zeitoun and Renée St-Charles, enjoy a light moment.

Hello micros goodbye notebooks

By Helen Gooderham
NHQ Communications

OTTAWA — About 80 CSC finance officers from across the country got together in Ottawa to learn how "to fire up your new Olivetti microcomputers, load in the appropriate Lotus 1-2-3 software and run yourself a beautiful financial spreadsheet. Then you can bid goodbye forever to your little black notebooks," said **Gavin Hector**, acting director general, finance, who introduced delegates to their week's agenda at the Ottawa Conference Centre Feb. 24 - Mar. 1.

Eighty micros will be ordered, said Hector. "Twenty of them are expected to have arrived at selected locations in mid-March. Institutions and RHQs will receive 15. In the summer 40 more will be delivered. On order for the fall, 20 more will be added to supplement the original sets and we then expect that the old terminals will be shipped back to DSS."

The Olivetti micro is a powerful financial tool, Hector told delegates.

photo: Helen Gooderham

Monique Simard, administrative assistant Finance helped organize the Finance conference.

It's flexible, easy-to-run, hard-to-break, and it's IBM-compatible — most IBM software will load into it. It's an Olivetti-M24 configuration with a 640 K random access memory, and it's especially talented at producing two-dimensional spread-sheets so you can tell at a glance where you are financially. You can churn out data easily, and input changes equally easily."

— *CSC Finance conference p.2*

Ingstrup and Carson reports don't conflict CAC delegates told

OTTAWA — Delegates to the CAC conference, Mar. 6, 7, 8, 9, learned that there is no conflict between the Carson Report and the Report on the Mission and Organizational Development of CSC.

John Carson, chairperson of the Advisory Committee to the Solicitor General of Canada on the management of correctional institutions which produced the Carson Report in December 1984 and **Ole Ingstrup** chairperson of the task force that produced the Report on the Mission and Organizational Development of CSC about the same time, spoke at the CAC conference about the differences and similarities of their respective reports.

Carson said that the main thrust of his report is the issue of CSC management and the problem of violence in CSC and the institutions. He explained that after the committee, consisting of five citizens most of whom were knowledgeable about the field of corrections, had travelled across the country, visiting and talking with a wide range of people, they recommended NHQ should exist to serve the needs of the field and all its procedures and activities. The report said regional headquarters should be maintained to recognize and strengthen the recognition of Canada's regional and cultural differences. "The whole hierarchy of CSC should have its focus on leader-

— *continued on page 3*

Two national CAC chairpersons receive Service commendation

OTTAWA — Two former presidents of the national executive committee of the Citizens Advisory Committee were presented with a Service commendation during the closing banquet of the seventh annual CAC conference held at the Government Conference Centre Mar. 7-9. Recipients were **Dr. Barry Thorne**, Ontario regional representative and **Father William Irwin**, Prairie regional representative. **John Braithwaite**, CSC communications deputy commissioner, who made the presentation, said Dr. Thorne received the award for "his significant contribution in the promotion of CACs across Canada both as a member and as a chairperson of the national executive committee", while Father Irwin was awarded for his "significant contribution to the promotion of CACs across Canada and as a member and chairperson of the Edmonton CAC and chairperson of the national executive committee."

photo: Patterson Photographic

John Braithwaite, deputy commissioner Communications, centre is flanked by two CAC award winners — on the left, Father William Irwin, and right, Dr. Barry Thorne.

— *CAC conference continued on page 3*

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Lone ranger individualism is dead

CSC finance conference

Why is Canadian productivity on the decline? asks **Ron Bullock**, vice-president, Kepner Tregoe Canada and one of the guest speakers at the CSC finance conference, Feb. 24 to Mar. 1.

"Management expects productivity to increase with the new automated information systems. But, they sometimes forget the human element is involved. New things can be threatening to staff, or seem like a waste of time. So new systems can be rejected if staff are not consulted, their opinions and suggestions listened to with respect."

Over the past 25 years, Kepner Tregoe Inc., the American parent company has studied productivity in many large corporations around the world, including Honda and Toyota. Bullock compared the Japanese approach to improving productivity to Canada's.

In Japanese companies, staff are not as competitive or individualistic as they are in North America. Here, employees feel they have to fight their own way to the top, instead of working together cooperatively to advance the company, and thus themselves. In Japan, workers receive 500 days of training in the first 10 years. This gives them the impression that their company is interested in their careers. And it is. Japanese managers at Toyota ask their employees for suggestions to improve quality and productivity.

"Our study revealed an incredible 94% actually responded with suggestions, of which most were actually implemented. Toyota have almost no barriers to implementing new suggestions from employees, in fact, only one criterion: 'Will it do any harm?' "

Japanense managers at Toyota and Honda work closely with their employees and are easily accessible. Sixty per cent of Japanese workers are involved in problem-solving at all levels compared to North America with 10-12 per cent.

Managers who want to improve productivity can — but they can't do it alone. They must consider the human element in their systems — their staff.

Three key people at CSC's Finance conference were: consultant Linda Gallagher of Kepner Tregoe Canada; Stan Fields, acting director Financial management and Accounting Systems; Ron Bullock, vice-president Kepner Tregoe Canada.

Bullock outlined five key factors for improving productivity.

■ Management must be absolutely sincere about improving quality — they must be willing to change, willing to make mistakes, willing to invest time and money. And, above all, quality must be the overriding factor: it must come first.

■ The organization must provide appropriate new skills to everyone through qualified teachers, and provide practice time.

■ The organization also must provide opportunities for staff to use their new skills. This is important if there is a sincere commitment to quality. Giving staff training and then not using their skills won't improve productivity — or morale.

■ The organization must also provide workers with leadership in new skills use. They must show them they are considered valuable by removing barriers between workers and managers, and by using suggestions.

■ The organization must reward staff for using their skills and so assure long-term continuation of new skills and habits.

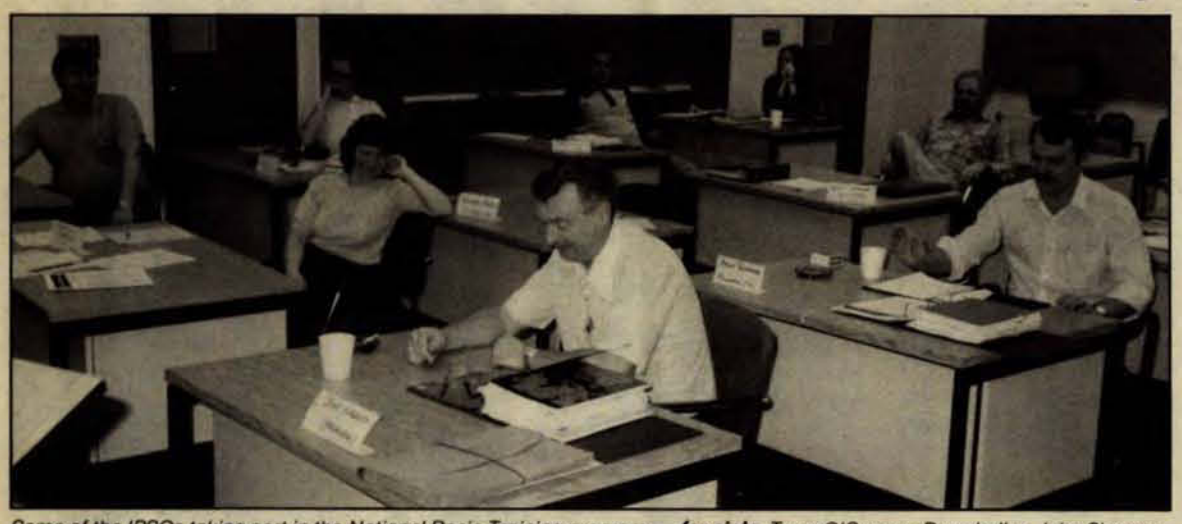
Workers cynical

North American workers are cynical and expect management to ignore them, let them down, and not value their suggestions. That's why it's essential managers change their approach to involve people, not just systems.

Managers must change. They must learn problem-solving skills and cooperative effort — the team approach. "The lone ranger is dead," says Bullock. And as quality improves, productivity will go up.

"And the new machines, such as your microcomputers, are fun and stimulating. You can do things with them you could never do before. You'll get better reports, better analyses, and thus provide better advice. And your analyses are only limited by your imagination!"

National Preventive Security Training



*Some of the IPSOs taking part in the National Basic Training program — **far aisle**: Terry O'Connor, Drumheller; John Siemens, Bowden; Wayne Branscombe, Collins Bay; Leslie Hicks — course coordinator, Collins Bay. **Second aisle**: Sharon Cashman, Prison for Women; Paul Embury, Millhaven. **First aisle**: Bob Hanley, Springhill; Bruce Packenski.*

OTTAWA — The National Preventive Security basic Training program has been two years in the making. It began in 1983 when training needs were identified and a course curriculum was designed.

In November 1984, 10 Institution Preventive Security Officers representing Ontario, Atlantic, Prairies and Pacific attended a pilot course at the Ministry of Transport Training Centre, Cornwall, Ont.

After the pilot course was critiqued by the candidates and instructors, all training material underwent a post-course revision.

The first National Basic Training program was presented to a class of 14 IPSOs in February.

"The results were most favourable with all candidates expressing positive reaction to the training," says **Frank Purvis**, course administrator. "We have several minor modifications to make before the next English course which is tentatively scheduled for early 1986, and the course material is now being translated in preparation for a French course planned for later in 1985."

Future plans include an Intelligence Analysis training program for IPSOs. "We are discussing training in this area with the Ontario Police Academy, Aylmer, Ontario." It is planned that an analyst course will be ready for presentation in October 1985.

"In the near future, we intend also to address the need for familiarizing institutional staff, at all levels of the role of IPSOs in their institutions. Methodology for this area of familiarization will be announced by the director of Preventive Security in the weeks and months ahead," said Purvis.

"We see a promising future for training of our Institution Preventive Security staff."

FTC Quebec rocks with cursillo closing

QUEBEC — It's a wonder you didn't hear the singing and cheers of appreciation of the 38 inmates and 125 visitors at the closing of the 5th cursillo weekend held at the Federal Training Centre Institution in Laval. The tears of joy were not just in the eyes of the inmates — the director of Chaplaincy shed a few too!

Originating in Spain in 1948, the cursillo movement has expanded to 52 countries and counts 25,000 members in Canada alone. The FTC cursillo community is a formal member of the movement (Montreal district).

The beginnings of the small prison community were not easy but after many years of persuasive work by the catholic chaplain, l'abbé **Claude Lebel**, and the active cooperation of the FTC authorities, and **Yvon Deschênes**, assistant warden Socialisation, and some staff members, the first cursillo weekend was held in May 1982. Since then, four other cursillos have been held, offering a new link with the community to 174 inmates. Many of the inmates have been transferred or released, 63 of them are still living at the Federal Training Centre and meet once a week (Monday or Wednesday evenings) to discuss the Bible and various Christian themes.

Two or three times a year, one-day family gatherings are held during which inmates may invite members of their family to share with them their cursillo experience. About 80 volunteers participate in the activities of the inmate cursillo members during Christmas, New Year's, and Easter holidays.

Other activities of the cursillo community included a CBC (French network) televized mass from the FTC chapel, on Feb. 17, which provoked the highest number of enthusiastic phone calls from CBC Sunday viewers.

"Our aim is to open new horizons to inmates and help them establish permanent new links with the outside community," explains chaplain **Claude Lebel**, the initiator of the project.

Religious curriculum is changing for inmates

OTTAWA — CSC Chaplaincy has been piloting a change in religious curriculum for inmates across the country since last fall. A new ecumenical curriculum is either being tested or will be tested soon at Kingston Penitentiary, Prison for Women, Joyceville, Collins Bay, Warkworth and Drumheller institutions.

Deborah Lamoureux, a religious education consultant who has been on contract to CSC for the past year explained that current material is often unsuitable for inmates or the institutional environment. "There aren't enough quality resources to serve the inmates' needs in terms of their education level or their interest in religion," she said.

The new curriculum includes basic Christianity, biblical studies, personal integration and world religions. Because each institution is different, the instruction will be flexible.

Some CSC chaplains have already started offering the program to inmates and are adapting it along the way, others are evaluating the program and making changes before offering it.

Sister **Marguerite Somers**, at Drumheller, says that she started offering it last September. "The basis for the new curriculum comes from eight programs designed by a number of religious denominations for use in the Caribbean," she explained. "We are in the process of trying to adapt it to an institutional setting. One problem is that the program is designed to run for 44 weeks and most of our inmates are not here that long."

Sister Marguerite Somers, Drumheller Institution.

The goal is to arrive at five key programs. Chaplains are keeping track of any adaptions they feel are necessary and they will get together and compare notes at a later date.

As *Let's Talk* goes to press Deboroah Lamoureux is winding up her assignment with CSC by writing two Guide Books for Chaplains.

Let's get it straight

Houses at Bowden Institution

Since publishing 'End of an era at Bowden' in the Jan. 30 issue of *Let's Talk* we have been advised that the houses were not initially used as private married quarters for Armed Forces personnel. We have learned that the Alberta provincial government first opened Bowden Institution as an institution for young offenders in 1951. Approximately 50 to 60 inmates were transferred there from the provincial jails at Fort Saskatchewan and Lethbridge, Alberta. These inmates were housed in the only remaining structure, a very large hangar, on the former RCAF and RAF training base. Burns and Dutton Construction Company of Calgary was awarded the staff housing contract to build the first living unit and staff housing at Bowden. The first houses, those mentioned in the *Let's Talk* story, were constructed during the latter part of 1951 and finished in 1952. They were built to house the superintendent, assistant superintendent, and other senior staff at Bowden Institution when it was a provincial young offenders jail.

CXs speaking out

The Mar. 15 issue of *Let's Talk* reported, in the story, "More CXs willing to speak out beyond the walls," that 73 of the new volunteers were correctional officers (CX-COF) or living unit officers (CX-LUF). It should have read "73 percent of the new volunteers were correctional officers or living unit officers."

CAC Conference

"Let us not forget the needs of correctional officers"

The CAC conference in session.

photo: Patterson Photographic

OTTAWA — On Mar. 8, Assistant Commissioner, Security, **Henri-Paul Vignola**, took part in a panel discussion at the annual CAC conference along with DCPPA **Jack Cadieux**, Director General of Education, Training and Employment **Gerry Hooper** and acting Deputy Commissioner, Offender Programs, **William Gibbs**. Vignola congratulated the members for realizing the importance of helping inmates re-establish themselves in the community and recalled the essential role played by CAC members in maintaining order at Stony Mountain Institution after the slaying of two guards in July 1984.

Vignola emphasized the importance of a recommendation made by the Ontario Region CAC's that "urges the CACs in the coming year to have more liaison and dialogue, not only with administration and inmates as usual, but also with CSC staff". "We are too often inclined to forget the human needs of the correctional officers", he said. "Don't forget their concerns and the impact of their work on their personal and family life." He stressed that heavy demands rest on their shoulders but that they can now count on better training, including a 14-week orientation training.

He summed up the major steps of Security Branch development throughout CSC history: the "Physical Security" phase during which the focus was on security of facilities; the "Intelligence Development" phase that allowed the development of intelligence reporting, collection and analysis systems; the "Organizational Development" phase where the accent was on the implementation of organizational procedures, systems and structures and finally, the current phase that is quality of worklife and human-oriented.

This phase is being carried on through the development of six major staff-oriented initiatives: unified measures oriented towards the building of an esprit-de-corps; establishment of performance criteria; implementation of the buddy coaching system; career plan development; improvement of quality of worklife and staff training in human relations.

Vignola recalled the closing of the Millhaven and CDC special handling unit institutions (SHU) and the opening of the more modern Ste-Anne-des-Plaines and Prince Albert S-7 facilities for dangerous offenders and suggested greater involvement of CAC members with these inmates to help them maintain a link with the outside community.

Vignola gave two examples of technological improvement in the Security area. He referred to the Perimeter Intrusion Detection System that will be installed at the end of fiscal year 1985-86 in a total of 15 institutions. This system enhances perimeter security and ensures a more effective use of staff resources. He also mentioned the development of a drug control system through urine analysis, a system already implemented in the US prison system. Other projects quoted by Vignola included the production of information video cassettes for correctional officers, the computerization of duty rosters and an overtime reduction plan.

Vignola also commented on the advantages of the arrival of female correctional officers and college and university graduates into the system. Time, he said, will show the wisdom of this decision after the necessary adjustments to institutional realities have been made.

He concluded with the proposition that: "Inmates are the rationale and target of our efforts and staff are our greatest asset in moving towards that goal."

"A year of renewed vitality for Quebec CACs"

QUEBEC — **Constance Bennett-Bourassa**, regional representative of Quebec Citizens' Advisory Committees, told CAC conference delegates that 1984 was a year of renewed vitality. New members joined the ranks of the CACs, ensuring healthy development and a new lease on life. Drummond Institution established its CAC even before its official opening! Newspaper articles were published about the Ste-Anne-des-Plaines Minimum Security Institution and Archambault Institution to provide the public with information on the normal day-to-day activities in a prison environment and the involvement of the community in the correctional system. The CACs also cooperated with management in organizing visits for the neighbouring community of La Macaza Institution and Drummondville after the opening of new facilities. A special CAC committee was asked by CSC management to investigate the merits of a grievance filed by inmates.

Each CAC, she said, made an effort to meet with staff members in order to gain a better understanding of their reactions and evaluate their needs.

Bourassa acknowledge the presence of the majority of the wardens at the regional conference held at Archambault Institution on October 12, "a sign", she said, "of the increased acceptance of our role."

A small group discussion during the CAC conference. Seated Henri-Paul Vignola, assistant commissioner Security, and DCPPA Jack Cadieux; with back to camera, Gerry Hooper, director general ETE and standing, Willie Gibbs, acting deputy commissioner Offender Programs Branch.

photo: Patterson Photographic

Quebec Region delegates to CAC conference — left to right — Regis Charron, CSC Quebec region; Claude Bourbonnière, CAC Metro Montreal; Renée Ste-Charles, CAC Archambault; Gilles Thibault, West Quebec Parole Office. Seated, left, Berthe Blanchet, CAC Reception Centre; Constance Bennett-Bourassa, regional representative Quebec CACs.

photo: Patterson Photographic

Ingstrup and Carson reports don't conflict

— continued from page 1

ship at the institutional level, he concluded.

Ingstrup explained that his report does not contain the same kind of immediate action-oriented recommendations. "It is primarily a report on very long term and medium long term development of CSC," he said. "The main theme is future attitudes and future postures. Another difference is that the Carson committee was asked by the Solicitor General to report to him, while Ingstrup's task force was asked by the then commissioner **Yeomans** to report to the Service on the Service.

Like the Carson report, Ingstrup's task force emphasizes delegation to the lowest level possible and de-emphasizes tight control. It prescribes openess, accountability, compassion for staff members, principles for recruitment, development and promotion, and compassion for offenders while under the care of the Service. Finally, the report reminds the Service of the importance of listening to and benefiting from the people of the country especially those like CAC members who offer services to the organization.

Yeomans honored at CAC conference

Donald and **Kay Yeomans** were given a certificate in recognition of their role and support in the establishment and development of CACs. Kay Yeomans also received a bouquet of flowers from Quebec regional representative **Constance Bennett-Bourassa**, on behalf of participants at the dinner.

In his farewell message to the CAC members former CSC Commissioner Don Yeomans pointed out the links established over the years between the community, the inmates and the correctional officers through the development of the CACs he helped form.

"You have been supportive of the professional staff who quietly day in and day out do a tough job, unsung and for a large part unknown," he said before finally concluding: "Just as CSC is showing leadership in the field of corrections, you have been showing real leadership in the world of volunteers in corrections."

The conference theme was Corrections — A human enterprise.

Briefly

RHQ women meet for International Women's Day

ONTARIO — Approximately 34 female staff from RHQ (440 King St. W.) celebrated International Women's Day with a special luncheon at a local restaurant in Kingston on Mar. 8. Guest speaker **Elaine Mains**, a stock broker with the Kingston firm of McLeod, Young and Weir, spoke to them about women and success in the corporate world, reflecting on her personal career path, and providing some useful financial advice on dividend tax credits, treasury bills, registered home ownership and savings plans. In addition, about 25 female staff from the Personnel Division, RHQ (Lasalle Mews) heard St. Lawrence College Affirmative Action Coordinator **Nina Marshall** talk, during a luncheon, on the history of the International Women's Day.

Chinese inmates at Mission bring in their New Year

Fourteen Chinese inmates at Mission Institution brought in the Chinese New Year, Feb. 24, with invited guests from the community. "The inmates prepared a Chinese meal for themselves and their guests," said **Bob McKay**, social and cultural development officer at Mission, "and they watched a Chinese video rented by the inmate Chinese club." This is one of the two festivals celebrated each year by Chinese inmates at Mission.

Millhaven inmate died of cyanide poisoning

Napanee OPP issued a press release on Feb. 8 stating that inmate **Daniel Spilchuk**, who died at Millhaven Institution Jan. 2 died from cyanide poisoning. The OPP are treating his death as a murder. An autopsy performed Feb. 8, on another inmate who died on Feb. 7, determined that he had died of natural causes.

Pittsburg officers receive 25-year plaques

Superintendent, **Jim Caird**, presented three 25-year plaques to officers **Bob Rombough**, **Glenn Morris** and **Jim Hitchcock**. The presentation took place during a management meeting at Pittsburg Institution, on Feb. 25.

Certificate of merit presented to Roy Broomin

Roy Broomin received a certificate of merit for outstanding work with patients in manufacturing 1,200 television subscriber cables for use in the Pacific Region. The presentation was made by Dr. **Pauline LaMothe**, executive director Regional Psychiatric Centre, Pacific, during general staff meeting Feb. 21.

lets talk

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June Coxon
Editor

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Crime and Punishment

— continued from page 1

and often cruel penal sanctions meted out up to the 19th century. Prior to that time, jails were used primarily as holding facilities for vagrants and beggars and those awaiting execution, transportation, branding, whipping or public humiliation and degradation in the stocks or the pillory. The history of crime and punishment is a story as old as Cain and Abel. As long as the human race has inhabited the earth, there have been individuals who have transgressed the laws, norms, standards or taboos of acceptable behavior and have been punished. The type of punishment seemed limited only by the materials available or the morbid imagination of the judiciary.

Six-part special series in *Let's Talk*

Within this issue of *Let's Talk*, you will find the first of a six-part series dealing with the history of crime and punishment, the development of the penitentiary, the nature of imprisonment during the early days of Kingston Pen., what it was like to work in the penitentiary 100 years ago and how the penitentiary has evolved in relation to the community. The series is presented to coincide with Kingston Penitentiary's 150th anniversary. The next five parts will appear as inserts on the 15th of each month from now to September.

The series is intended to inform and acquaint people with the history and evolution of corrections. It is not intended to serve as a commentary or editorial on current issues in corrections such as alternatives to incarceration, the debate on capital punishment, overcrowding in prison, young offenders legislation, the judiciary, criminal law or criminal behavior. The series is intended to serve as a means of informing CSC staff, who might not otherwise find the time to read, and a means of capturing the interest of the public, who might not otherwise have the opportunity.

NHQ celebrates International Women's Day

OTTAWA — Mar. 8 was International Women's Day and the theme this year was taking control: our lives, our choices. The day was recognized at NHQ by an afternoon of National Film Board films about women in non-traditional jobs, in politics and in the arts. Organized jointly by the Affirmative Action Division of CSC, the National Parole Board and the Secretariat, and held in CSC's Staff Training boardroom, it attracted approximately 100 people. In addition to the films there was cake made by inmates at the Federal Training Centre, Laval and coffee supplied by DCPPA **Jack Cadieux**. The boardroom was decorated with flowers supplied by Pittsburgh Institution Greenhouses. CSC Affirmative Action Division representatives are Director **France-Marie Trépanier** and Affirmative Action officer **Margaret Fortin**.

What is International Women's Day?

International Women's Day began as a day of protest by women who were angry about their poor working conditions.

■ In 1857 women textile workers in New York City stopped working and marched through the streets to protest 12-hour working days, low salaries and unsanitary working conditions. Seventy women were beaten by policemen and many others were trampled by police horses.

■ On Mar. 8, 1908 after the death of 128 women in a fire at the Triangle Shirtwaist Factory in New York City, women garment workers rallied together to demand improved working conditions.

■ On Mar. 8, 1917, approximately 90,000 people in Russia marched together to protest working conditions under the Czarist regime and women textile workers in Petrograd declared a massive strike.

■ Mar. 8 was declared International Women's Day in 1910 at the Second International Socialist Conference in Copenhagen. It was first celebrated in Europe in 1911.

■ Today International Women's Day is one day within a week of celebration, protest and acknowledgement of the many ways women contribute to the home, workforce, community and the world.

Pausing as they leave Joyceville's new trailer are, left to right, Clem McQuaide, commissioning officer, RHQ Ontario, and Frank Norwood, supervisor of the new Living Unit.

Forty-man trailer unit opens at Joyceville

ONTARIO — Joyceville Institution became a combination security level S3-4 penitentiary with the opening of Unit 5, a 40-man S-3 facility on Feb. 18. Although it is often referred to as a 40-man trailer, Unit 5 is a large bright, well-equipped facility, which bears little or no resemblance to a trailer, at least from the inside.

Unit Supervisor LU 2 **Frank Norwood** and his staff operate the unit on a three shift schedule with 12 staff members including Case Management Officer **Ralph Wilson** and 10 Living Unit Officers.

Although the inmates are classified as Security Level 3, their regular work and recreational activities take place in the main Joyceville complex. Unit 5 contains a common room and servery, a large ablution room with showers and toilets, laundry room where inmates do their own personal laundry, and the usual offices and supply rooms. Since the individual rooms do not contain toilets or sinks, all inmates have the key to their own room. Only inmates assigned to Unit 5 are permitted there, and everyone has a distinctive identification card which he hands in when entering, in exchange for his key.

Knuckles by Harold Paquette

Warkworth IERT gives demonstration

ONTARIO — The Warkworth IERT gave a demonstration in the gymnasium on Feb. 13 for members of the Citizens Advisory Committee, the local police forces, a group of Law and Security students from Loyalist College, Belleville and institutional staff members.

The presentation included numerous formations and tactics that could be used during institutional incidents. One of the highlights of the afternoon was a demonstration of the Korean martial art Kap Ki Do. **Bill Daniels** of the Belleville Martial Arts Academy, who is under contract with CSC to instruct the Warkworth IERT in the art, gave an explanation of the skills being taught and along with two team members, gave a demonstration. The IERT also presented outgoing Warden **Hank Neufeld** with a plaque in appreciation of his efforts on behalf of the team.

Kingston Pen's winter carnival

ONTARIO — More than 100 people participated in Kingston Penitentiary's 150th Anniversary Winter Carnival held Feb. 23 to Mar. 5. Teams participated from all local institutions, RHQ and the CORP programs from the Staff Induction Centre. Some of the more popular events included a table tennis tournament, ball hockey showdown and tug-o-war. The IERT tug-o-war was won by Collins Bay. New for this year was the land skiing event and, with a little practice, the teams mastered the technique quite well. The carnival closed with a whopper eating contest and the awards presentation.

The final team results were: Treatment Centre 630 points, RHQ 585, Kingston Penitentiary 480, Collins Bay 340, CORP 119 295, Millhaven 240, CORP 121 230, CORP 127 185, Pittsburgh 140 and Prison for Women 30.

The next big event coming up is the Ontario Region Fitness Day to be held on Wednesday, May 29.

Collins Bay wins curling bonspiel

ONTARIO — Collins Bay Institution has a new addition to their trophy case, following the curling bonspiel held by the Department of National Defence (Military Police) at the Garrison Curling Club on Saturday, Mar. 9. The bonspiel attracted between 16 and 20 teams from the Kingston Military Police, OPP, American representation as well as two teams from Collins Bay. The winning "B" team, from Collins Bay, comprised: **Rick Blasko**, Lead; **Wally Rogers**, Second; **Jack Holder**, Vice; and **John Osborne**, Skip. Congratulations, guys!

Crime and Punishment

A pictorial history: Part I of VI

By Cecilia Blanchfield

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Breaking on the wheel

The penalty is death

Death was the punishment for almost every crime

Paris, 1757 — It is standing room only in the Place de la Grève. Thousands of people are packed into the old square and thousands more have spilled out into the surrounding streets.

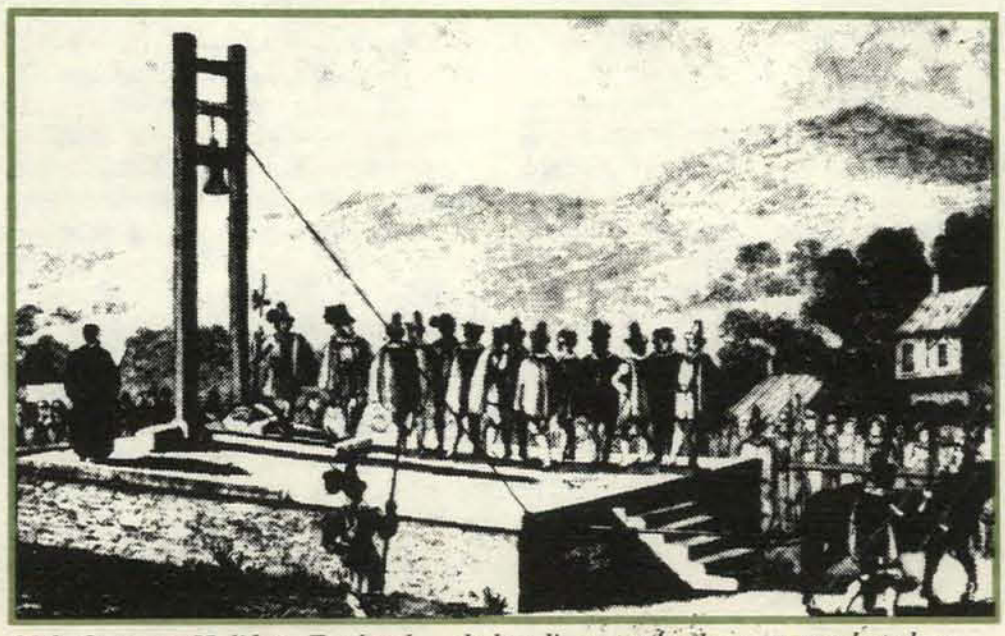
At last, the condemned man is led to the place of execution. The crowd presses forward to get a better look. So this is the monster who tried to kill the King! Is he crazy? Those in the front rows feel a brief surge of pity for Robert François Damiens. He looks much older than his 42 years, and his eyes are wild with terror.

For the next several hours, a team of torturers break, burn, scald, twist, crush, gouge and slice at Damiens' quivering flesh while the spectators eat, drink and make merry. Most of them have been at executions before, but this is something special, a real tour de force, the best show anyone has seen in years.

Damiens' fate was gruesome, even for the times. But it was consistent with established law and custom. No one questioned the state's right to take a life. The community had the right to defend itself. If the means of retaliation were out of all proportion to the offence, at least it served as a warning to others.

Life was cheap

In the ancient world, life was cheap. The oldest surviving criminal code, the laws of Hammurabi of Babylon (1700 B.C.), prescribed death sentences for almost everything. The Hebrews were more restrained: there were only 15 capital offences in the Mosaic code, including murder, adultery, unchastity, bestiality, blasphemy, cursing parents and practising witchcraft.



15th Century Halifax, England — beheadings took place on market days

Under Roman law, death sentences were carried out for treason, adultery, sodomy, murder, forgery by slaves, corruption, certain kinds of kidnapping, seduction and rape. The term 'capital' punishment comes from the Latin *caput*, meaning head; decapitation was the most common method of execution then.

In 13th century England, the death penalty was imposed for all felonies except mayhem and petty larceny. Many crimes were religious in nature. (The death sentence for heresy was not eliminated until 1677.)

Methods of execution were limited only by the tools at hand and the morbid imagination of the judiciary. In medieval Europe, condemned criminals were flayed, impaled, exposed to insects or animals, drowned, stoned, crucified, burned, drawn and quartered, beheaded, strangled, buried alive, pressed to death, boiled, broken on the wheel, shot, starved, and blown out of the mouths of cannon. ▷

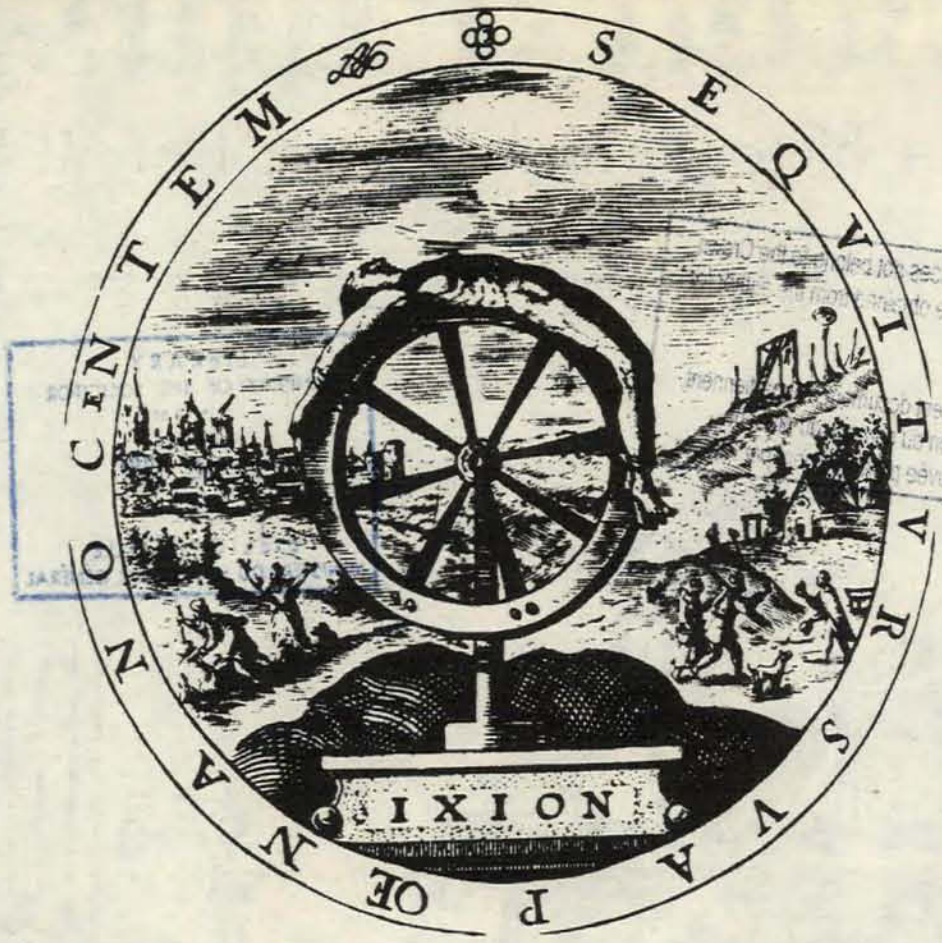
11 legal methods of execution in New France

In New France, there were 11 legal methods of execution. Of the 67 Europeans executed during the French regime in Canada, six were broken on the wheel, one had his head crushed, three were shot and three were decapitated (a privilege reserved for the nobility). The other 54 were hanged.

This was consistent with the general practice in Europe. Hanging was by far the most popular method of execution. (In the 38-year reign of Henry VIII there were 78,000 hangings.) At this time, death on the gallows usually meant slow strangulation. The neck-snapping drop was not used until 1783.

There were a few means of avoiding execution: convicted felons could get off by pleading 'benefit of clergy,' a privilege which was eventually extended to anyone who could read. In some cases they could ask to be banished or sent to the galleys. From about 1600 to 1850, sentences of death were sometimes commuted to transportation.

If all else failed, condemned prisoners could hope for a miracle. In France, no one could be executed if the king were passing by. If the hangman were clumsy and muffed the job, the condemned man might be released. An attractive female prisoner might get a life-saving marriage proposal from an admirer in the crowd.



Victims were broken on the wheel and whirled until they died

Sometimes the offer came from the executioner himself. In 1638, a beautiful 18-year-old girl from Angers was sent to the gallows. On the way up the ladder, the hangman asked for her hand. To everyone's amazement she declined. She said she could not bear the shame of such a match.

Executions were public theatre

If there were no eleventh-hour rescue, at least the condemned prisoners knew that their deaths would not go unnoticed. Executions were public theatre. For justice to be fully done, it had to be seen to be done. The scaffold was the stage set for a real-life drama, and the authorities made sure it was as riveting as possible.

Unfortunately, the solemn ceremony of execution could be burlesqued by prisoners who refused to play their parts. At the last minute they might forget their lines. They might protest their innocence and recant confessions made under torture. They might make inflammatory remarks about religion or politics, or say something vulgar about the judges.

> "Hanging was by far the most popular method . . . but condemned criminals were also flayed, impaled, stoned, buried alive, exposed to insects, pressed to death, boiled, broken on the wheel, and blown out of the mouths of cannon."

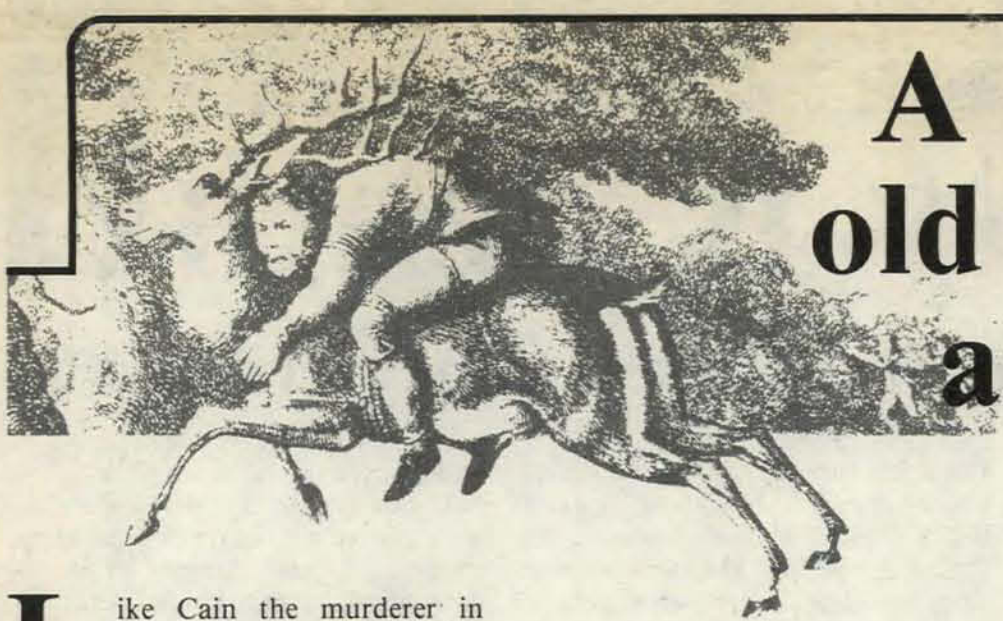
In the 18th century, the gallows speeches of famous criminals were recorded and printed as pamphlets. Not all of these were morally uplifting.

Gradually, the authorities in both Europe and North America began to realize that wholesale executions were not reducing the crime rate. Pickpockets plied their trade in the very shadow of the noose.

Reformers asked: If the death penalty does not deter, what good is it? They argued that capital punishment for even minor offences was not just cruel — it was also useless. By 1810, only 10 per cent of those condemned to death in England were, in fact, hanged. The rest were imprisoned or transported. ■

A story as old as Cain and Abel

"My punishment is greater than I can bear"



Animals were frequently used for punishment

Like Cain the murderer in Genesis, the lawbreaker throughout the ages has been marked and set apart from his fellows, deprived of his membership in the human race. Cain was driven into the wilderness to wander alone, and he cried out: "My punishment is greater than I can bear."

Over the centuries, what remains of the grim record of retribution, after all the blood has been wiped away, is that same despairing protest. It was not the physical pain, the fear, the degradation and loss of life that those who were condemned resented most; it was the sense of exclusion and abandonment.

Human beings are social animals. We need each other. But we are also aggressive individualists. Even the smallest, simplest human groups have to have laws. When those laws are broken, anarchy looms. The group must then make a fateful decision — to try to redeem offenders or to purge them from their midst.

For primitive men, the world was a dangerous place. They felt at the mercy of inexplicable forces. These forces were personalized as gods or spirits that had to be worshipped and obeyed. Elaborate systems of taboos developed. As long as these were respected, the community felt safe. But if the taboos were violated, disaster was inevitable.

Murder — a private matter

Those who broke a taboo placed their whole tribe in jeopardy. The only way to placate the gods was to sacrifice the offenders. With the aid of solemn rituals, the taboo breaker was executed or banished. It was hoped their fate served as a deterrent to others.

The tribe also punished those who had offended the whole community by acts of treason or cowardice. But murder was a private matter between families. A man's kinsmen had the duty to avenge his death, usually by killing his murderer or some member of his family. The other clan would usually retaliate, and a blood feud was on. Vendettas obviously had their limits. The warring clans usually stopped short of mutual annihilation. There would be a ceasefire and negotiations.

In Anglo-Saxon times, the family of the murdered man could demand compensation for its loss. The murderer and his relatives had to pay a blood-fine or 'wergild.' This was based on the rank of the victim. This was never a token payment. A mere churl, or laborer, had a wergild of 200 shillings — the price of 200 sheep.

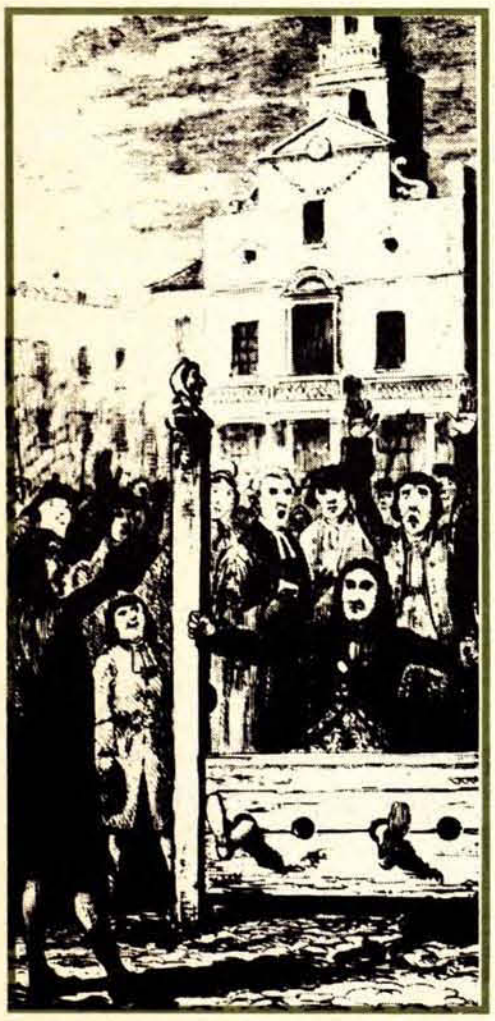
Gradually, certain crimes against individuals came to be regarded as attacks on the whole community. Theft and adultery were considered public crimes long before murder.

By the 12th century, with the growth of royal power in England, criminal acts became offences against the king's peace. He claimed the right to inflict punishment and exact tribute. Blood fines were no longer paid to the family, but to the state. These became an important source of crown revenue.

In medieval Europe, the punishment of criminals took various forms. Felons were executed or banished, or enslaved in the galleys. Those who committed misdemeanors were fined and subjected to corporal punishment.

The 'eye for an eye' rule was interpreted literally. Mutilations were also carried out to prevent a repetition of the crime: thieves had their hands cut off, perjurors lost their tongues, and rapists were castrated.

Branding with a hot iron combined the virtues of temporary agony with long-term disgrace. Criminals were branded on the face with the initial letter of their offence: murderers with an M, thieves with a T, vagrants with a V, and so on. People bearing these marks of Cain were shunned and could not find work. After 1699, the brands were applied to less conspicuous parts of the body. In New France, petty thieves had a fleur-de-lys burned onto their right shoulder. ▷



The stocks provided entertainment for the town

Public humiliation

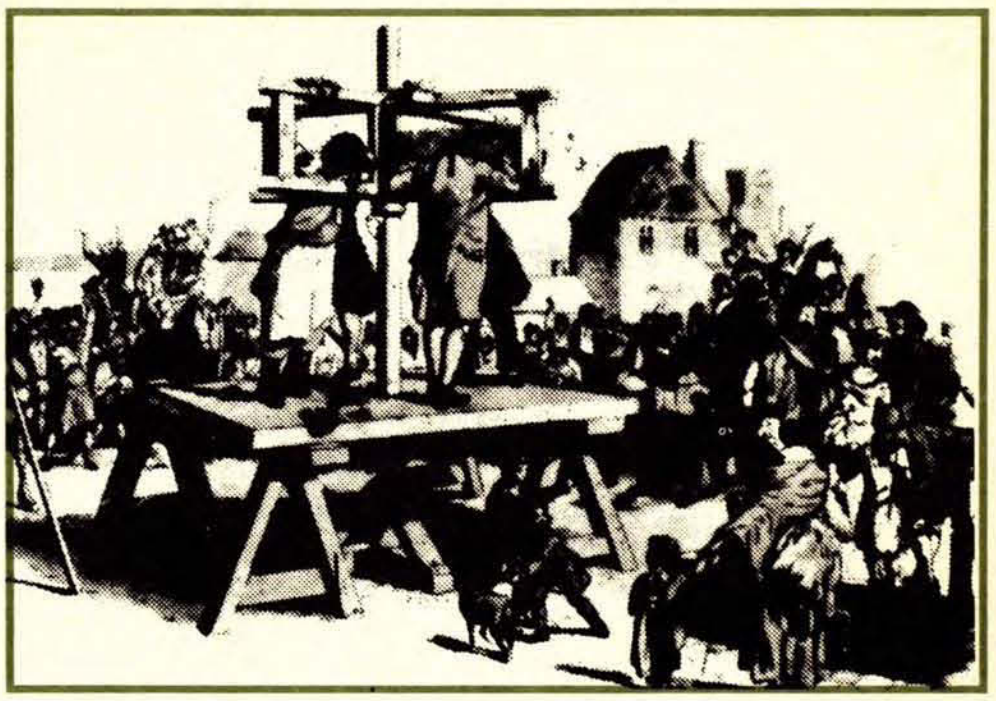
Further down the scale of punishments were whipping and exposure in the pillory. Those sentenced to the pillory were clapped into the stocks for a few hours, and left to the tender mercies of the market-day crowd. Usually they were only pelted with garbage; unpopular people, however, might be stoned to death. As bad as time in the pillory was, the subjects were still apprehensive about the moment of release: their ears had usually been nailed to the beams.

Public humiliation was a popular punishment. A baker who short-weighted his customers was exhibited in the central square with a mouldy loaf around his neck, a dishonest fishmonger with a necklace of rotten smelts, and so on. Badges, crosses and other marks of shame were attached to clothing, sometimes for life.

Imprisonment rare

The one punishment that was very rarely inflicted was imprisonment. In medieval times, jails were only holding tanks for offenders awaiting punishment. At first they were just cages set up within a fortress, or cubbyholes improvised in the cellars of public buildings. After the 12th century, castle architects began to incorporate prison chambers in the design of towers and dungeons. The typical cell was a low-ceilinged, lightless room with an air vent and a toilet shaft. Nothing more — except, perhaps, for some straw.

The Church pioneered the use of imprisonment as an alternative to corporal punishment or execution. It disciplined its own errant clergy by subjecting them to 'reclusion,' a form of solitary confinement in a monastery. It believed that solitude and austerity could inspire 'penitence' and lead to spiritual rehabilitation.



The pillory

"Branding, whipping, the stocks and the death penalty were common — the only punishment rarely inflicted was imprisonment."

In the relatively stable medieval community, crime was not considered a major problem. The intimacy of village life, the sense of shared values, and the fixed economy of feudalism ensured conformity.■

The First Correctional Institutions

In the 15th century, the old order began to break down. Political unrest, religious change, and economic dislocation led to an upsurge in crime. Many peasants were thrown off their land, and crowded into the cities and towns, where they had to live by their wits. The Tudors did not know how to deal with these 'sturdy beggars.' They devised harsh punishments for the unemployed. Jobless men were treated like criminals, flogged, branded and herded into the first kinds of correctional institutions — 'bridewells' and workhouses.

Bridewells derived their name from the old royal palace of Bridewell in London which was converted into a 'house of correction' in 1557. Its purpose was to try to salvage vagrants and petty criminals by giving them honest work and the opportunity to develop 'habits of industry.' The government soon ordered every county to have a bridewell.

The workhouse had similar aims for the urban poor. But within a few generations both types of institution had degenerated and were scarcely distinguishable from either the common jail or the debtors' prison.

Bridewell graduates who failed to make good might find themselves behind an oar. The life of galley slaves had not improved much since Roman times. The average galley needed 300 to 500 rowers to keep up speed. They were seated five to a bench and chained in their positions. The rowers had little clothing, were exposed to the extremes of weather and were given just enough food and care to keep them alive.

In a naval battle the galley slaves suffered the most. If they could not keep the pace, they were whipped raw. If the ship were boarded, they were often slaughtered at their seats. If the ship sank, they went down with it.

By the end of the 17th century, the English galleys were outmoded. The new warships were sailing vessels. The last of the French galleys was decommissioned in 1748. At least 47 Canadians did galley service in the French navy, for crimes ranging from attempted murder to counterfeiting and sorcery.

Some delinquents were allowed to put to sea as regular sailors. Columbus and Frobisher were among many explorers who had convict crewmen.■

Re-enactment of flogging with a cat o'nine tails on board the convict hulk Success

The lady and the executioner

On August 17, 1751, the Conseil Supérieur de la Nouvelle-France received an unusual request from one of the prisoners in the royal dungeons of Quebec. Jean Corolère, a 20-year-old Breton convicted of duelling, was applying for the job of 'maitre des hautes oeuvres' — that is, executioner.

He was interviewed the same day. New France needed a hangman, but the councillors were puzzled by the prisoner's eagerness.

The job of executioner was so hard to fill that it had to be imposed on slaves or condemned men on their way to the gallows. But Corolère had only 10 more months to serve. Why would he want a job that would make him the most hated man in the colony?

Because he was head over heels in love.

During his five months of confinement, he had fallen for the girl in the next cell, Françoise Laurent. Françoise was under sentence of death for stealing some clothing from the house where she had worked as a maid. How could he rescue her?

According to custom, the only way Françoise could save herself was by marrying the executioner. And so the only way Jean could marry her was by becoming her executioner!

Corolère got the job and two days later he married Françoise. Soon he was hard at work, whipping and branding. In October, he performed his first hanging.

Did the executioner and his lady live happily ever after? All we know is that in 1754 there was a new hangman in Quebec. Then Jean and Françoise disappear from history.■

Transportation:

an alternative to death

In the 18th century, there was a population explosion, accompanied by a startling rise in the crime rate. The upper classes panicked. They screamed for 'law and order.' But in a society without an effective police force, the only deterrent was savage and exemplary punishment.

The number of capital crimes on the books in England increased to more than 200 and the gallows creaked under the load. A man could be hanged for forgery, counterfeiting, sending threatening letters, abducting an heiress, attempting to kill privy councillors, pocket-picking, piracy, crippling cattle, arson and sacrilege, as well as stealing linen, cutting down trees and letting fish out of ponds.

Thefts over 40 shillings were usually punishable by death. People were executed for stealing a hat, a handkerchief, even a slice of beef. In 1801, Andrew Branning, age 13, was hanged for taking a spoon. But even Branning's case was not the most pathetic. Children as young as seven were being put to death.

Under these circumstances, many plaintiffs were reluctant to prosecute, and many juries refused to convict. They grasped at any legal straw that might save the defendant. If the charge were theft, the jury might commit what was called 'pious perjury'; they would pretend that the stolen article was worth less than 40 shillings.

Not all convicts condemned to death found their necks in a noose. The court had the option of commuting their sentence to 'transportation.' This meant indentured servitude in the American colonies where there was a severe labour shortage. Some of the transported convicts were assigned to cruel masters who worked them mercilessly. But those who could endure to the end of their term were often given grants of land and the chance to make a fresh start. Many former transportees prospered and became respected citizens.

By 1775, England was sending about 2,000 convicts a year to America. But when the 13 colonies won their independence, the English government had to scramble to find another dumping ground.

Floating hells: the hulks

In the meantime, the ever-growing convict population had to be housed somewhere. The existing jails were bursting. Hangmen were working overtime. The 'temporary' solution — which lasted more than 80 years — was to use old warships as floating prisons. The 'hulks' were cramped, airless and filthy. They crawled with vermin. Conditions were so bad that one in every four convicts died. Like the city jails, the hulks were filled with people who had no business being there. As well as convicted criminals, they held paupers, lunatics and illegitimate children. There is even a record of a two-year-old child being confined below decks.

Even after transportation was revived, the hulks remained. In 1828, there were still 4,000 convicts in the prison ships. The last of the hulks was not scuttled until 1875. Prisoners who survived the hulks might look forward to another floating hell: the long journey to Australia. The new colony had been founded expressly as a penal settlement, and most of the people there were unwilling immigrants.

Caged prisoners on board a transportation ship bound for Australia

The first shipload of transportees dropped anchor in Sidney harbor in 1787. The voyage had taken eight months and many of the arrivals were in sorry condition. The ships had been skippered by hired contractors who were paid by the head. This led, inevitably, to terrible overcrowding, cheating on rations and other abuses.

> "The number of capital crimes on the books in England increased to more than 200 and the gallows creaked under the load."

The convicts, euphemistically known as 'government men,' were put to work building roads and bridges. Many were leased out as cheap labour to the free colonists. As in America, their fate depended on the benevolence of their employers. Most eventually won their freedom and became farmers and tradesmen. Others escaped into the outback and became outlaws — the legendary bushrangers.

Captured bushrangers and other 'incorrigibles' were sent to the dreaded prison on Norfolk Island. Conditions there were so ghastly that inmates eagerly entered into suicide pacts. Death was the only escape.

Britain was not the only European power to resort to transportation. In the 19th century, France established penal colonies in Guyana in South America and New Caledonia in the Pacific. Spain, Italy and Portugal deported convicts to their African territories. The Russian czars sent political prisoners to Siberia. ■

The 18th century jail

In Europe, the common jails were going from bad to worse. Even with the safety valve of transportation, the existing facilities were simply not equipped to handle the load.

The 18th century jail was not a government institution. It was a political sinecure, awarded to a well-connected entrepreneur who ran it as a profit-making business. In this hotel with bars, the 'guests' had to pay exorbitant fees for the most basic services. There was even a standard bribe for 'relief of irons.' A wealthy miscreant could live in relative luxury, with a private suite and 24-hour room service. Jailkeepers ran grog shops and procured whores for those who could afford them.

But woe to the unlucky prisoners who had no ready cash or relatives or friends to support them! They had to throw themselves at the mercy of visitors, or dangle begging baskets over the wall. There was no official budget for feeding them and many penniless prisoners starved to death.

Prisoners in the 16th century detained in chains

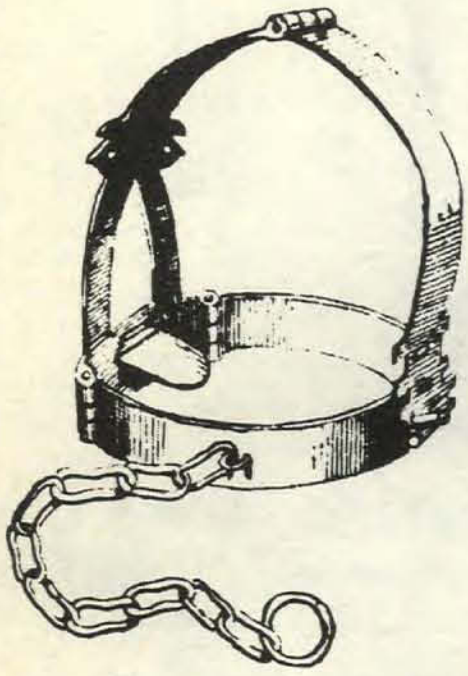
These horrors were commonplace because each jail was a little empire, a state within a state. The keepers had no one to answer to, not even the magistracy. Once the key had been turned on a prisoner, the courts lost interest in him and the turnkeys could do what they liked. Sometimes they wouldn't even bother releasing prisoners when their sentences expired. If anyone noticed, they could claim the prisoners still owed them the 'delivery' fee.

The 18th century jail was a Dickensian nightmare of violence and squalor in which only the strong survived. Men, women and children were packed into common dormitories where they ate, slept, fought and fornicated. When the turnkey wasn't around, the inmate gangs ruled, shaking down new prisoners and killing informers.

Another scourge was typhus, or 'jail fever.' One epidemic after another swept through the lock-ups. In 1773–74 more prisoners in England died of typhus than on the gallows. No one cared until the disease appeared in the courtroom, and lawyers and judges started to succumb. Suddenly, there was a wave of interest in jailhouse hygiene. ■

The Beginning of Reform

A sensitivity to physical cruelty



"Branking" — an iron mask for gossips. It had a tongue-like protrusion, sometimes with spikes

"The new philosophy of liberty and equality emphasized the dignity of man. It inspired a growing sensitivity to physical cruelty."

Several different streams of thought contributed to the push for penal reform. The new philosophy of liberty and equality emphasized the dignity of man and the rights of the individual. It inspired a growing sensitivity to physical cruelty. Capital and corporal punishment began to look barbaric. Quakers and evangelicals revived the idea of spiritual regeneration through solitude and strict discipline. They believed that prisons should improve people.

The turning point came in 1777 when John Howard, the sheriff of Bedford, published *The State of the Prisons*, an account of his exhaustive investigations of jails across England and on the Continent. Howard's interest in prison conditions dated back to 1754 when he himself had briefly been incarcerated in France.

Howard was one of the first to apply scientific methods to social research. His findings jarred the complacency of polite society, and forced the government to act. Howard was repelled by both the chaos and the cruelty of prison life. He proposed a new system which he thought would be both rational and humane.

The model prison, as Howard conceived it, would be quiet, clean and orderly. The keepers would be civil servants accountable to the authorities. There would be no need for corporal punishment. The inmates would be isolated in their cells and shielded from all corrupting influences.

The British Penitentiary Act of 1778 was inspired by Howard's recommendations. It provided for several major reforms, including safe and sanitary structures, systematic inspections, abolition of the fee system and a reformatory program. Unfortunately, many years passed before these ideals were universally realized.

"Solitary confinement, at first considered to be a humane improvement, would come to be feared as the cruelest punishment of all."

In 1790 the father of prison reform died, ironically, of jail fever. Howard had lived to see the abolition of most of the old medieval tortures and the building of the first penitentiary, at Wymondham in Norfolk in 1785. But he never knew that the regime he had fought so hard for, the system of solitary confinement, would come to be feared as the cruelest punishment of all.■

Under The Lash

Social discipline enforced by corporal punishment

For centuries, social discipline was enforced by corporal punishment. Children were strapped at home, boys birched at school, servants thrashed on the job and soldiers flogged in the barracks.

Even the mentally ill were 'corrected' this way. George III of England (1738–1820) was beaten mercilessly during his episodes of madness.

The policy of 'pain for wrong' applied especially to petty criminals. Their debt to society was literally taken out of their hides. They were tied to a post in the public square or dragged behind a cart and whipped around the town.

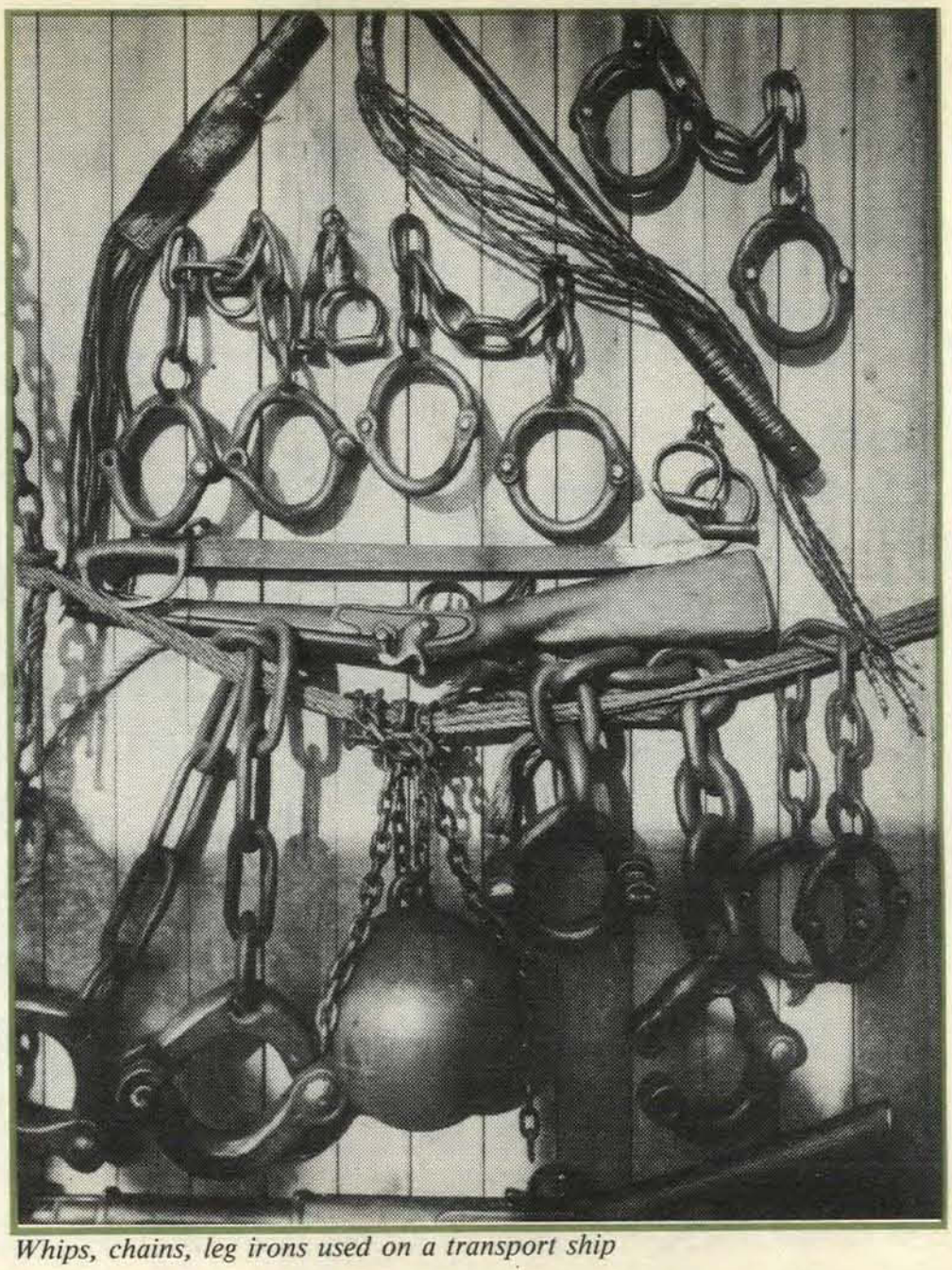
The severity of the whipping depended on the nature of the crime and the type of whip used. There were many different styles. Whips could have three, five, six or nine lashes, as well as knots, balls and spikes. The deadly Russian whip was stiffened with wire.

The meanest whip in medieval England was the cat-o-nine-tails, which sported metal claws. By the 18th century, the cat had lost its claws, but it was still a fearsome instrument. Three hundred strokes of the cat could take all the skin off a convict's back. Five hundred strokes could kill.

After capital punishment, flogging was the most frequently used punishment in England and France in the 17th and 18th centuries. Under the French regime in Canada, 95 people — 15 of them women — were publicly whipped. More than half of them were petty thieves.

"The mood and temper of the public with regard to the treatment of crime and criminals is one of the most unfailing tests of the civilization of any country."
Winston Churchill, 1910

After 1800, imprisonment gradually replaced corporal punishment as a judicial penalty, and flogging fell into relative disuse. Until 1967, when it was finally abolished in Canada, it was the ultimate method of controlling insubordinate inmates in the penitentiary.■



Whips, chains, leg irons used on a transport ship

Hulks on the Thames, England

The "hulks" were cramped, airless and filthy

The execution of Lord Ferrers at Tyburn May 1760 for murder

Executions were public theatre

The burning of Edward Underhill

Death by fire

Illustrations courtesy of *Punishment: An Illustrated History*, by Peter N. Walker, David and Charles Publishers Ltd., South Devon House Newton Abbot Devon.

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let's talk

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Tighter financial resources for '85

Key is new ways of doing things

By Helen Gooderham
NHQ Communications

OTTAWA — Financial restraint and more effective use of resources by our line managers is the message for CSC in the coming fiscal year, reports **Jack Cadieux**, deputy commissioner, Policy, Planning and Administration. He was speaking to the 80 or so financial officers from across the country attending the recent national Finance conference in Ottawa.

"We have been very favorably treated by Treasury Board in the past but in spite of that, the gap between the financial resources we need, and what Treasury Board can authorize, is widening. The gap is currently running at $35 million.

"Basically we are going to have to close that gap through productivity improvement, that is, better use of our resources. Our financial people should play a key role in this endeavor. We have built and refined our information systems over the past couple of years. We have improved our training of financial people in analysis and advice, and we must use those new skills to help line managers trim costs and use their resources more effectively. Our new microcomputers now being installed across the country as replacement FINFO terminals should be a big help here.

"As I see it, we have three factors coming together that are going to

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This photo of Réal Benoit, warden Ste-Anne-des-Plaines Institution says it all, doesn't it? It was taken last fall, while he was having a well-deserved rest, at the Participaction meet held during the Administrators' conference.

Native Spirituality kit prepared for staff

OTTAWA — As a result of the rekindled interest of Native peoples to return to their own form of Native Spirituality, the Native Offender Programs Division has helped develop a Native Spirituality policy for the Service. It is now nearing completion. To facilitate this program institutionally the Native Offender Programs Division worked with the Communications and Security Branches of CSC and private consultants to prepare an information kit for regional staff. The kits are expected to be ready for distribution before this issue of *Let's Talk* is published.

The kits contain material that will help institutional staff recognize sacred articles to be used relative to Native Spiritual practices and teach them how to understand their significance.

Frances Godon, representing Native Offender Programs, **George Nickel** from Security and **Erik Gustafsson** from Communications are working on this project.

photo: George Gooderham

Art Solomon, one of the consultants who helped prepare the Native Spirituality kit, is an Ojibway elder and Native Spiritual leader. The items in his hands are sacred objects, comparable to a Christian's Bible or religious cross.

Getting ready for stress awareness month

OTTAWA — It's almost time for CSC's second annual stress awareness month. As *Let's Talk* goes to press organizers are busily planning events for your enjoyment, health and information. Stress awareness month is May. Are you ready to take part in some, or all, of the numerous activities that will be taking place in your region?

To give you an idea of what to expect, a look back at last year's Stress Awareness Month shows that the activities attracted many, many people. The most common events across the country were participaction meets, noon hour walks and runs. Some of the more unusual activities included a bed race, rafting, horseback riding, roller skating, exercise-aerobics classes, a Trivial Pursuit contest and family participation programs.

Creativity abounds this year too. Prairie Region will be offering an award for the most outrageous activity during May.

In the Pacific Region plans are well underway. Already scheduled are:

- the largest event — the Regional Fitness Participation Meet at CFB Chilliwack, on May 10;
- at Mission there will be instruction in aerobics, squash, badminton and racketball, and fitness testing by appointment. Staff also will be encouraged to walk or run around the perimeter of the institution.
- Ferndale will offer stress films for staff and resource people from the Staff College will speak about stress.
- During the general staff meeting at Matsqui, on May 23, a psychologist will speak about stress.

Ontario and Atlantic regions report that they will hold a Fitness Day or Participaction Meet during May and that plans are being finalized for other events.

In the Quebec Region organizers for stress awareness month say that they are developing a number of activities for May and plans for the

— *continued on page 2*

Look for your stress awareness poster inside!

Labour Code amendments benefit staff under federal jurisdiction

OTTAWA — Protection from sexual harassment, extended child care provisions and minimum wage requirements for disabled employees became law for employees under federal jurisdiction when amendments to Part III of the Canada Labour Code were announced Mar. 1.

Part III amendments to child-care leave allow parents employed in industries under federal jurisdiction to add 24 weeks of unpaid job leave to the 17 weeks of maternity leave now provided by the Code and financed by the Unemployment Insurance Act up to 15 weeks.

The change permits both natural and adoptive parents to take advantage of the extension.

Employees who take advantage of these extended child-care provisions are also entitled to reinstatement to their positions. As well, employees are entitled to their pension, health and disability benefits during leave.

In addition, the new Part III provisions require employees to "make every reasonable effort" to protect employees from sexual harassment and to develop and post "a policy concerning sexual harassment" that contains the legal definition and explains how harassment complaints can be lodged.

The law states: "Sexual harassment means any conduct, gesture or contact of a sexual nature, that (a) is likely to cause offence or humiliation, or (b) that might, on reasonable grounds, be perceived by an employee as placing a condition of a

— *continued on page 2*

Briefly

Edmonton Institution volunteers for occupational choice program

The Alberta Career Centre in Edmonton tested inmate volunteers at Edmonton Institution on Mar. 12 and 21, to determine their most suitable field of employment. The testing was part of an Alberta occupational choice program.

Day parolee helps catch robber

Montgomery Centre day parolee **Steve Durbano** helped apprehend a robber in downtown Toronto on Mar. 15. Durbano (formerly a hockey player with the NHL) was in the Yonge-Eglinton area when he heard a scream and saw a man snatch a briefcase from a young lady on the street. Durbano and another passerby gave chase. They chased the robber for more than a mile and finally tackled him in a cemetery and held him until the police arrived. The briefcase contained $7,000 in cash which was a payroll for a small company. Detectives from the Toronto Police 53 Division have recommended that Durbano receive a citation for his actions.

Flaw in youth law will be corrected

A flaw in the Young Offenders Act, discovered Mar. 20 when an Ontario youth was acquitted of first-degree murder on grounds of insanity, will be corrected as soon as possible, Solicitor-General **Elmer MacKay** said Mar. 21. A section of the act, requiring that all records related to a young person charged with an offence be destroyed if the youth is acquitted, should exclude files of those declared not guilty because of insanity, he said. The absence of special reference to insanity cases in the act was accidental, Mr. MacKay told reporters. "It was just a technicality or a circumstance that wasn't fully considered at the time the legislation was put together," he said.

Kingston hostage-taking ends without incident

ONTARIO — The most serious hostage taking incident, in terms of numbers, since the 1971 riot, took place at Kingston Penitentiary Mar. 14 and 15. On the afternoon of Mar. 14 three inmates took three nurses, one occupational therapist and one male correctional officer hostage in the hospital at Kingston Penitentiary. They released one nurse later that evening in exchange for coffee and sandwiches, but held the remaining four hostages until 9 a.m. Friday. Early Friday morning the hostages noticed that their captors had left a key in a barrier, and with a great deal of initiative they managed to escape to the other side of that barrier and lock it thereby separating themselves from their captors. This allowed the emergency response team to quickly overcome the hostage takers and resolve the situation without injury to either staff or inmates.

Hostage negotiators during the entire incident were **Lou Kelly** and **Ross Toller**, both employees at the penitentiary. Credit for the excellent handling of the situation goes to them, to the hostages, crisis management team, the emergency response team and the staff at Kingston Penitentiary.

"The media attention was intense during the incident," said Regional manager Communications, **Dennis Curtis** who was en route to Kingston from Halifax when the whole affair began. **Chris Nicholson**, regional, assistant Communications Ontario Region, handled the communications requirements alone until he arrived on the scene at about 8:30 Thursday evening.

As a result of their action the inmates are facing charges of unlawful confinement, possession of a weapon and assault with a weapon and are scheduled to appear in court in the near future.

photo: Dennis Curtis

Left to right, Bernie O'Coin, Social Development and Welfare officer; Janis Grant, coordinator, Inmate Programs; Toni Simonetta, inmate coordinator of the Frontenac toy project.

Frontenac toy project group unveils 1985 toy line

ONTARIO — Early in March Frontenac inmate **Tony Simonetta** and the group of people involved in the Frontenac Toy Project which involved high quality, hand-made wooden toys being manufactured by inmates for distribution to needy Children last Christmas, unveiled their new line of toys for 1985. People who helped in the 1984 project were invited and several of them were presented with a replica of an antique touring car especially made for the occasion. A story in the Dec. 15 issue of *Let's Talk* reported that the group made 1,000 toys, but according to **Dennis Curtis**, regional manager Communications Ontario, it was more like 2,200.

Benefit hockey team from Springhill — Front row, left to right, inmate McCombs, Recreation officer, Dan MacDonald; inmates Fraser, Porter, Bryden, Arnold; A/Recreation officer, Doug Lockhart. Back row, left to right, Recreation officer, Ed McCormick; Recreation Clinician, Jim Wilson; Supervisor Recreation, Reg Caufield; inmate players, Atkinson, Klinger, Trainor and Provost.

Cops and cons play benefit hockey

ATLANTIC — Springhill Institution staff and inmates have been working together for the past few years to raise money for worthy causes in various communities such as Kentville, Sydney, Truro and Springhill.

On Feb. 3, 11 inmates and six staff travelled to Middleton, N.S. to play a benefit hockey game against police and RCMP officers from surrounding areas.

The game was played using gentlemens rules, the action featured fast skating and outstanding goaltending by the Middleton goalie who stopped 45 shots. The loan goal scorer for the "Cons" was **Doug Lockhart**, recreation officer. The "Good Guys" (Police) won 3-1.

The successful event raised $600 for the rink fund, and the inmate committee also donated $100 for the event. The program will continue to be incorporated in the annual program inventory.

Tighter financial resources for '85

— *continued from page 1*

change the way we do things. First, a great need to tighten up resources; second, financial systems sophisticated enough to tell us what's happening; and third, financial staff trained to interpret information, analyse it and offer advice to managers," Cadieux pointed out.

"We have a change in government and that government is determined to cut costs so it's clear CSC will have to be much more careful with its resources. Each year budget levels are set for institutions, regions and branches — and managers must live within them. CSC is not going to receive all the resources it asks for to cope with our expanding inmate population. So we shall have to make re-allocations of resources from inside CSC itself," he noted.

"How will we do this? Everybody's hurting, but some are hurting more than others, so re-allocations will have to be made."

A new mind-set needed

The answer is enhanced productivity — a mind-set which asks: Can we really afford to keep doing some of the things we have been doing? If we do, do we have to keep doing them in the same old way? Is there a better, newer, different and more economical way to accomplish an objective? For example, in our training courses, we used to depend solely on lectures — until we found people were more interested, learned more, retained more, and were trained more rapidly and economically with the addition of computer-assisted learning devices.

PIDS is another good example.

Previously perimeter security was a matter of towers and patrols but now, through the addition of automation and electronics to the other techniques, we can provide a better quality of security, and at the same time eliminate some of the more boring jobs for staff, making them available for more interesting work.

"So this is to be a year of belt-tightening for everybody — but that's not all bad because there will be more room for innovation and new ideas."

Taking a break are, left to right, Dave Lutes, regional manager Finance, Atlantic region and Jack Cadieux, DCPPA.

Labour Code amendments benefit staff under federal jurisdiction

— *continued from page 1*

sexual nature on employment or on any opportunity for training or promotion."

A further change requires that handicapped employees in the federal jurisdiction be paid at least the federal minimum wage.

The amendments are part of a package of changes to all Parts of the federal labour code that were passed by Parliament last June.

The Part V (Industrial Relations) changes came into force last July, and Part IV changes are scheduled for proclamation in the first half of 1986.

The Canada Labour Code applies to the 600,000 workers in Canada under federal jurisdiction in industries including air transport, banks, broadcasting, railways, shipping, grain elevators, and highway transport.

Stress awareness month

— *continued from page 1*

events are well underway.

At NHQ the following events have been scheduled: valu-life analysis, fitness testing, blood pressure clinics, films, seminars, and the big event — Participaction Day, May 28.

Once again Regional Managers of Communications will be coordinating the events in each region. *Let's Talk* will publish reports and photos of the various events as they are received. Watch each issue from now until June to see how CSC conducts its National Stress Awareness month across the country.

The outdoor experience

Atlantic region program changes attitudes of day-parolees

The following article was written by **Evalyn Gautreau**, wife of Sand River CCC staff member **Emile Gautreau**, for *Atlantic Insight* a monthly magazine published in the Maritime provinces.

ATLANTIC — "I can relate to what inmates have gone through by living with them for a short period," says **Eric MacDonald**, one of 27 students hired by Atlantic Region CSC through Career Access. "Initially I was surprised to find them in a camp setting rather than in cells, but after sharing their experiences I believe more inmates should be involved in this worth-while program."

MacDonald, a 22 year-old with his BSc who is now majoring in technology at St. Francis Xavier is talking about the Offender Outdoor Experience Program set up at Shulie Lake under the guidance of the Sand River Correctional Centre. Only those recommended for the program by their case management teams at Springhill Institution and granted day parole by the National Parole Board participate in the experience. On completion of the two-week program they are returned to the institution and another group takes their place.

Hired from May to September, MacDonald plays an important role in the smooth operation of the camp. He has to accept the day-parolees for who they are, as well as earn their trust and respect. In cooperation with the senior counsellor at Sand River he supervises and helps to increase the day-parolees' awareness of the outdoors and the way in which the forest serves humankind. The experience gives him a unique opportunity to get a different perspective, not only of nature but of men whose social environment differs from his own.

"Being in daily contact, with them doesn't bother me in the least. I don't question them about their past but if they talk about it, I listen."

What is the Outdoor Program?

The challenge in developing this program is to look at wilderness recreation as another pursuit of leisure activities for those incarcerated. The main objective is to give them an opportunity to experience the forest firsthand and to learn about the use and management of forest, water, timber, recreation, and wildlife. This exposes them to an alternative lifestyle, and provides a learning experience that should prove beneficial to them on release.

Opportunities for learning are unlimited. Living in the outdoors is a challenge and at the same time, a living experience. Not only does it provide a vehicle for leaders to help parolees establish lasting values, it develops a compassionate respect for human life and its relationship to nature.

Senior counsellor at the Correctional Centre **Emile Gautreau**, expresses concern that the public will think this program is just another vacation for inmates. "Actually it is an outdoor skills program, not unlike that given Boy Scouts or junior forest wardens. A large percentage of inmates come from broken homes and have never experienced the joy of camping with family or friends. They lack outdoor skills and are not comfortable in a forest environment. Since urban society has been the extent of their experience, the sounds of nature frighten them."

In many ways the program is therapeutic he told me. Offenders, particularly young offenders who have become institutionalized, find this break in routine gives them an insight into another way of life. For a little while they have a chance to clear their minds and to realize there is more to life than urbanized areas or confinement to institutions.

"The most important result of the program," he adds, "is the attitude change in day-parolees. Acquiring new skills and overcoming fear helps them develop confidence to deal with the world around them. They gain both self-confidence and self-respect. Any time a change of attitude takes place it has an enormous influence on behaviour."

The camp has been erected in a secluded part of the forest, five kilometers from Sand River, in a stand of red spruce, balsam, fir, maple and white birch on the shores of Shulie Lake. Facilities are rustic. Parolees bathe in the lake daily, sleep in tents and cook their own food over an open fireplace. For a short time they basically fend for themselves. The men learn to work together in an environment that depends on cooperation.

This forested area offers parolees a wide spectrum in terms of recreation such as swimming, canoeing, fishing and hiking. If the program expands to include winter camping — comments from parolees suggest a desire to see it done — the recreational activities of cross country skiing, snow shoeing, snow ecology, and general survival skills will be added.

The camp at Shulie Lake is like any other in the woods, except that the campers are day-parolees. In late afternoon the camp lies in deep shadow under the trees, but at the edge of the lake sunlight shafts through thinning branches to a couple of men hammering nails into a small jetty, nearing completion. Closeby another day parolee, recently introduced to forest flora, gathers spruce roots for making a basket.

Outdoor camping experience shows day-parolees an alternate lifestyle.

It is not surprising that old attitudes change during contact with this relaxing, peaceful environment. A number of men show an avid interest in bird watching; others in plant life which abounds on either side of the trail leading to the camp. Still others enjoy nothing more than listening to the sounds of nature.

Although this situation may affect attitude change it is too early to determine the lasting effects. But of those inmates interviewed, all agree to being overwhelmed by the experience.

Nick, a 28 year-old day-parolee who has spent seven years behind prison walls, says he gets sick at thoughts of returning there and leaving freedom and solitude behind. For 15 minutes each day he hikes, meditates on nature, and absorbs its beauty.

"It's a great change in atmosphere from that of Springhill. When I'm walking in the woods or beside the lake, I think, "Wow! I'd better not screw up again. I'm aware now of what I missed in life. When I was in the institution I looked out the window toward the hills and I just longed to be out there. So now, at camp, this is the dream come true."

A similar point of view is expressed by **Mike**, who has almost completed a 10-year sentence. He says the experience gives one a different approach to life, an alternative to roaming the streets.

"I don't necessarily mean earning a living in the woods. Even weekends or a vacation of camping instead of causing hell on the streets can change a person's whole attitude towards life. If only one in a hundred uses this experience at a later date, and if his life is influenced for the good, then it is worthwhile. I strongly recommend this experience to younger men, especially those who've lived in cities and have never been in the woods."

Returning to the institution after the outdoor experience poses a problem for some. Mike shrugs one shoulder in answer to the question, "It's no fun going back behind the fence. But it is a reality that has to be faced and I take it one day at a time."

There are those who came before Nick and Mike and those who will come after. All agree that something changed for them and they wish more day-parolees could benefit from the program. A positive change in attitude is crucially important in the life of a day-parolee and this, basically, is what the program is all about.

Laval orientation course

A renewed sense of belonging

QUEBEC — The non-CX orientation courses held at National Correctional Staff Colleges across the country are mandatory for each indeterminate employee and should be taken during the first few months of probation, reports **Christiane Gauthier**, assistant director, Staff Training and Development at the Laval campus college.

The course introduces staff to the criminal justice system, the case management process, inmates rights and privileges, teaches how to cope with manipulative inmate behaviour, gives tips on security "no-nos", suggestions about what to do if you are taken hostage, how to protect your rights as an employee and how to take advantage of the staffing process.

In addition, the Laval course offers a tour of the institution; a three-part film about prison life, showing real and uncensored interviews with inmates speaking from within the walls, and a video-recorded role play of a security incident showing what to do in case of an emergency.

Louis Genest, French editor, Communications, NHQ, who participated in a non-CX orientation course at Laval campus, Feb. 25 to Mar. 1, explained that because the course brings together staff who work at a variety of different jobs within the Service, participants were able to learn from one another as well as the instructors.

Instructor Richard Archambault, staff training College Laval, and some students in a classroom in the annex.
photo: Wassyli Chamula

"It is a well-structured course," he said, "proactive and target-oriented. The language used throughout is real — a test was even given to check our knowledge of CSC and prison lingo!"

"In spite of our very different backgrounds, people came out of the course with a renewed sense of belonging to CSC." This new-found feeling of belonging was strong enough at the end of the course that everyone met spontaneously at a local restaurant to share their reactions over a good meal.

Let's talk about people

Tony Martin is an 'old smoothy' on ice

PACIFIC — Ever wonder what **Tony Martin**, regional manager Industries, Pacific Region does in his spare time? Under the alias the "Old Smoothies", he skates his way into the spotlight with his wife **Heather**. Tony and Heather were the featured guest skaters in the local ice show in Abbotsford Mar. 16. In 1979 and 1981 they were guest skaters at the Karen Magnussen figure skating show, in 1979 they were guest skaters at the BC Winter Games in Kamloops, B.C. and in 1977 they were Gold Medalists in the veteran dance category at the Sun God arena in the lower mainland competition. The Martin's, also known as "Vancouver Old Smoothies" have been ice dancing together for over 20 years. As a matter of fact, that's how they met!

CSC staff visit the Holy Land

Included in the group of 22 touring the Holy Land were left to right, Rev. Arno Bablitz, regional chaplain Prairies; Canon Tom James, NHQ's consultant on Chaplaincy training; Bernard Cormier, Living Unit Development officer, Westmorland; Father Yvon Arsenault, Chaplain, Westmorland. They are standing in front of one of the cells now in the crypt of the church of St. Peter in Gallicantu, Jerusalem.

One of the many Christian, Jewish and Moslem holy places visited recently by several CSC staff, on a tour of the Holy Land, were cave cells in the crypt of the Church of St. Peter in Gallicantu, Jerusalem. Canon **Tom James**, NHQ's consultant on Chaplaincy training, who led the tour, explained that when Jesus spent the night in custody following his arrest, he may have been held in a cave cell beneath the palace of Caiphas the High Priest. Such cells, filled in with rubble following the destruction of Jerusalem in 70AD, have been uncovered recently by archaeologists.

Hart Caslor dies at 73

Hart Caslor, right, in 1977 receiving a retirement presentation.

PRAIRIES — The many friends and associates of **Hart Caslor**, former district director of the Saskatoon parole office, from 1967 to 1977, were saddened by his death on Feb. 9.

Hart Caslor joined the National Parole Service as a parole officer in Prince Albert, Sask. in 1966. In 1968 he was named officer-in-charge of a new office that was opening in Saskatoon. He held that position until his retirement in December 1977.

After retiring he and his wife **Gertrude** continued to live in Saskatoon and he continued to be an active golfer, curler and gardener. Caslor also spent a great deal of time auditing courses at the University of Saskatchewan, taking Ukrainian, German, Spanish, criminology and computer science.

While a parole officer, he became very involved in helping many former offenders practise the Christian values by which he lived his life. He also wrote poetry on a variety of subjects. One poem about a successful parolee, now deceased, who was serving an indeterminate sentence as a habitual criminal is reproduced here.

photo: Remington, The Citizen

Among the 12 inmates at Springhill Institution to complete a National Coaching Certification program were Leonard McGillway, Doc Rozee, Earl Lewis, Ed Riley, Jim McLeave, Ron Bryden, Gilles Provost, Terry Trainer, Trent Greene and Donald Yeomans. In the back row left is course instructor Al Hart of Oxford.

Springhill inmates take National Coaching Certification Program

ATLANTIC — Twelve inmates from Springhill Medium Security Institution recently took part in a National Coaching Certification Program offered by the institution's Recreation Division.

"The inmates attained the first level theory part of the program," explained **Reg Caufield**, supervisor of Recreation at Springhill. "That means they've had 14 hours of training, which qualifies them, for instance, to coach in a high school or junior high school. From this they can go on and gain technical expertise." He went on to say that there are five levels in the certification program, but most people only aspire to level three which requires 25 hours of instruction. To reach level two 21 hours of training is needed. "This is the first time Springhill has offered this training at the professional level," he said.

The National Coaching Certification program is only one of many events offered by the Recreation Division at the institution. The role of Recreation is to provide a dynamic, diversified and meaningful recreation program with therapeutic values, allowing more opportunity for individual needs as well as for individual choice and expression. 'Through training and counselling the recreation program helps prepare inmates to serve their community as officials, coaches, managers or groundskeepers, as well as helping them develop character, sportsmanship and leadership qualities.

AN UNUSUAL LEOPARD

Can a leopard change his spots?
Someone asked several eons ago,
It is now considered rhetorical,
The implied answer being "No":
But in the position that I worked at
I met a fellow who has done just that.

He was an inmate in Penitentiary,
For twenty years it was his home,
And from his cell on Tier Three
Not far, or for long, did he roam:
"Habitual Criminal" he was classified
For the crimes he had pulled, or tried.

He had been in the Pen. 6 times,
And many more than that in jail,
For living in criminal circles
And walking an anti-social trail:
They put him away, with due propriety,
Not to reform him but protect society.

His plan wasn't "to do his time"
But to get mechanical education,
And after years of work and study
He got papers in Refrigeration:
Since he had set, and reached his goal
He was duly released by way of parole.

His focus and behaviour changed,
A more satisfying life he found,
By his determination and effort
He turned himself right around:
Tho' chronic law-breaker he used to be,
Now no one is more law-abiding than he.

He found a world cold and cruel
To one who had a criminal record,
Employers curtly turned him down,
'Twas a risk they couldn't afford:
The same old story at place after place,
He persisted, and got on at an Army Base.

Maybe leopards can never change,
You will not meet many who do,
But I met one, and one's enough
To prove the adage isn't true:
For good reason, I respect quite highly
An unusual leopard: his name, Ted Smiley.

By Hart Caslor

Leclerc to host ball tournament

QUEBEC — Leclerc Institution will host the 8th annual softball tournament for federal and provincial peace officers Aug. 17 and 18.

This event brings together about 300 participants, forming 16 teams, from Quebec provincial detention centres and federal institutions.

Participating detention centres are from St-Joseph de Beauce, St-Jérôme, Montreal, Sherbrooke and Waterloo, as well as the Parthenais Centre which has held the championship for the past four years. CSC teams include operational units from Archambault, Montée St-François, Drummond, Laval, Cowansville, the Regional Reception Centre and the Federal Training Centre.

Organizing committee president, **Henri Raymond**, Leclerc recreation, physical education and sports assistant, began organizing the tournament last September along with CX **André Lafrenière** who is the vice-president. Sub committees in charge of communications, physical accommodation, reception, finance and new initiatives have been established. Members of the committees include: **Daniel Verrette**, **Elise Desruisseaux**, **Danielle Labelle**, **George Chenard**, **Gérald Vigneault**, **Michèle Carpentier**, **Gilles Alain Loyer**, **Yves Caron**, **Alain Poirier**, **Madeleine Mainville** and **Julie Bergevin**.

"Everything looks promising," says Raymond. "Everyone's actively involved in organizing the tournament. Cooperation from the Laval National Staff College director, **Richard Rabeau**, the Cercle Sabrevois de Bleury president **Michel Belzile**, and Ville-de-Laval officials is extraordinary."

The Laval National Staff College staff have agreed to set up a camping area on the college grounds for participants of the tournament. The Cercle Sabrevois de Bleury officials have offered the use of their facilities to the organizers, and the Ville-de-Laval officials have arranged for free use of two baseball grounds and the municipal swimming pool.

A dance will be held Aug. 17 to celebrate the end of the tournament.

Cowansville marks regional inmate week

QUEBEC — Thirty-six citizens working with Cowansville community agencies attended a luncheon talk at Cowansville Institution and were given a tour of the institution Mar. 12 as part of the region's Inmate Week.

The participants, who are members of the Regional Agency Federation of Granby, gained a better awareness of CSC's role and the prison reality after listening to guest speakers **Madeleine Ferland**, case management officer at the institution and **Jean-Guy Morin**, Granby office area manager explain the operations and programs of the institution and area.

lets talk

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June Coxon
Editor

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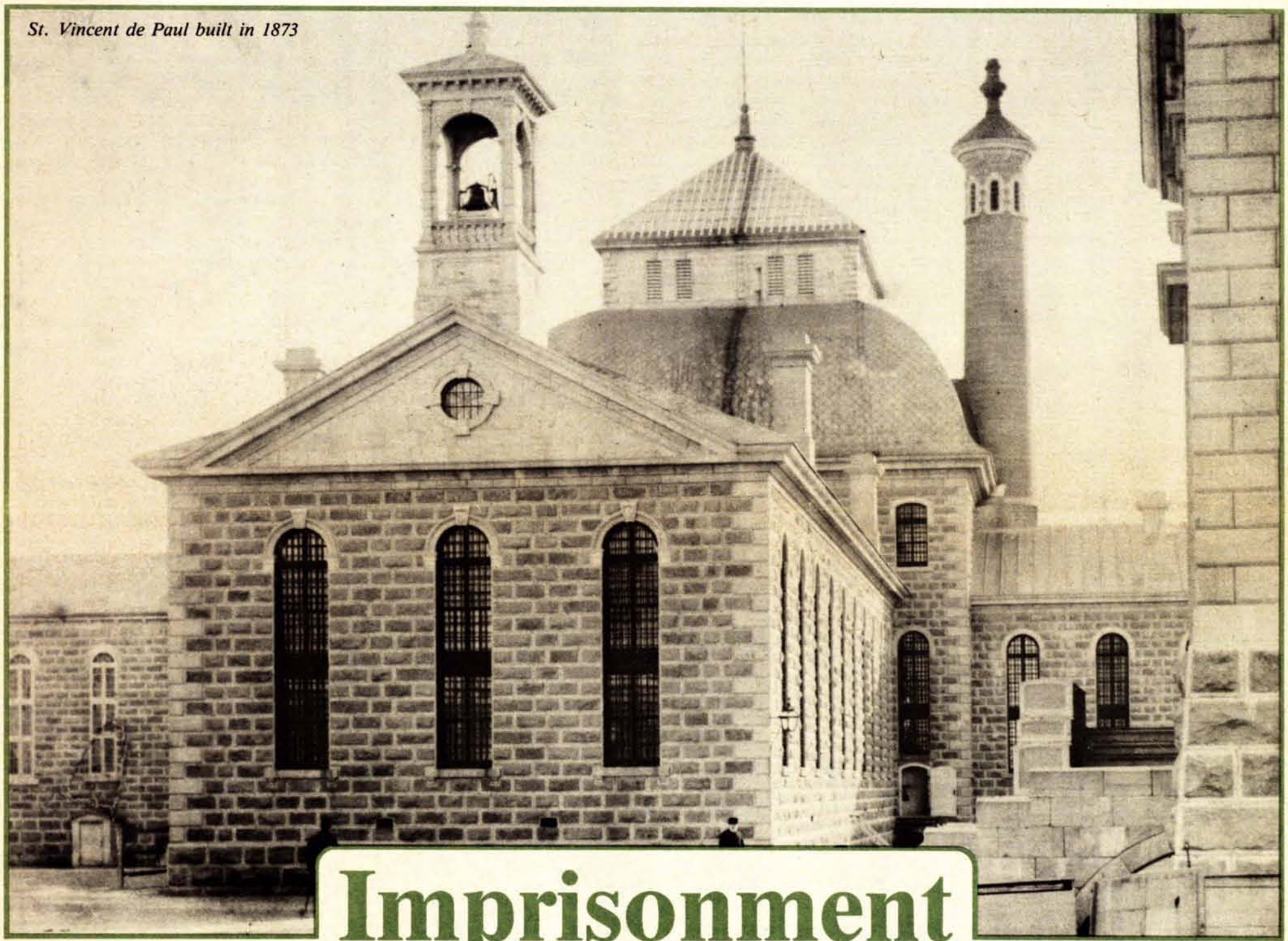
A pictorial history: Part II of VI

By Cecilia Blanchfield

A new kind of punishment:



St. Vincent de Paul built in 1873

Imprisonment

When John Howard, the famous prison reformer, surveyed his world in the 1770s, he saw a society teetering on the brink of anarchy. The sheriff of Bedford, England, was dismayed by the rising crime rate and the erosion of civil order.

He was even more shocked by the brutal methods used to repress crime; the authorities were simply meeting violence with violence. Far from deterring crime, the indiscriminate use of capital and corporal punishment was actually weakening respect for law.

To Howard and his followers, the policy of judicial terror was barbarous as well as stupid. They had a better idea: they proposed to substitute imprisonment for sentences of capital and corporal punishment. But they went even farther than that. Instead of the old common jails, they proposed a new kind of institution: one that would reform as well as punish.

The Penitentiary: to reform as well as punish

The prison reform movement had its roots in religious idealism. The Quakers and evangelicals who spearheaded the movement were convinced that human beings were infinitely perfectible. The crooked could be made straight.

The instrument of salvation was the 'penitentiary' — a place for repentance. And the centrepiece of penitentiary discipline was solitary confinement.

The concept was not entirely new. The medieval Church had always sequestered errant clergy. By the time of Howard's fact-finding visits to Europe, solitary confinement had already been established in a number of prisons.

The San Michele House of Correction in Rome, opened in 1704, was a Catholic reformatory for delinquent boys. It adapted the Church's tradition of monastic discipline to the purposes of punishment. It was the first penal institution to be organized along the principles of isolation, work, silence and prayer.

The lash of remorse: "solitary"

Solitary confinement, Howard thought, would not only be more humane than corporal punishment, but also would be more effective. In the lonely silence of their cells, evildoers would have to confront their own consciences and surrender to the "lash of remorse."

The prison reformers were sure they could order men's minds by regulating their bodies. They even dared to hope that the penitentiary would become the model of order and morality for the rest of the community. ■

Crime was a disease, quarantine the cure

A medieval dungeon in Europe — later "solitary" was to be regarded as redemptive penitence. (Reprinted from Punishment: An Illustrated History, *by P.N. Walker; courtesy of David and Charles Publishers, Devon, England.)*

At this time, crime was seen as a kind of moral disease, and the carriers had to be quarantined. One of the worst aspects of the common jails, the reformers thought, was the uncontrolled mingling of inmates.

In the old-style open prisons, the young and innocent were quickly corrupted by association with hardened criminals. The reformers believed this could never happen in a well-run penitentiary.

Although the idea of the penitentiary originated in Europe, it was the Americans who became its earliest enthusiasts. In fact, even in colonial times, the Americans had resisted the British system of corporal and capital punishment.

> "Solitary confinement, first conceived as a humane and redemptive discipline, became the dreaded "Hole" — 'immeasurably worse than any torture of the body,' said Charles Dickens."

In 1682, Quaker leader William Penn had established a penal code that substituted imprisonment at hard labour for whipping or mutilation. Capital punishment was retained for murder only.

Penn's laws were revoked by royal order after his death in 1718, but Philadelphia remained a fertile field for reform. In 1787, William Bradford, Benjamin Rush and Caleb Lownes founded the Philadelphia Society for Alleviating the Miseries of the Public Prisons. In 1790, they persuaded the state legislature to create the first true 'correctional' institution in North America, in a wing of the Walnut Street Jail.

In this penitentiary, suspects, witnesses and misdemeanants were still housed together in large rooms but hardened criminals were put in solitary confinement. The disciplinary regime of the Walnut Street Jail became known as the Pennsylvania system.

The most drastic experiment with solitary confinement took place in 1821 at the Auburn Penitentiary in New York State. A group of prisoners were shut up in their cells with no distractions at all, not even labour. So many of the subjects committed suicide that the project had to be abandoned two years later. The French criminologists, Alexis de Tocqueville and Gustave de Beaumont condemned this extremism: "It does not reform, it kills."

The regime at Auburn was subsequently modified to permit prisoners to work in silence during the day, returning to solitary confinement only at night. This became known as the Auburn, or 'silent associated,' system.

Meanwhile, back in Pennsylvania, prison authorities were still committed to the principle of total isolation. The showplace of the Pennsylvania system (also known as the 'separate' system) was the giant Eastern State Penitentiary at Cherry Hill, built in 1829.

At Cherry Hill, all prisoners were kept in solitary confinement 24 hours a day. They worked alone in their cells, weaving, sewing and shoemaking. Meals were delivered through a hole in the door. Prisoners had their own private exercise yards, blocked off from other yards by high brick walls.

Voices could not carry through the thick walls. The inmates' only human contact was with their keepers who checked on them three times a day. Occasionally, a pious person would be allowed to visit convicts and bring them religious tracts. Communication with friends and family in the outside world was virtually forbidden.

> 50 out of 300 were mad

Charles Dickens, who toured Cherry Hill in the 1840s, later wrote that "this slow and daily tampering with the mysteries of the brain is immeasurably worse than any torture of the body."

In 1849, members of Canada's Brown Commission visited the prison. They found that "the prisoners as a class, have a sallow, worn-out appearance: the eyes are deeply sunk . . . and the eyeballs glare with a feverish brightness." The prison authorities reluctantly admitted that 50 of 300 prisoners were mad.

John Howard himself had not advocated total separation. He thought prisoners should be allowed to work and exercise together. Unbroken solitude, he warned, might lead to "insensibility or despair."

Despite its drawbacks, the Pennsylvania system was eventually adopted in most parts of Europe. The Auburn system prevailed in the United States and Canada. (During the 19th century in Canada, only the Prison of Isolation at Kingston Penitentiary was based on the Pennsylvania model.)

Convicts in black masks

Regardless of the system used, the 19th century mania for silence and segregation often reached ridiculous extremes. At Pentonville Prison, erected in 1842, near London, England, convicts had to wear little black masks so they wouldn't recognize each other. At Pentonville and La Roquette, in Paris, convicts worshipped in a chapel fitted with individual boxes.

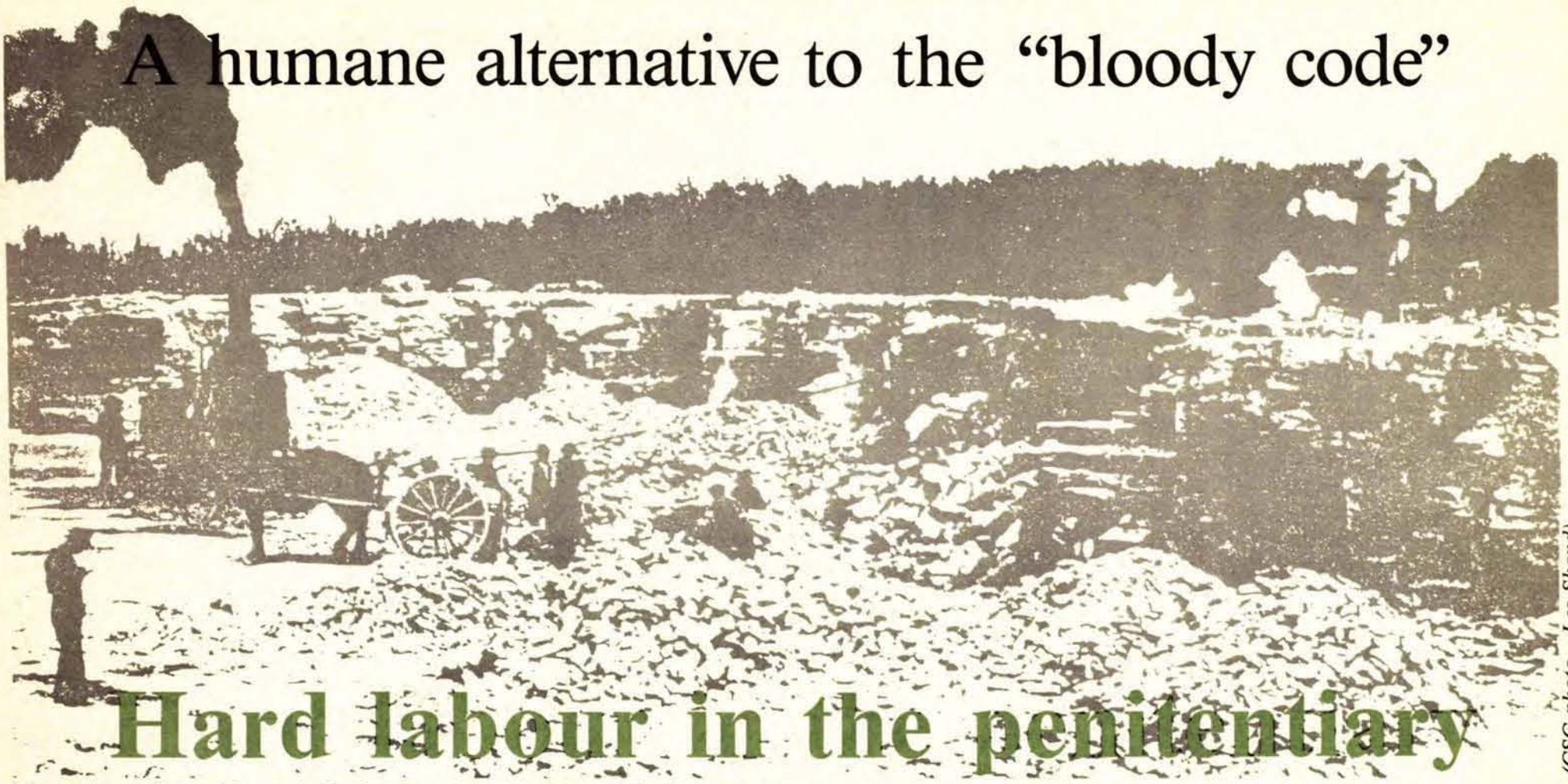
In the United States, prison authorities invented the 'lockstep,' a combination march and shuffle. At Auburn, lockstepping prisoners had to keep their faces expressionless and turn their heads toward the guard. Any attempt at non-verbal communication, even a twitch, could be held against them.

By the 1880s, overcrowding in the penitentiaries had made traditional discipline irrelevant. Silence and segregation could hardly be enforced when cells had to be shared. Solitary confinement ceased to be a reformatory method, and degenerated into pure punishment. The 'dungeon,' or 'hole,' became the prison-within-a-prison.

The penitentiary, as Howard had conceived it, had failed. Yet the system continued to thrive long after its original practices and rationale had been abandoned. ■

At Pentonville "model" Prison near London, England, prisoners exercised wearing little black masks so they wouldn't recognize each other.

A humane alternative to the "bloody code"



Hard labour in the penitentiary

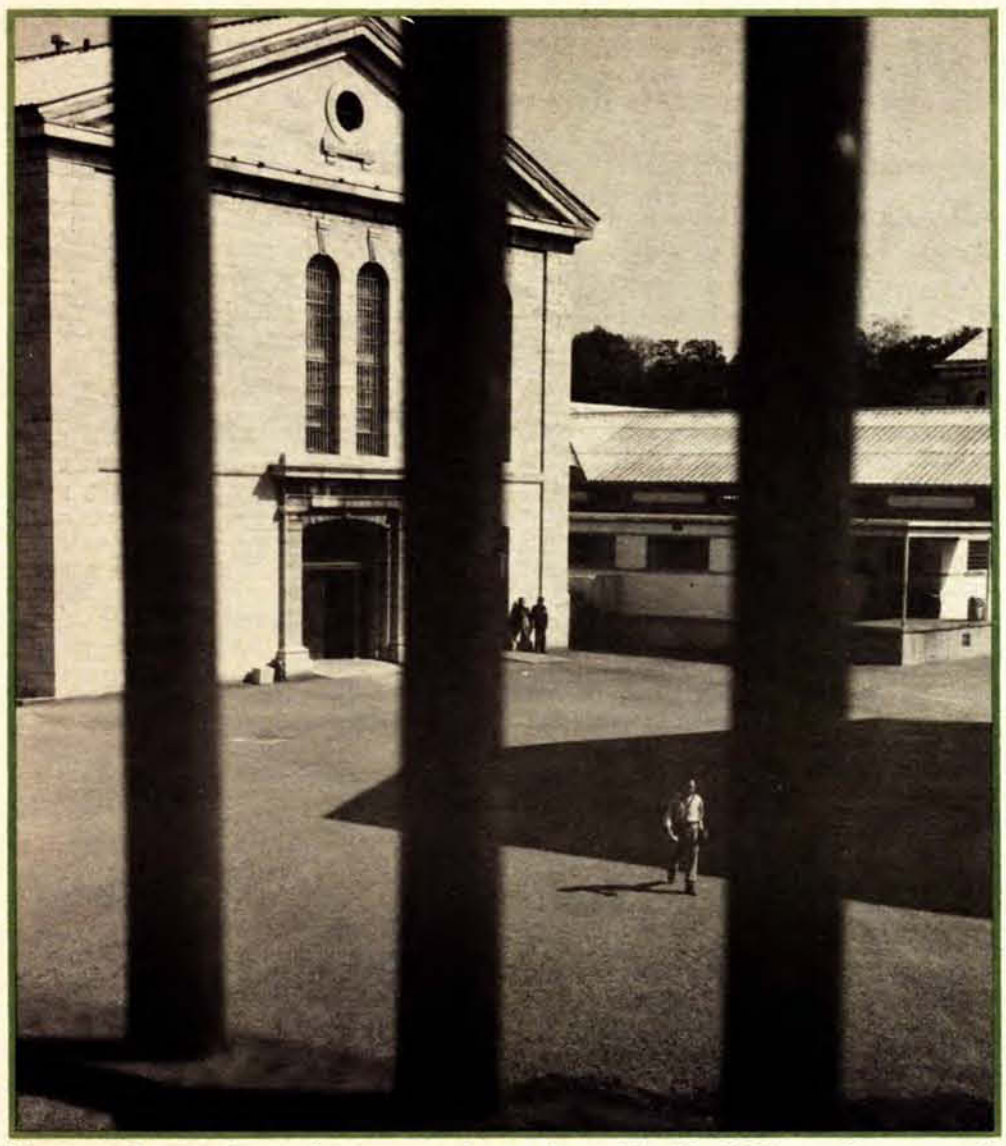
(CSC photo - Les Shand)

The quarry at Stony Mountain Penitentiary near Winnipeg, in the late 1880s. It's now an exercise yard. "Hard" labour usually meant rock-splitting.

In 1800 a Canadian could be hanged for stealing a shirt. Robbery was, at the time, one of several dozen offences that carried the death penalty.

The people of Upper and Lower Canada had inherited the British 'bloody code' — so called because it relied almost exclusively on whipping and hanging as punishment for crime. By the time these laws were introduced in British North America (1763 in Lower Canada and 1793 in Upper Canada), they were already being challenged in the mother country.

As in Britain, few of those condemned to death were actually executed, but hangings were frequent enough to cause widespread revulsion. By 1833, the number of capital crimes in Canada had been reduced to 12, including murder, rape, robbery, burglary and arson. By 1841, only murder and treason were punishable by death.



Kingston Penitentiary: the courtyard seen from "inside." The architecture of the "Big Houses" was grandiose and stern — a sight designed to awe prisoners. (CSC photo)

Kingston Penitentiary — 1835

These legal reforms were possible because an alternative form of punishment had been developed — hard labour in the penitentiary. Canada's first penitentiary, in Kingston, opened on June 1, 1835.

In the common Canadian jails of the 1830s one could still find most of the abuses that John Howard had condemned in the British prisons of the 1770s. They were filthy, disease-ridden and chaotic. Until 1836, prisoners in the Toronto jail received only a pound and a half of dry bread a day. They had no work in the prison and no exercise outside it. Many were kept in chains.

Canadian lawmakers were greatly interested in the American penal experiments. The respective strengths and weaknesses of the Auburn and Pennsylvania systems were hotly debated.

In 1831, a select committee of the House of Assembly of Upper Canada called for the building of a penitentiary near Kingston. A board of commissioners settled on the Auburn, or 'silent associated' system as the most productive.

Moral re-education

The first Canadian Penitentiary Act was passed in 1834. It set out the objectives for the new institution. Kingston would provide "the means . . . not only of deterring others from the commission of like crimes, but also of reforming the individuals and inuring them to habits of industry." Moral re-education was to replace intimidation.

Actual experience during the early years was quite different. Whereas Kingston had been conceived as a humane alternative to the barbarities of the 'bloody code,' the first warden, Henry Smith, soon instituted his own reign of terror, all in the name of reform. He was ousted in 1849, after an investigation by a special government commission headed by the Honourable Adam Ferguson. The proceedings of the commission, however, were dominated by its secretary, George Brown, editor of *The Toronto Globe* and soon-to-be-elected Reform member of the legislature in Upper Canada.

"After putting in a 10-hour day, prisoners were still expected to stand up during school lessons in the evening."

The early optimism for Kingston soon faded as it became apparent that the Auburn regime was no easier to enforce in Canada than in the United States. The system was basically unworkable. In spite of constant whippings, the convicts still managed to evade the rule of silence.

Whipping: standard discipline

Ironically, the use of corporal punishment, which the founders of the penitentiary had hoped to make obsolete, became the standard disciplinary tool in the new institutions.

Despite their disillusion with Kingston, the Brown Commission still believed that a properly run penitentiary could make men better and that moral suasion could achieve what physical force had failed to do.

Moral suasion was, indeed, considered integral to the reformatory process. At this time, criminal behaviour was believed to be a symptom of moral disease, and religious exhortation was the earliest form of prison therapy.

Chaplains were the first non-custodial personnel to be regularly ▷

employed in Canadian prisons. They held services, conducted sabbath schools and revival meetings, distributed Bibles and lectured prisoners on the twin evils of idleness and drink. They tutored illiterate prisoners so they would be able to read the scriptures.

Most important, they tried to convince prisoners of the justice of their sentences and help them submit to 'correction.'

Adjusting to the regime was not easy. In the Canadian penitentiary of the 19th century, the food was coarse and monotonous and the living quarters were cramped. Daily life was a numbing routine of roll calls, work and sleep. Absolute silence was required at all times.

No Recreation

There was no recreation, or even permission for private hobbies. Until 1869, convicts could not even get a light to read in their cells. Education was considered a great privilege, and well-behaved convicts were sometimes permitted to attend evening classes. But even after a 10-hour workday in the carpentry shop or blacksmith's forge, prisoners were still expected to stand throughout the lesson.

St. Vincent de Paul: shoes were left outside these virtually "escape-proof steel vaults" because the laces could be used by depressed prisoners to hang themselves. (Photo courtesy of Kingston Penitentiary Archives.)

Inmates were constantly frustrated by the innumerable petty rules and regulations. It was almost impossible to avoid punishment for something. Even dutiful prisoners could expect little more than three days remitted from their sentences for good behaviour.

In the 1860s, the government penitentiary inspectors characterized the Canadian system as "one of rigid repression, of uncompromising coercion, one which admits no change or improvement in the condition of the convict as a consequence of good conduct." They advocated the adoption of a 'progressive' system like the one used in Ireland. ■

The Irish system:
beginnings of parole

In the Irish, or 'Crofton' system, the convicts could gradually work their way back to freedom. They would begin their sentences in solitary confinement (Pennsylvania system) and then move on to working together by day (Auburn system). During this second phase, good behaviour could win marks which would, in turn, buy further privileges, including 'ticket of leave' and parole.

The Penitentiary Act of 1868 provided the legislative framework for the introduction of a Crofton-type system. Among other innovations, it introduced a remission scheme which allowed prisoners to earn up to five days a month off their sentences for good behaviour.

The Carrot and the Stick

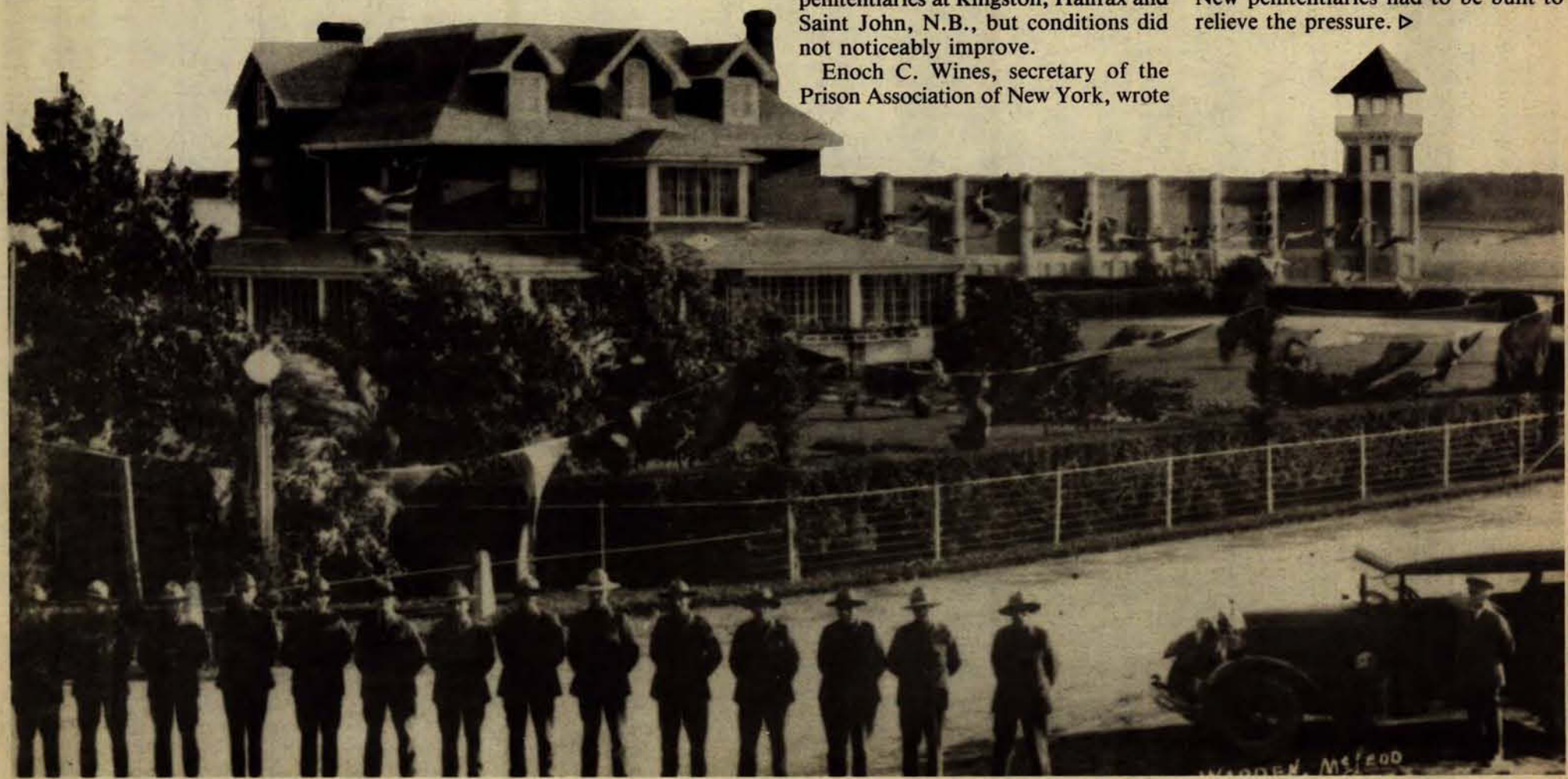
Early release was one of the 'carrots' that correctional authorities were beginning to dangle in the hope of encouraging convicts to reform. At the other extreme was the 'stick' of the indeterminate sentence. Many prison reformers worried that unreformed convicts were simply cutting notches in the wall while they waited out their sentences. Some people thought that wardens should have the right to keep prisoners locked up until they had really improved, even if that took a lifetime.

The prisons themselves were deteriorating. In 1867, after Confederation, the federal government assumed responsibility for the provincial penitentiaries at Kingston, Halifax and Saint John, N.B., but conditions did not noticeably improve.

Enoch C. Wines, secretary of the Prison Association of New York, wrote that Kingston was "a wretched affair and wholly unworthy of the purposes of such an institution." He thought the penitentiary should be razed.

1867 — overcrowding a problem

But the government could not afford to lose any cell space. The number of convicts was spiralling upward. By 1867, Kingston had 907 inmates and overcrowding was eroding discipline. New penitentiaries had to be built to relieve the pressure. ▷



A happier moment: celebrating 60 years of Confederation at Saskatchewan Penitentiary (1927) showing warden's house and the prison in the background. Note Warden McLeod's car at right. (Photo courtesy of CSC Prairies.)

Four 'big houses' were constructed within a decade: St. Vincent de Paul, near Montreal, in 1873; the Manitoba Penitentiary at Stony Mountain in 1875; the British Columbia Penitentiary near New Westminster in 1878; and Dorchester Penitentiary in 1881. Dorchester replaced the old Saint John and Halifax prisons and became the federal prison for Nova Scotia, New Brunswick and Prince Edward Island.

Deprivation of liberty did not reform

The new penitentiaries helped ease overcrowding, but the alarming frequency of prison riots — in both Canada and the United States — in the late 1800s made it clear that the system was fundamentally flawed: the deprivation of liberty, in itself, did not reform anymore. Better methods had to be found.

Like the prison reformers of the 18th century, the Victorian penologists were part of a larger progressive social reform movement. But now there was an increasing emphasis on professionalism. Prison reformers strived to make criminology a respectable science. National and international organizations sprang up, and Canadians were enthusiastic participants in the first penal congresses.

At the same time, on another level, groups like the Prisoner's Aid Association of Toronto, formed in 1874, were trying to help ex-convicts adjust to freedom.

"The 'born criminal': sloping foreheads, extra-long arms and prominent ears."

The old religious explanations for crime were no longer accepted, but there was still no consensus about what caused crime, or what could 'cure' it. Confronted with the awkward fact of recidivism, penal reformers were willing to consider any explanation and explore any solution, however bizarre.

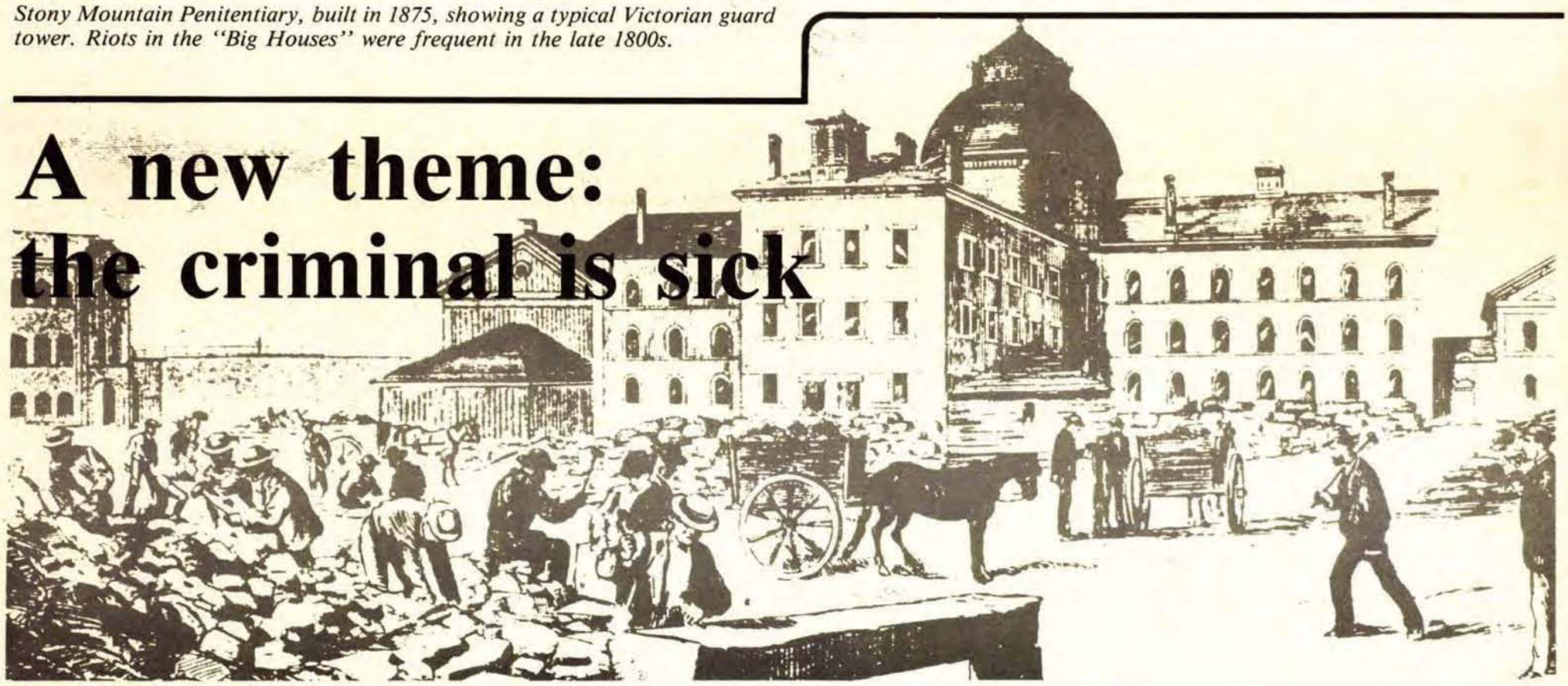
Biological rationalizations were popular. This was the heyday of phrenology (the analysis of head bumps) and the concept of the 'born criminal.' Cesare Lombroso, who called himself a 'criminal anthropologist' wrote *L'Uomo delinquente* in 1889. In the book he asserted that criminals were evolutionary throwbacks, who could be identified by their sloping foreheads, extra-long arms and prominent ears. As late as 1930, many Canadians still believed that crime was hereditary, and that habitual offenders should be sterilized.

'Capital Subjects for Experiment'

J.G. Moylan, who was Inspector of Penitentiaries from 1875 to 1895, may have been thinking of the social scientists when he remarked in one of his reports that "convicts are capital subjects for experiment; for they are not allowed to have any will of their own. . . . The interior of a prison is a grand theatre for the trial of all new plans in hygiene, education, physical and moral reform." ■

Stony Mountain Penitentiary, built in 1875, showing a typical Victorian guard tower. Riots in the "Big Houses" were frequent in the late 1800s.

A new theme: the criminal is sick



Kingston Penitentiary. Built in 1835, mainly by inmate labour, it was Canada's largest public building at the time.

By the turn of the century the criminal was no longer seen as a sinner who needed to be redeemed, but as a sick person who needed to be cured.

In the 20th century, the recommendations of royal commissions began to reflect the new theme in penology. In 1914, a royal commission called for "a careful and scientific study of the individual." Prisons could no longer be run like factories, processing human material into interchangeable units.

There was, of course, a great gap between theory and practice in the Canadian correctional system. Fluctuations in the crime rate, financial constraints, shifting political priorities and administrative problems interfered with the implementation of desirable programs.

Penal reformers and penal authorities did not always see eye to eye. The reformers' first concern was in assisting the inmate; the wardens' was with keeping order.

In 1924, the Superintendent of Penitentiaries, W.S. Hughes, commented in his report that "the treatment of inmates in a penitentiary continues to be a subject of debate, and many hundreds of persons who know little of crime and nothing of criminals still continue to offer suggestions or make demands for the treatment of the criminal. It is most fortunate for the convicted ones that the suggestions of these inexperienced ones are seldom attempted."

Change came slowly. But by the late 1920s, there were the beginnings of inmate classification schemes, special juvenile facilities, a comprehensive system of industrial farms, and provisions for earned remission and parole.

During the Depression there was a surge of economic crimes, especially among unemployed young men. In 1929, there were 2,769 people in penitentiaries. In 1933, there were 4,587, an increase of 66 per cent.

The authorities took a hard line on crime and criminals. Reform was once again subordinated to repression. Convicts were driven to desperate measures. During General D.M. Ormond's militaristic regime as superintendent (1928–1938), there were 20 riots and other disturbances. All seven penitentiaries were beset by disorders, including strikes, fires and fatal shootings.

Watershed Report: the Archambault Commission 1938

The violence aroused public and media attention and served as a catalyst for the Archambault Commission of 1938. Its report was the watershed of modern Canadian correctional reform. Its 88 recommendations covered almost every aspect of the system. Much of its philosophy is still influential today.

The thesis of the report was that reform could not be effected by punishment. The goals of the correctional system should be first to prevent crime, then to rehabilitate offenders, and finally to try to discourage habitual criminals.

The commissioners were distressed by the almost complete lack of ▷

rehabilitative programs. They suggested improvements in prison education, recreation and work programs, a better deal for women prisoners, reforms to the parole and probation systems, better after-care services, administrative reorganization and improved classification.

The Second World War diminished public interest in prison reform. Implementation of the Archambault recommendations was temporarily shelved.

Number of Prisons Doubles to 15

From 1946 to 1960, the Service came under the direction of Major-General Ralph Gibson. During his tenure, the number of institutions rose from seven to 15. Psychological services were introduced in 1947, and in 1958 a full-time psychiatrist was hired. There was a new push towards better staff training, with the creation in 1952 of Calderwood, the penitentiary staff college in Kingston.

In the three decades after the Archambault report, the penitentiary system continued to come under scrutiny by royal commissions, government committees and private sector organizations. These reports rarely questioned the original penitentiary ideal: to reform. They remained optimistic that most convicts could be rehabilitated in prison.

In the 1960s and 1970s, there were some cracks in the official consensus on rehabilitation. In the Ouimet report of 1969, the commissioners concluded that the most reformable convicts would probably do better outside the walls.

By 1970 — 34 Institutions By 1985 — 62 Institutions

In 1961 a new building program began. By 1970 there were 34 institutions. The division of penitentiaries into minimum-, medium- and maximum-security institutions gave authorities an opportunity to classify and segregate different types of offender, and with that, more flexibility in developing appropriate programs. Minimum-security prisoners did not require the military discipline of the old penitentiary.

Hardcore criminals were another story. An estimated three per cent of inmates was thought to be 'incorrigible.' In 1968, the first of the 'supermax' institutions was opened at Laval, Quebec, with a capacity for 140 prisoners. The concept of this type of institution was immediately controversial.

Many therapies tried

The 'psychiatric period' in Canadian penitentiaries lasted from the early 1960s to the early 1970s. Almost every conceivable form of therapy was tried, including various forms of psychotropic drug treatment, electroshock, behaviour modification, sensory deprivation, weekend marathons — even nude encounter groups.

> In the 70s, prisoners began to be called by their names, they could grow beards, and even have a say in prison conditions through their inmate committees.

The first of the specialized institutions, the Matsqui treatment centre for drug abusers, opened in 1963 and the first of the regional psychiatric centres opened at Abbotsford, B.C., in 1972. Correctional medicine had come a long way since the 1930s, when the mentally ill were 'treated' by immersion in a tub of crushed ice.

In the 1970s there was an attempt to humanize some aspects of life in a penitentiary. Prisoners were called by their names, not their numbers. Their uniforms were restyled to look more like street clothes. They were allowed to grow beards and keep their hair long. Beyond these cosmetic changes, there was an attempt to give inmates a limited degree of self-government, through their inmate committees.

In 1971 the Mohr committee suggested that inmates could be better rehabilitated in a small group setting. 'Living units' were created where inmates and staff members could live in a family-like setting. ■

Prison — a last resort?

In 1973 the Solicitor General's *Perspectives* paper recommended diversion for non-violent offenders. According to the authors, prison had to be regarded as the sanction of last resort. During this period community service orders began to replace prison sentences in some cases, and there were successful experiments with restitution. Also, more and more offenders were given opportunities to leave the prison on work or educational release programs.

In the mid-1970s, a report of the Law Reform Commission of Canada said that prisons had failed both as deterrents and rehabilitators. It declared that offenders could not be re-educated for life in society while separated from it. Or as one inmate put it: "You can't learn how to fly a plane from a submarine."

In 1980 the British Columbia Penitentiary at New Westminster was shut down. The 'old fortress' had stood for more than a century. Its closing may, perhaps, be the beginning of the end for Canada's Victorian prisons and the philosophy they represented. ■

British Columbia Penitentiary: repairing the walls in the 30s. The penitentiary was built in 1878 and closed in 1980 following many protests about its grim conditions. It's now up for sale. (Photo courtesy of Tony Martin.)

Penitentiary architecture reflected current philosophy

Dorchester Penitentiary, New Brunswick, is 104 years old and a typical Victorian prison. It houses 485 prisoners today in "maximum." (CSC photo.)

In the 1780s, when John Howard was investigating prisons in England and on the Continent, there was still no coherent penal philosophy, nor was there a distinctive prison architecture.

The common jails, workhouses and bridewells of the 18th century were patterned after medieval hospitals and convents, with rooms arranged around a hollow square. Most of the inmates worked and slept in common.

The Maison de Force in Ghent, founded in 1722, was a notable exception. It was the first large-scale penal institution in which a conscious attempt was made to use architecture to facilitate treatment. The Maison was a giant octagon, forming eight trapezoidal units, each completely self-contained, with individual sleeping cells and workshops back-to-back. Each unit was reserved for a specific type of offender.

The Maison had considerable influence on prison design in the 19th century. Its salient features — individual confinement, constant surveillance and 'escape-proof' construction — became the most important architectural elements of the penitentiaries built in Canada, the United States and Britain.

The founders of the penitentiary were excited by the possibilities of creating a totally controllable environment for the management of prisoners. From 1780 to 1840, the London Society for the Improvement of Prison Discipline published a stream of books and pamphlets on prison design.

Three basic plans were used during this period: the traditional rectangular plan, the radial, or star-shaped layout, and the circular form.

Model prison

The most forceful exponent of the circular form was the economist and philosopher Jeremy Bentham. For the first two decades of the 19th century, he doggedly lobbied the British government to adopt his design for a model prison that would guarantee "morals reformed, health preserved, industry invigorated and instruction diffused."

Bentham's 'Panopticon' (from the Greek for 'all-seeing') was supposed to allow for constant surveillance of both inmates *and* guards. It was to have been a very large, perfectly circular building of cast iron and glass, with barred cells arranged in tiers around the periphery. Speaking tubes were to connect each cell with the head keeper's louvered office in the central tower. He could thus carry out continuous and undetected surveillance of all sights and sounds.

Although the 'Panopticon' was never built, it inspired many imitations. Variants on the basic design were erected in Spain, Holland and in the United States. Many of the semi-circular prisons built in Britain and on the Continent were also based on Bentham's ideas.

The radial, or star design also permitted visual inspection of corridors from a central vantage point. It became one of the most popular prison layouts.

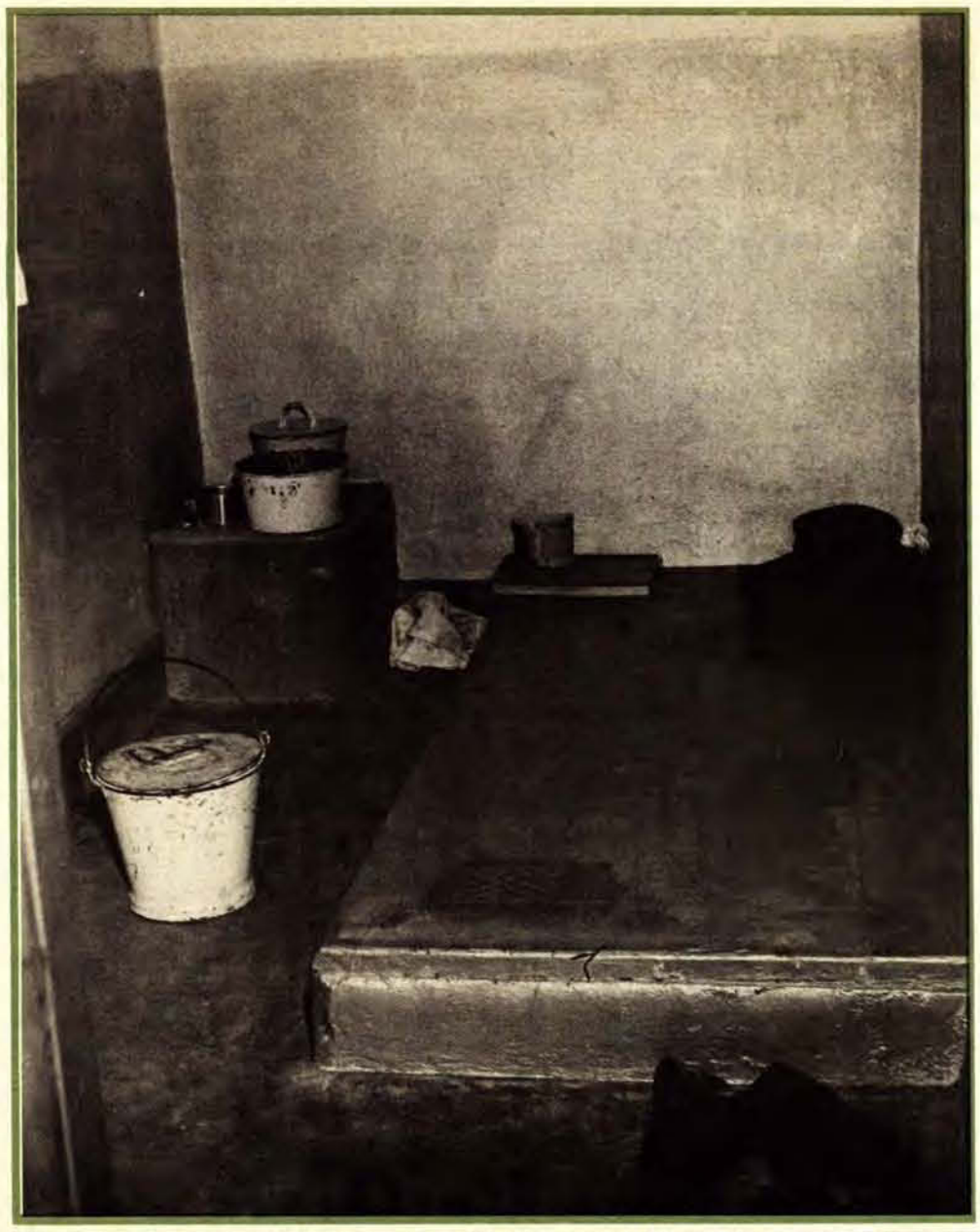
One of the first, and certainly the most famous of these early radial prisons was the Eastern State Penitentiary at Cherry Hill, Pennsylvania, erected in 1829.

Most costly public building

Cherry Hill had seven wings radiating from a central rotunda. It housed 250 prisoners and cost $500,000 to build, making it the most expensive public building in North America at the time.

Cherry Hill was the model for penitentiaries using the Pennsylvania, or separate system. Under this regime, prisoners were kept in solitary confinement 24 hours a day for the duration of their sentence. Cells were self-contained and relatively large — 2½ x 4 metres (the size of a small modern bedroom). Each cell had its own private exercise yard (2½ x 6 metres), its own water supply and a flush toilet (a rare luxury for the time).

The separate system proved too costly, in both economic and human terms, and it was eventually abandoned in the United States, even in Pennsylvania. However, it did become the standard regime in Europe, where the Cherry Hill design was copied in many countries. In Canada, as in the United States, the Auburn, or 'silent associated' system won out. The term 'silent associated' referred to the fact that though prisoners were kept in solitary confinement at night, they were allowed to work together in silence during the day.



The infamous bed and bucket cells at St. Vincent de Paul where mattresses were only brought in at night. Note bread slices and book at back. These cells were condemned by the Archambault Commission in 1938 but not eliminated until 1969. (Photo courtesy Kingston Penitentiary Archives.)

A bed and a bucket

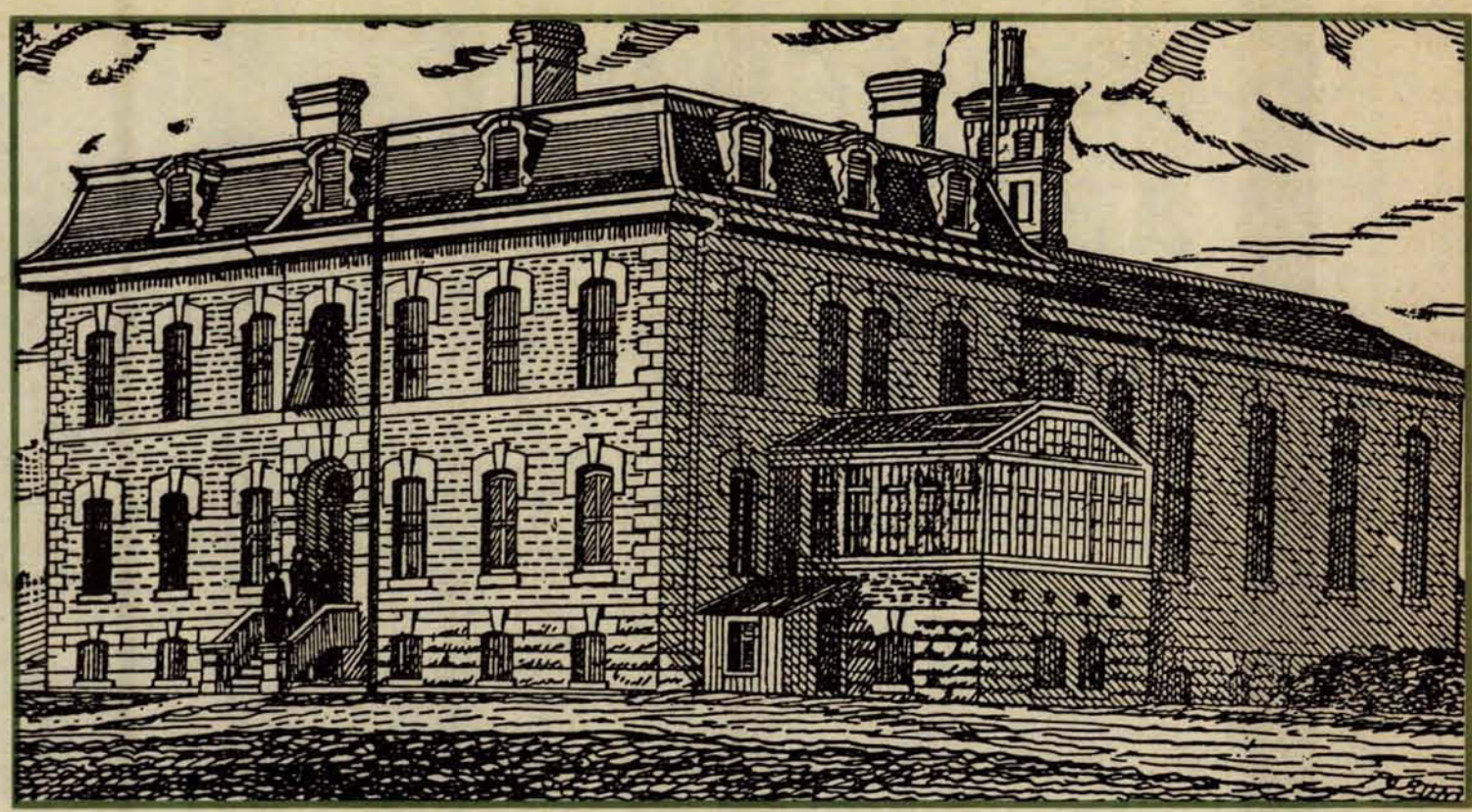
In the Auburn-style prison, the cell was merely a place to sleep. The typical cell was about five square metres, about the size of a small bathroom. The only sanitary facility was a bucket.

Canadian penitentiaries erected in the 19th century followed the basic Auburn pattern. Rows of lightless, airless cubicles were arranged back-to-back in tiers connected by steel walkways overlooking a central rotunda. In some penitentiaries, the workshop, the chapel and the prison yard were the only common areas. Inmates ate their meals from trays in their cells.

Kingston, and prisons like it, were built for maximum security. They were surrounded by high stone walls, with gun towers built like turrets and fortified entrance gates. They were forbidding structures, often referred to as ▷

'bastilles.' Their formidable appearance was supposed to add to their deterrent value. A committee of building commissioners in Britian summed up the prevailing view: "The exterior of a . . . prison should exhibit as much as possible great strength and convey to the mind a cheerless blank, indicative of the misery which awaits the being who enters its walls."

The occasional prison, like Kingston, would sport a Greek Revival facade, but the most favoured style was a gloomy castellated Gothic. If nothing else, the grand scale and sheer size of these institutions made the people inside them feel cowed and insignificant.



Manitoba Penitentiary, later called Stony Mountain Penitentiary, showing the main building as it looked in 1897. Prison architects sought to produce "a cheerless blank, indicative of the misery that awaits." (Photo courtesy of the Manitoba Archives.)

The 'Big Houses'

This grand scale was a feature of the penitentiary sytem in Canada from the start. Kingston was the largest public building in Canada at the time it was built. By the middle of the 19th century, economy of operations became increasingly essential to prison management. Larger prisons were more productive and cheaper to run. Kingston was expanded, and new, large penitentiaries were built. This was the age of the 'Big Houses.'

Overcrowding exacerbated the problems inherent in Big House design. In 1867, Kingston had 907 inmates, but no sewers or baths. Ventilation was poor and visitors complained about the smell.

In the last half of the 19th century there was a boom in construction of new prisons in the United States and Canada, but few innovations in design. The new, improved cells built at Kingston in 1885 were less than 3/4 of a metre wide by 2 metres long (smaller than a modern single bed!).

The early penitentiaries had been architectural trend-setters (including Kingston, which had one of the most advanced designs in the world when it opened in 1835), but they did not age well. Nevertheless, the high price of prison construction (even with free inmate labour) made the authorities reluctant to tear them down. In Canada, Victorian institutions were simply expanded, remodelled and repaired to meet modern needs. Some improvements were not made for a long time. The infamous bucket cells at St. Vincent de Paul, for example, were condemned by the Archambault Commission in 1938 but not eliminated until 1969.

The "campus" model

In the 1960s and 1970s, penitentiary authorities began to plan for less formal correctional facilities. They acknowledged that inmates of medium- and minimum-security prisons did not need escape-proof steel vaults.

Architects adopted the 'campus' model. Clusters of low-rise buildings, including home-like 'living units,' started to replace the old strongholds. Inside, there were fewer bars, more windows and colourful activity areas. Sophisticated electronic detection systems provided perimeter security and closed-circuit television became the all-seeing keepers' eye. ■

A guard at British Columbia Penitentiary, circa 1895. (Photo courtesy of Tony Martin.)

The early years of Kingston . . .

'The Most Frightful Oppression'

In the 1830s and 1840s, the new penitentiary at Kingston was something of a tourist attraction. It even charged admission. The novelist Charles Dickens was one of the early sightseers, and in his *American Notes* he remarked that Kingston "is a penitentiary well and wisely governed."

Dickens was deceived.

Not long after the penitentiary opened there were disturbances, and soon rumours began to spread about the flagrant abuse of prisoners. Shocking disclosures by the penitentiary's physician, Dr. James Sampson, finally pushed the government to act. In 1848, a commission headed by George Brown, editor of *The Toronto Globe*, began an investigation into Kingston's administration. ▷

'Utmost Disorder'

The commissioners discovered that there were, indeed, many abuses. Their report, released in 1849, came down heavily on the warden, Henry Smith. He was accused of "mismanagement or negligence reducing the Penitentiary to a state of utmost disorder."

Smith had siphoned off funds and purloined government property for his own use, the commission discovered. He also had appointed his son Frank as kitchen keeper, where the younger Smith profiteered at the expense of the inmates. Food supplies were diverted, and the bread and meat served were often unfit for human consumption. Proper meals were provided only when visitors — like Dickens — were around.

Frank Smith did not content himself with starving the prisoners. He was a practical joker too: he liked to douse hapless inmates with water, or aim at them during archery practice. He once put out a prisoner's eye with an arrow.

His father ran the prison like a private empire. He was high-handed and quarrelsome. Those of his staff who opposed him were dismissed on trumped-up charges or had their salaries slashed. Those who remained became cynical and demoralized.

The warden felt justified in taking a strong line with the prisoners, "many of them daring and desperate, and all unsubdued in temper and strangers to the restraints of discipline."

The rules and regulations of the penitentiary, published in 1836 by the inspectors of Kingston, were hard on staff and inmates alike. The warden had to be at the prison at all times. The guards were on duty six days a week from 6:00 a.m. until 6:00 p.m., from the end of April to the end of September. During the rest of the year they worked from sun-up to sundown.

No Winking

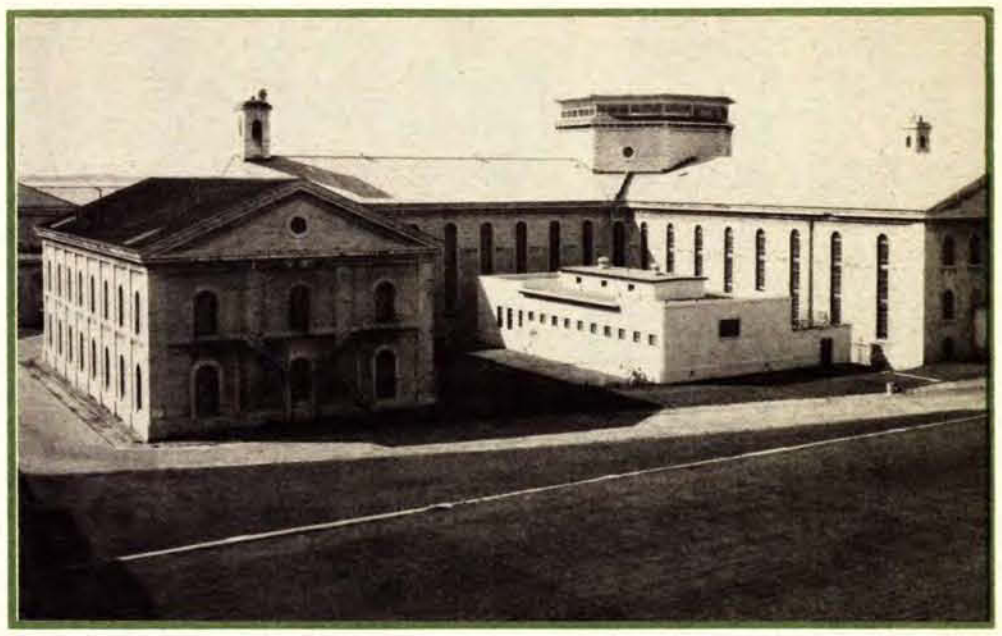
During the keepers' long day, their most difficult task was to enforce the rule of silence. By the rules, inmates were not only forbidden to speak, but also "to exchange looks, wink, laugh, nod or gesticulate to each other."

When the bell rang for meals, the inmates had to file out of their cells in regular order and march with their faces inclined in the same direction. Discipline was enforced with the ever present threat of corporal punishment, usually whipping with the rawhide or the cat o'nine tails.

For the first seven years of Smith's administration (1835 to 1842), flogging was the *only* punishment for offences of all grades. After 1842 it was supplemented by shackling, solitary confinement, the dark cell, water bath punishment, the 'box' (an upright, window-less "coffin"), the 35-pound yoke, and bread and water diet.

But flogging remained the method of choice, and the number of punishments rose steeply, year by year. In 1843, there were 720 punishments. Two years later, this figure had tripled, to 2,102. Two years after that, in 1847, it had tripled again to 6,063. During this period there were about 500 inmates.

Corporal punishment was so frequent that it was not unusual for prisoners to be whipped again before their backs had healed from the last flogging. Convicts were lashed for the most trivial offences, and little allowance was made for age or sex.



Kingston Penitentiary: an impressive Greek Revival facade but in 1867 no sewers or baths, and cells smaller than a modern single bed. Visitors complained of the smell. (CSC photo.)

Whipping of Children

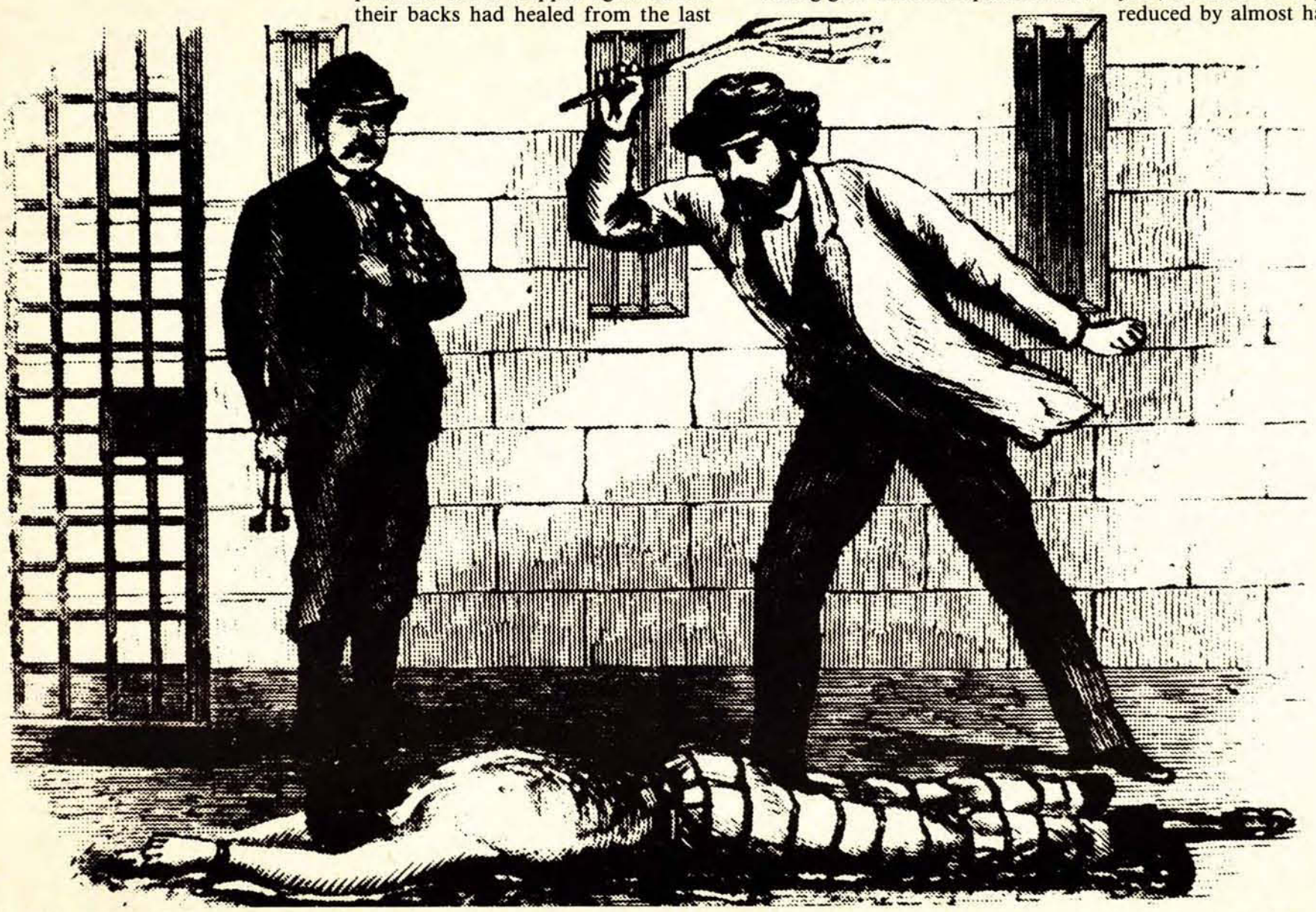
Antoine Beauche, committed at the age of eight, was flogged within a week of his arrival, and received 47 corporal punishments within nine months. Peter Charboneau, 10, was lashed on 57 occasions, also within nine months, for such infractions as staring, winking and laughing. Alex Lafleur, 11, was given 12 strokes of the rawhide on Christmas Eve, 1844, for speaking French. The warden called him a "a wild character."

Young girls were not spared either. One of several sad examples was Elizabeth Breen, 12, who was flogged six times in three months.

The mentally ill were treated with particular cruelty. One insane prisoner, James Brown, was lashed on 720 occasions. Dr. Sampson testified that several prisoners had been "goaded into insanity" by repeated floggings.

The commissioners concluded that "the system pursued has been one of the most frightful oppression." Under these circumstances, not surprisingly, "the reformation of convicts is unknown."

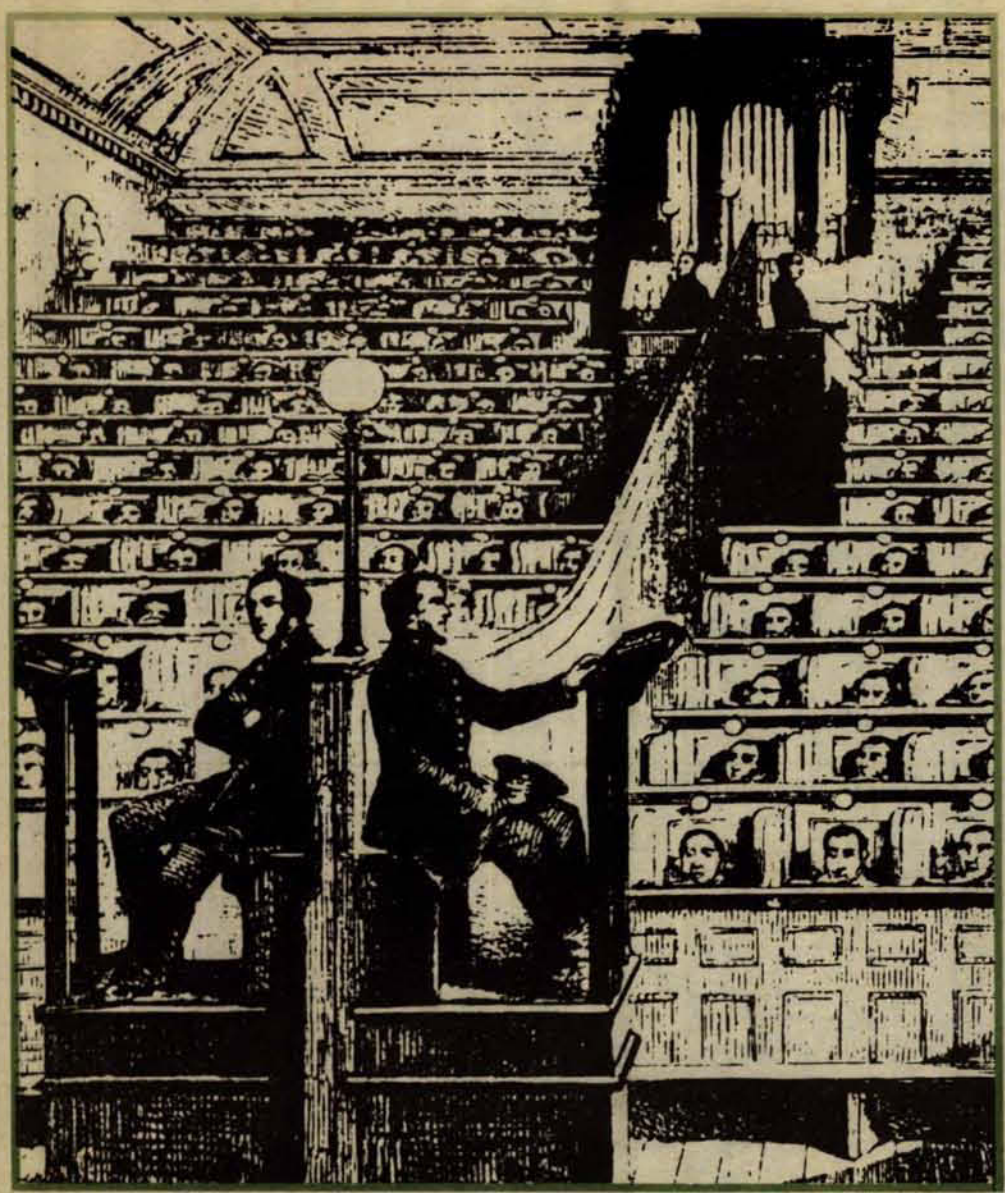
In 1850, a new warden, Donald Aeneas MacDonnell, and a new slate of inspectors were appointed. The next year, the number of punishments was reduced by almost half. ■



Reformers expected whipping to become obsolete in the Victorian penitentiary but, in fact, it became the standard disciplinary tool. In Canada, paddling and whipping were not outlawed until 1967. (Photo reprinted from Punishment: An Illustrated History, *by P.N. Walker, David and Charles Publishers, Devon, England.)*

Elizabeth Fry visiting Newgate Prison, London, in the 1770s, to read the Bible and counsel female prisoners. The grog shop at right was part of the scene in most early jails — so was the presence of children. Elizabeth Fry's work paralleled that of John Howard's, and both reformers are remembered in active prison reform societies that bear their names today.

Elizabeth Fry at Newgate Prison



The chapel at Pentonville Prison, near London, in 1856. Note the "separate system" seating which isolated prisoners from each other.

Isolation, even in Church

For contrast: Kent maximum-security institution. Opened in 1981, it's one of CSC's new, smaller prisons (268 inmates) and features the living unit system and campus-style architecture that's worlds away from the grim "castellated Gothic" of B.C. Penitentiary. (CSC photo.)

Campus-style prison

Illustrations courtesy of *The Fabrication of Virtue: English Prison Architecture 1750-1840*, by Robin Evans. University of Cambridge Press. Photographs individually credited.

Crime and Punishment Part III:
June 15 issue: Daily life in the penitentiary

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let's talk

Volume 10 Number 9 May 15, 1985

Calling all Kingston pen staff!

by John Vandoremalen
Chief, Publications, NHQ

OTTAWA — As you all know by now, June 1, 1985, marks the 150th anniversary of the opening of Kingston Penitentiary. To commemorate this event, a number of activities are being planned and the organizers are particularly interested in making sure all former staff who worked at Kingston Penitentiary are invited. If you know of someone who is now retired and has worked at K.P., please take the time and trouble to ensure he or she is aware of the planned events and extend an invitation.

The following is a list of the planned events and activities: May 31, 1985 — A Staff Reunion Dinner and Dance will be held at the Ambassador Convention Centre on Princess Street in Kingston. Between three and five hundred former and present staff and invited guests are expected to attend. Tickets are $15.00 per person and can be reserved by calling **Rhonda Wood** at (613) 547-4250 ext. 124.

June 1, 1985 — An ecumenical memorial church service will be held at the Church of the Good Thief beginning at 11:30 a.m.

Immediately after the church service, a memorial cairn will be unveiled on the front lawn of the warden's residence and dedicated to staff who have worked in the penitentiary for the past 150 years. The cairn will be unveiled by Solicitor General **Elmer MacKay**.

The Solicitor General will also officiate at the official opening of the Kingston Penitentiary Museum which will be located in the warden's residence directly across the street from the north gate of Kingston Penitentiary. It is anticipated that a book on the history of Kingston Penitentiary will be released also and on sale at the museum. Staff members who wish to purchase copies of this book will find copies at their local bookstore for $24.95.

June 1, 1985 — At 2:30 p.m., there will be a presentation of corrections exemplary medals to a number of Kingston Penitentiary staff on the lawn of the Staff Induction Centre, weather permitting. This will be followed by a reception lasting until 6:00 p.m.

If you have worked at Kingston Pen, or know of someone who has worked there, please come or extend an invitation. This may be a good opportunity to renew old acquaintances and perhaps make some new friends. The K.P. staff will do all they can to make you feel welcome and are keenly looking forward to your attendance. For further information concerning these and other events, please contact Rhonda Wood at the telephone number indicated. See you all in Kingston June 1.

Steve Fonyo, third from right, visited inmates and staff at Saskatchewan Penitentiary. photo: Peter Genest-Conway

Steve Fonyo behind the walls

PRAIRIES — **Steve Fonyo** found himself behind the walls of Saskatchewan Penitentiary Mar. 27. Prince Albert, Saskatchewan was one of the stops on his Journey for Life run and he was at the penitentiary to receive a cheque from correctional officers and from the inmate committee.

Steve Fonyo and his party, including Warden **Jim O'Sullivan** and the mayor of Prince Albert, entered the main Dome of the 75-year-old prison and proceeded along the corridor towards the gymnasium. At the half-way-point the strains of the Steve Fonyo Journey for Life song could be heard and as they entered the gymnasium they were greeted by 400 cheering inmates. "The look on his face showed how touched he was by the moment," said **Peter Genest-Conway**, acting head Social Development.

After Warden O'Sullivan introduced Fonyo he made him 'honorary convict #22'. As this honor was bestowed on the runner the crowd went wild with whistles and cheers.

Frank McGregor presented him with a cap, sweatshirt and a donation for cancer research from the correctional officers at the institution. On behalf of the inmate population, Inmate Committee spokesperson **Stan O'Sullivan**, gave Steve Fonyo a cheque for $2,225. Inmate O'Sullivan said that it only took two days to raise the money and that it represented contributions from 95 percent of the inmate population at Saskatchewan Penitentiary.

After the presentations Fonyo cut a cake shaped like a map of Canada and marking his route up to that point. Before leaving he signed autographs on hands, shirts and

— *continued on page 2*

Hank Neufeld appointed warden at Dorchester

ATLANTIC — During a general staff assembly at Dorchester Penitentiary Apr. 1, **Eugene Niles**, regional executive officer, extended a warm welcome on behalf of **Robert Clark**, deputy commissioner Atlantic, to incoming warden **Hank Neufeld**.

"Warden Neufeld will not require any training", stated Niles in his welcoming comments, referring to Neufeld's extensive experience in the Ontario Region since 1977.

Neufeld arrived in the Atlantic from CSC's Ontario Region, where he occupied several senior managerial positions, including warden of Joyceville Institution from February 1977 to January 1978, warden of Millhaven Institution from January 1978 to June 1983 and his latter appointment, warden of Warkworth Institution. He joined the Service in February 1974 as chief security analyst at NHQ. Prior to his corrections career, Neufeld served 23 years in the RCMP, retiring in 1971.

He replaces Dorchester Penitentiary Warden, Eugene Niles, who was transferred to CSC's Atlantic Regional Headquarters in June 1984 as interim regional executive officer. **Dan Ferguson**, warden of the Atlantic Institution scheduled to open mid-1986 in Renous, NB, was named interim warden of Dorchester Penitentiary in June 1984 when Niles was transferred to Moncton. He has resumed his role as warden Atlantic Institution and is working from RHQ Moncton.

Hank Neufeld is the new warden at Dorchester.

Assistant Warden Socialization, **Jim Blackler**, had been acting warden of the Dorchester for five months prior to Neufeld's arrival. Appreciation of Blackler's performance during this period was expressed by Eugene Niles.

Warkworth Institution

Dan Kane named warden

ONTARIO — Apr. 8 **Dan Kane** was appointed warden of Warkworth Institution, replacing **Hank Neufeld**, who became warden of Dorchester Penitentiary, New Brunswick.

Kane, 38, comes to Warkworth from Drumheller Institution, Drumheller, Alberta, where he has been warden since August, 1981.

He holds a bachelor of education degree from the University of Calgary and a master of public administration from Queen's University, Kingston.

His career with CSC started in September, 1975, when he was appointed supervisor of education at Drumheller Institution. He subsequently served as assistant warden (education and training) and assistant warden (socialization) at Saskatchewan Penitentiary and for one year was the executive assistant to the deputy commissioner in the Ontario Region.

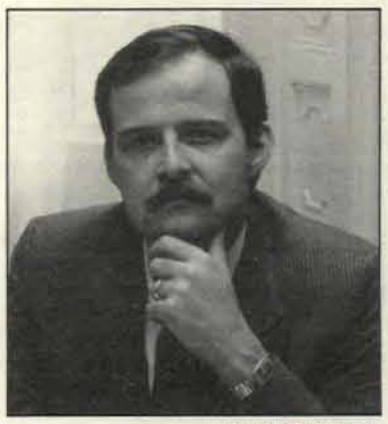


photo: Barrie Wright

Dan Kane, named warden Warkworth Institution.

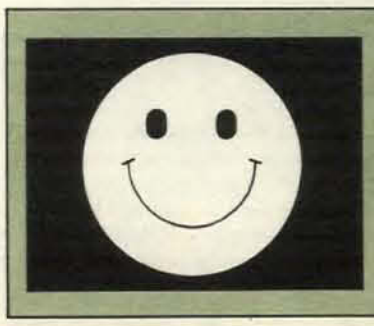
A formal change of command ceremony will be held probably some time in June.

Praiseworthy steps in '84

OTTAWA — CSC took some praiseworthy steps during 1984 in response to the recommendations of our 1983 audit. So said the annual report of the Commissioner of Official Languages. It went on to say, however, that the Service needs to do a great deal more before it will be in a position to provide adequate services to minority-language inmates in most of the country's institutions and make French an everyday language of internal communications at headquarters.

The report also said that a major

— *continued on page 2*



Coping with stress in Corrections

A newsletter delivered to you once a week during the four weeks of Stress Awareness Month.

— turn to page 3 for more information on stress.

Quebec community agencies hold annual meeting

by Michel Lauzon,
Regional Communications officer, Quebec

QUEBEC — The annual meeting of community agencies involved in community projects in the Laurentians area and Ste-Anne-des-Plaines Institution was held at the St. Jerome Sports Centre Mar. 21.

During the plenary session leaders and organizers, **Marie-Andrée Cyrenne** and **Michel Beauchemin**, disclosed the first results of a small survey conducted among agency representatives. It may be inferred from the survey that the average community project done by day-parolees takes place over a four to six month period, and is based on the employment of two to three day-parolees recruited to work on development and maintenance projects.

In addition to being able to exchange views on their particular projects during the three workshops, participants learned that during 1984, 64 inmates benefited from day parole releases and contributed 3,062 hours of community work. A total of 25 agencies and private homes benefited from resident services such as inside and outside maintenance, the opening of a youth holiday camp or the development of an archery ground.

Some of the people who participated in the plenary session were: **Jean-Claude Perron**, Quebec CSC regional executive officer; **Jean-Paul Gilbert**, senior board member, National Parole Board and **Guy Bureau**, board member; **André Aubert** and **Jean-Claude Hébert**, members of the West Quebec district and Ste-Anne-des-Plaines Institution CAC; **Réal Benoit**, warden, Ste-Anne-des-Plaines Institution and **Gilles Thibault**, director, West Quebec District. They answered agency representatives' questions and revealed some interesting facts about their involvement in the project.

Left to right, Jean-Paul Gilbert, senior board member National Parole Board, Gilles Thibault — CSC West Quebec district director, Réjean Arsenault, Laurentides area manager; Josée Ménard, representative of Antre-jeunes agency; André Aubert, president of CAC, Jean-Claude Perron — regional executive officer, Jean-Claude Hébert — CAC member, and Réal Benoit — Ste-Anne-des-Plaines warden.

Antre-jeunes agency member honored

Josée Ménard, representative of Antre jeunes agency, was presented with a certificate of appreciation from the regional deputy commissioner praising the support given to CSC by the agency in the past five years. **Jean-Claude Perron** presented the certificate on behalf of Deputy Commissioner **Jean-Paul Dugas**. In his closing remarks he thanked, on behalf of CSC, all agencies involved and underlined the efforts of the Laurentides District office and his area manager, **Réjean Arsenault** towards resocializing inmates.

Kanwalbir Dosanjh receives bravery award

PACIFIC — **Kanwalbir (Ken) Dosanjh**, a security officer at Kent Institution, was awarded the Commissioner's Citation for Bravery, Mar. 8, for his quick, decisive actions that prevented injury to a private citizen and a deputy sheriff. The presentation was made by **James Murphy**, deputy commissioner Pacific.

In May 1982 officer Dosanjh was subpoenaed as a crown witness to the Chilliwack Court House for the trial of an inmate. At that time a total of five inmates were awaiting their trials at the courthouse, under the supervision of four deputy sheriffs.

Prior to the proceedings one inmate escaped through a window. The alarm was sounded immediately advising of the escape, and Dosanjh pursued the inmate. He found the man attacking a private citizen, in a parking lot, while the citizen was trying to prevent his car from being taken. Seeing Dosanjh approaching, the inmate stopped the attack and fled again. Dosanjh continued his pursuit, caught and restrained the inmate.

After they returned to the courthouse, confrontations between the inmates and the deputy sheriffs occurred and some restraint was required to control the situation. Again Dosanjh came to the aid of the deputy sheriffs. At one point he physically restrained an inmate and prevented him from hurling a chair at a deputy sheriff.

When a defence lawyer confronted Dosanjh asking why he was interferring the CSC officer replied he was a peace officer.

Briefly

Beaver Creek becomes an institution

What's New, staff newspaper Ontario Region, reports that Beaver Creek Correctional Camp has changed its name. It is now called Beaver Creek Institution.

Inmates' fast earns money for sponsored children

A number of Dorchester Penitentiary and Westmorland Institution inmates fasted for 30 hours beginning April 7 and ending April 8. The fast raised $5,000 for 14 children sponsored by the inmates through the World Vision Organization of Canada. This is the ninth year for the event.

Students video-tape at Edmonton Institution

Two students at the Northern Alberta Institute of Technology spent Apr. 2-5 video-taping at Edmonton Institution. The footage will be part of a five-minute music video.

Affirmative Action

QUEBEC — "The Affirmative Action program at Cowansville Institution is beginning to be well-known and to arouse curiosity," says committee representative **France Verrier**. "No major problems have been identified but we are watchful and ready to help our employees.

"We are trying to inform interested people about the program's role," she said. We also want to stress management cooperation regarding problems of the target groups. Ultimately, we hope equality in terms of employment in the Public Service will become a tangible reality at Cowansville Institution."

Steve Fonyo cuts cake made in his honor. photo: Peter Genest-Conway

Steve Fonyo behind the walls

— *continued from page 1*

almost anything else that was handy.

As the Steve Fonyo entourage left the gymnasium the crowd gave him a standing ovation accompanied by shouts of "Do it for us Steve". One staff member who has been at the institution for 32 years said he had never seen anything quite like it.

While walking to their waiting helicopter Fonyo senior told Warden O'Sullivan that his son Steve does not realize yet the impact his cross-country run is having on Canadians.

From everyone at Saskatchewan Penitentiary, good luck Steve Fonyo!

Chaplaincy volunteers attend training program

ONTARIO — The Chaplaincy division, Ontario region recently organised a 12-hour training program for Chaplaincy volunteers. The program was spread over six weeks, and involved more than 50 volunteers, representing the full Gospel Christian Businessmens' Association, Prison Fellowship and Cons for Christ and many individuals. Even though the sessions were held in the evening, everyone who enrolled attended each session.

Topics included "Caring for persons in prison," The Role and purpose of Chaplaincy and "Caring for the Care-givers." At the conclusion of the program everyone assembled at Westlake Hall and certificates were presented to all participants. As a result of the efforts of our chaplains, we now have 50 more dedicated volunteers to complement the army of unpaid people who are always anxious to help.

CSC took praiseworthy steps in '84

Commissioner of Official Languages report — *continued from page 1*

flaw is the lack of official languages objectives for correctional centre administrators, but that action plans have been established for each major institution and managers are responsible for their implementation. The Service is finalizing mechanisms to monitor implementation of the plans.

The principal challenge of CSC is to ensure that services are provided to inmates in their own language. To meet this goal, 14% of the staff (1,468 of 10,413) are required to have a knowledge of both languages, and 92% of these positions have incumbents who meet the requirements.

Of the 2,413 employees in Ontario, only 156 are bilingual; in the West, only 117 of 3,835. Even if the Service has made efforts to assign at least one bilingual case worker and residential unit worker to each of the institutions in these regions, it has not yet been able to guarantee that all its services are provided in French to Francophone inmates. The services that leave the most to be desired are medical and psychiatric care. In addition, administrative communications and dealings between inmates and guards take place almost exclusively in English in these regions.

CSC has tackled the issue of inmate training. Vocational training is offered solely in English in English-speaking regions of the country, but the Service is now attempting to identify more clearly the needs for training in French, with a view to establishing a training program in that language. Although the situation is a little better for English-language inmates in Quebec, serious weaknesses still require correction.

The Service has committed itself to requiring that 30% of the staff to be assigned to the new institutions in Drummondville (Quebec) and Renous (New Brunswick) be bilingual. It is also addressing the problem of communications with the public. Most institutions in Ontario and the Prairies have bilingual telephone receptionists. However, in a large number of institutions visitors are still addressed in English only.

Little has changed with regard to language of work. English is still the predominant language at headquarters, even though Francophones represent more than 35% of staff. A significant obstacle is the unilingualism of 25% of supervisory staff. The Service is to take an inventory of unilingual work documents and establish a plan for their translation, and is continuing its project to establish a language training program designed to develop receptive bilingualism.

Anglophones comprise 68% of staff and Francophones 32%. The latter's high representation is attributed to the fact that over one-quarter of the Service's employees work in the Quebec region. At the regional level, the imbalances noted last year persist. In Quebec, only 10 of the more than 3,000 employees are Anglophone and, in Ontario, only 50 or so of 2,400 are Francophone.

The number of complaints against the Service rose from five in 1983 to 40 last year, most of them relating to a lack of services in the inmate's language. The Service's cooperation in resolving complaints was spotty. Complaints about Quebec institutions led to the development of precise plans to rectify anomalies, but elsewhere problems were given rather more superficial attention.

lets talk

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June Coxon
Editor

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Stress

Jean toyed with life and nearly perished

In the following article, a 20-year-plus CSC employee, **Jean White**, tells how she is learning to live a healthy and relatively stress-free life — after several heart attacks, open-heart surgery and persistent angina forced her to retire in 1984 after three years on disability leave.

The article was originally published in *The Whig-Standard* (Kingston, Ontario) on Feb. 16, 1985, as a reminder to readers of what Heart Month is all about.

With Jean White's permission and encouragement, *Let's Talk* is repeating the message now — during Stress Awareness Month — to remind us all that unchecked stress and unhealthy habits really do take their toll. And any one of us can be stricken. As Jean White learned, the victim isn't always some faceless person-down-the-street; the victim can easily be "me".

Jean White joined the Canadian Penitentiary Service (now CSC) in 1961 as a classification clerk at Joyceville Institution near Kingston, Ontario. During her next 20 years with the Service, some of her positions included assistant superintendent, organization, at Prison for Women; staff relations officer at national headquarters; and, finally administration manager for the Ontario region. During the early 1960s, she was editor of *Federal Corrections*, a forerunner to *Let's Talk*.

by Jean White

The most incredible part of it all is that it happened. Heart disease, cancer, death or winning a million in a lottery happens to others. But to me? Never!

At 52, I considered myself a relatively healthy woman. My interests included long-distance hiking, gardening, curling, swimming and other physical activities.

I enjoyed a middle-management career in the regional office of the Correctional Service of Canada. My job entailed, among other duties, fairly extensive travelling on a regular basis; I was a member of several national and regional standing committees and task forces. It also enabled me to meet interesting people from all levels of government and private industry.

I had worked up through the ranks of government hierarchy years before the term "equal opportunities for women" became an integral condition in organizational demands. In fact, I was one of the first women without a university degree to reach the position level I occupied.

Before my government service, I was Canada's first female insurance adjuster. It was, I've been told, additional proof of a relentless competitive drive dating back some 30 years.

In retrospect, I was sitting on a dynamite keg for years. A chain smoker, with a family history of heart disease, stroke and diabetic problems, I had a 10-year personal history of hypertension.

In 1976, health reasons prompted me to take a voluntary demotion from a high-profile labor relations job to what was considered to be a less stressful occupation. The medical diagnosis was hypertension, although the symptoms included some episodes of chest pain and extreme fatigue.

My health improved until I again geared my "coronary pace" to meet new organizational demands. I set out to prove that the Service couldn't function without my frenetic input.

Watching me operate, a close friend wondered how long it would be before my associates asked, "Whatever happened to good old what's-her-name?"

Periodic chest pains returned, I was exhausted most of the time and my blood pressure soared. I awakened in the mornings wishing it were night so I could go to bed.

Our family physician ordered extensive medical tests, including ones for diabetes, gall bladder and an electrocardiogram. The latter was given both at rest and and on a treadmill.

The results were negative except for my high blood pressure — and I was on medication for that.

I concluded that I was just experiencing post-menopausal symptoms and continued to live in a frenzy of superhyperactivity: I was behind schedule if my Christmas shopping wasn't finished in July.

I guess my behavior pattern made me what cardiologists **Rosenman** and **Friedman** call a Type A Personality (Type A Behavior and Your Heart, Alfred A. Knopf Inc., 1974; Fawcett Crest, 1978, $2.98).

A Type A personality is someone who is engaged in a constant struggle with time and with the number of achievements to be accomplished, a person who meets all deadlines before the designated date, and is most impatient with slow-moving people or objects.

I could never understand or tolerate incompetence or tardiness in myself or in others.

In May 1981, my husband and I left on vacation to Myrtle Beach, S.C. Before we left — as usual — I cleaned virtually the entire house, made certain no dirty laundry or dishes were left behind, and organized details at the office as if I would never return. Naturally, I was exhausted when we took off. All this for a two-week vacation.

As I carried luggage to our motel room the first night, I felt a tightness in my chest. It radiated to my ears, neck, and down both inner arms to the elbows. The discomfort was so sudden and severe that I became nauseated and had to lie down.

The suffocating pain in my chest felt as if someone had reached inside and squeezed everything together, and wouldn't let go. Within five minutes or so, the discomfort subsided and I felt fine for the rest of the evening. There was no apparent weakness or other ill-effects following this attack.

Despite two similar attacks the following morning, we continued driving south. Altogether I had five such attacks between Kingston and Myrtle Beach. Because of the test results I received before leaving home, and because I didn't feel ill, I diagnosed the discomfort as indigestion and gulped Alka-Seltzer and sucked Rolaids.

I guess my life on earth wasn't finished, or I wasn't wanted on "the other side" at that time, because despite three more attacks and no medical attention, I arrived home alive and pain-free.

Things changed the next day. I was outside planting geraniums when I became weak and nauseated. Perspiration poured from me and the chest pains returned. My daughter said my eyes bulged and my face was abnormally bloated.

When I said that I was too sick to stop for cigarette, she rushed me into the emergency department of Kingston General Hospital — garden dirt, working clothes and all. I was still arguing when we pulled up to the Emergency entrance.

"Look at it this way," she said. "If there's nothing wrong, you'll be home in an hour."

Within two hours I was in bed in the hospital's Coronary Care Unit, hooked up to a heart monitor, wearing only a hospital gown and an oxygen mask.

At this time, one of my major concerns was that I wasn't allowed to smoke. I didn't think I had the guts to quit cold turkey. Cigarette smoking wasn't just a habit with me. It was an addiction that was as hard to kick as hard drugs are to a heroin addict.

I had tried to stop several times, using various methods, such as administering self-hypnosis by cassette tape, chewing nicotine gum, recording each cigarette smoked, and hiding my package to make it more difficult to get a cigarette. Nothing had worked.

The cardiologist wasn't the least sympathetic with this problem. Unless heart patients stop smoking, most doctors feel there's not much they can do to treat the disease.

I haven't had a cigarette since that day. But I still have moments when I feel that I lost not only my security blanket, but my best friend. In my saner moments I acknowledge that I probably traded tobacco for my life.

Two days after I was admitted, I was moved into a private room on another ward for further observation and treatment. A resident doctor explained that I was given enough medication to prevent any further angina attacks.

Bed-rest in a tranquil, air-conditioned and well-furnished hospital room, with a breathtaking view of Kingston's waterfront and the St. Lawrence River, added to my therapeutic treatment. A tranquilizer was prescribed to lessen the anxieties caused by nicotine withdrawal.

Medical and support staff on all shifts were calm, kind and understanding. It was as if they had been chosen specifically to complement the serenity of my surroundings.

Despite all this, I continued to have chest pains on a regular basis.

A week later, cardiologist Dr. **Paul Armstrong** explained that

— continued on page 4

photo: Michael Lea, Kingston Whig Standard

Jean White, a CSC employee for more than 20 years, is learning to live a healthy, stress-free life.

'Me ill? Never!'

photo: Rick Chappell

Left to right — Marlene Hardy; Gilles Hardy — clothing supervisor, Edmonton Institution; Sherry Menard — assistant sentence administrator, Edmonton Institution.

Edmonton Institution holds stress management retreat

by Rick Chappell
Assistant Warden,
Edmonton Institution

PRAIRIES — One weekend early this year 35 CSC employees, their spouses and children, totalling 87 people, converged on the Red Deer Lodge, Red Deer, Alberta for the first Edmonton district stress management retreat. The retreat culminated weeks of planning by the Institutional Employee Assistance Program Committee, with strong support from USGE and RHQ. Retreat participants were drawn from almost all divisions of Edmonton Institution as well as from Grierson Centre and the Edmonton Parole office.

Husband and wife team Dr. **Jim Beaubien** and **Karen Caesar**, psychologists associated with the Faculty of Continuing Education, University of Alberta, acted as resource people, and presented an informative workshop focusing on the identification of and alternative methods to coping with stress.

Reverend **Alf Bell**, Edmonton Institution's chaplain and a referral agent for the Employee Assistance Program, assisted by helping participants summarize the main themes of the workshop and relate them specifically to a CSC environment.

Workshop participants were unanimous in recognizing the benefits of the stress management retreat concept and strongly endorsed the need for additional retreats, including follow-up sessions. Parents praised the day-care program, provided by Prison Fellowship, that kept 25 children, ranging in age from toddlers to 15-year-olds, active and involved, saying it contributed to their enjoyable and productive weekend.

Stress

Jean White story
continued from page 3

because I was still having the attacks, I would undergo a heart catheterization the next morning. This is a process of injecting a special dye into the heart's arteries via an artery in the groin — X-ray film shows the condition of the arteries.

It shows which channels, if any, are narrowed or blocked, preventing the heart from receiving the blood it needs to function properly.

If there was a blockage, the doctor explained, I would undergo a coronary artery bypass operation — open-heart surgery in which a piece of vein is taken from the leg and used to bypass the blocked area of the heart.

By now, I was beginning to feel a little uneasy. But again, except for experiencing periodic chest discomfort, I didn't feel ill.

Cardiovascular surgeon Dr. **Tom Salerno** explained the surgery and the risks involved in both having and not having the operation. Because things were happening so quickly — I had never heard of this type of surgery until 24 hours before this conversation — I was totally unprepared for the seriousness of the situation. I had too much living to do to become incapacitated.

Stunned, I asked Dr. Salerno what the alternative was.

"Death," he replied.

He signed his part of the required release form and left the room. I later discovered the sincerely kind and gentle person hidden behind the busy surgeon's seemingly gruff exterior. I realized that his medical specialty must have seemed a frightening career choice whenever he had to perform surgery on such a vital organ as the heart.

The hospital chaplain came in to say a prayer for my full recovery and for my life. I began to realize that I was very sick and could possibly die. It was **George Bernard Shaw** who said: "common people do not pray — they only beg." I was no exception, promising anything and everything in exchange for my life.

I remember being wheeled into the operating room, having sodium pentathol injected, and then, oblivion. I came to in a haze of pain.

I was too tired and sick to be embarrassed at the sight I must have presented. Every part of my body, I'm sure, was hooked up to a machine, wire or repository of some kind. I remember nothing of those first few days except pain, and could never foresee getting rid of the pain in my chest.

Within a week and a half I was discharged from hospital — another anxious experience. I knew that my breast bone was wired firmly together, my vital signs were stable, and I was only minutes away from the hospital.

This type of anxiety passed quickly, and I began what became a slow convalescent period.

A supervisor for the Victorian Order of Nurses explained the value of walking. Being a Type A person, I acquired a pedometer, an instrument to record the number of miles I walked each day.

Within three weeks of my discharge, I enrolled in aqua-therapy sessions in the heated pool of St. Mary's of the Lake Hospital, an institution that was once a home for the aged and incurably ill.

Even today, with its ultra-modern facilities and outpatient clinics, one of the pool's rules speaks for the condition of many of the hospital's patients: "Incontinent patients must have their catheters clamped off."

That rule, as well as patients I met in wheelchairs in varying stages of mental and physical disability, helped me to learn not to feel sorry for myself.

During my illness, Canadian hero **Terry Fox** lost his heroic battle with cancer. A fellow employee who was my age went to bed one evening and was found minutes later dead from a massive heart attack. He didn't have the warning I had.

Unfortunately, while heart surgery can and did bypass my clogged arteries, it cannot cure arteriosclerosis — hardening of the arteries. Nor can it remodel a Type A behavior pattern.

Within a month I found myself structuring my leisure convalescent period as seriously as if I were working. The result was inevitable. My blood pressure and heart beat elevated and severe chest pains put me back into the hospital for another five days.

The cardiologist who saw me for post surgery check-ups was more interested in individual cases than I thought possible, considering that he was caring for hundreds of cardiac patients.

He diagnosed my Type A behavior and offered me the opportunity to engage in a stress-management and relaxation program designed to help cardiac patients cope with stress, slow down and live longer. On his advice, I began a weekly nine-month program with **Christof Weurscher**, a post-graduate student at Queen's University.

The program is divided into three phases. During the first phase I recorded my daily activities, episodes of chest pain, fatigue and shortness of breath, and rated these as to severity on a scale of 1 to 10. He asked me to record my thoughts and physical activities before and after each attack.

Not unexpectedly, the initial test results showed definite signs of "the hurry sickness." The recordings verified that angina attacks usually occurred when I was rushing, or when I became worried or upset about a person or incident in my life.

I didn't understand, at first, what Christof meant when he said that he felt sorry for me for punishing myself with my senseless time struggle.

I guess to him I was living proof of Rosenman and Friedman's theory that "to fill a life with deadlines to the exclusion of life's loveliness is a peculiarly dreadful form of self-punishment."

In the second stage of the program, I had to recognize the physical and mental activities that produce stress, and try to come up with alternate methods of dealing with them. Under controlled circumstances, I was placed in stressful situations I couldn't handle with any vestige or dignity.

It would have been easy at that stage to blame the therapist, the cardiologist and the program for inducing unnecessary stress and to call it quits then. I realized, however, that my lifestyle up to this stage had probably shortened my lifespan considerably and that the future would be filled with situations to which I must respond in one way or another.

My researcher also helped. He was a dedicated young man who took the time to explain how I might have reacted, for my own benefit, to those situations he induced and to those in my personal life.

The third and continuing phase of stress management is the actual relaxation treatment. It's a form of meditation that is as ancient as mankind. I am to set aside at least 30 minutes daily and to relax with deep-breathing exercises, inhaling and savoring only those thoughts that invoke peace, serenity and tranquility, and exhaling feelings of hostility, frustration and injustice.

The meditation includes capturing the warmth and stability of the sun, that life-sustaining force that doesn't run helter-skelter across the sky to provide its healing power to everyone all at once.

I have a long way to go to change a lifestyle that was harmful enough to my health to lead to heart disease. I try to follow the advice I now give to young people, particularly to those career-minded young persons entering the work force:

"Time is one of your most valuable resources. Guard it with your life. The higher up the corporate ladder you go, the more this resource will be tapped. Unless you learn to control the inevitable demands made upon you, and to take charge of your time and life, the more frustrated, less efficient, and coronary-and stroke-prone you will become.

"Divide the demands made upon you by your work, family and friends into compartments of your mind. Allot to each a fair share of your time."

"Leave the largest compartment vacant, for you and your needs. Don't become a martyr to an organization or to any person at the risk of your own needs.

"Take the time to live a more peaceful and, hopefully, a much longer life."

Have you seen

Coping with stress in Corrections?

Have you seen your copy of *Coping with Stress in Corrections?* It's a new orange-and-yellow newsletter featuring the happy-face, sad-face characters from our Stress Awareness Month poster.

This newsletter is a joint effort of the Policy, Planning and Administration and Communications branches, and is being delivered to your unit once a week during the four weeks of Stress Awareness Month.

The first newsletter describes stress and how it affects your body, mind, and relationships. The second edition talks directly about stress in correctional work (safety, self-esteem, tedium — sound familiar?).

The third newsletter gets down to the basics of coping with stress — self-assessment, building resistance, relaxation techniques. The final edition describes CSC's stress program for staff and ways the Service as a whole can reduce and manage on-the-job stress.

Let's Talk invites your comments on this newsletter series. Did we hit the nail on the head for you? Did we forget to talk about sources of stress that are particularly worrying you? Please send your views to the editor.

We plan to publish some of your letters — to stimulate continuing dialogue on this subject.

photo: Pat Newton

Health Care unit nurse Cara MacNeil entertains Stony Mountain workshop participants.

Stony Mountain staff share stress weekend

PRAIRIES — Almost 40 couples gathered in a small inn near Portage la Prairie, Manitoba, mid-February, to discuss how correctional staff and their families can deal with stress.

Chaired by **Pat Newton**, assistant warden, administration, the program covered a full range of activities from musical entertainment by a group of staff both evenings, to early bird exercise sessions Saturday and Sunday mornings, and a workshop service Sunday, to lectures and discussions.

Dr. **Robert C. Harris** of Calgary's Mount Royal College Criminology Department, led off Friday evening with a session on How to Enjoy Talking to your Spouse.

Another speaker was Dr. **Austin Stouffer**, pastor of Thunder Bay's Central Evangelical Free Church, and a family therapist. Dr. Stouffer, who is a member of the International Association of Marriage and Family Therapists, was a parole officer for seven years. He teaches educational psychology at Lakehead University and also hosts a weekly television program aimed at decreasing the crime rate in the Thunder Bay area.

The banquet speaker was Dr. **Terence G. Jolly**, who spoke about Emotional Toxicolos.

A valuable resource person for the entire weekend was **Bill Chitty**, who retired from CSC in 1979 after a 30-year career that began as a guard at Dorchester Penitentiary, Atlantic Region. At one point, Chitty was warden of both Joyceville and Collins Bay institutions at the same time. He retired as Ontario's regional manager, Offender Programs. Currently he is a part-time community member of the Ontario Parole Board. He also assists, on contract, CSC units that run stress awareness programs for their staff.

Essay Contest

Let's Talk is sponsoring an essay contest!

How do you cope with stress on the job

May is Stress Month, with special fitness events and activities scheduled all across the country. To celebrate stress month, and encourage consideration of stress problems all year. *Let's Talk* is sponsoring an essay contest. We would like to print YOUR letters and suggestions on how to cope with stress in corrections in the staff newspaper.

For more details on Stress Month & essay contest see Mar. 30 issue of *Let's Talk*.

Four Pacific CSC staff HONORED

Four CSC staff were honored Mar. 22 for their outstanding contribution to student development by the Criminology Students' Association Award Committee, Fraser Valley College. **Ron Weibe**, regional manager, Planning & Administration; **Jim White**, module chief, Pacific Region, Wardens Information System project; **Patricia Haley-Tsui**, head Social Development, Matsqui Institution; and **Perry York**, a former psychiatric social worker of Regional Psychiatric Centre (posthumously) were honored.

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let's talk

Volume 10 Number 10 May 30, 1985

Inside this issue LOOK FOR your copy of *Challenge and Change*, our 1984 employee annual report featuring a retrospective on people and policies.

NEXT ISSUE: June 15, 1985
***Crime and Punishment* — Part 3 of a series of 6, published on the 15th of each month until Sept. 15.**

CSC welcomes George Willis

Newly appointed Director General Finance Branch

OTTAWA — CSC welcomes **George Willis**, newly appointed director general, Finance Branch, who joined the Service May 20.

Before his CSC appointment he was director general, Capital Projects and Finance, Government of Canada Office for the 1988 Olympic Winter Games. Other public sector positions he has held include program manager and senior consultant, Bureau of Management Consulting; senior management practices officer, Office of the Comptroller General; director of Finance and director general of Capital Projects and Finance in the federal government's Olympic office.

His professional career also includes employment in the private sector, beginning in January 1966 as a cost accountant with Brunswick of Canada, in Toronto. From 1969 until 1973 he held a variety of management positions in Kingston and Toronto with Alcan Canada Products. He also served as senior consultant and managing consultant, Arthur Anderson and Company. Professional engagements focused on management information systems, cost reduction and organization analysis and design.

While in Kingston with Alcan, Willis taught at Collins Bay Institution; as a management consultant he undertook engagements for both the National Parole Board and CSC; and when he was with the Comptroller General's Office he was the officer responsible for liaising with the RCMP and CSC.

He is a former national director of the Society of Management Accountants of Canada and has written or edited several professional works.

He and his wife, **Anne**, live in Orleans. They have a son, **Mike**, who is a gold medalist in economics, international intercollegiate debater and varsity athlete for the University of Ottawa.

photo — Patterson Photographic

Sharing a happy moment during his farewell banquet, is former CSC Commissioner, Donald Yeomans, far right, Solicitor General Elmer MacKay beside him, William Outerbridge, National Parole Board chairman far left and Kay Yeomans.

Yeomans' farewell

CSC says thanks for outstanding leadership

OTTAWA — **Donald Yeomans** left a world class Service when he stepped down as commissioner of CSC earlier this year, and when Solicitor General **Elmer MacKay** hosted a farewell banquet for him Apr. 18, many of Yeomans' friends in the criminal justice system from around the world sent messages praising his contribution to the Service and wishing him well in the future.

Nearly 100 invited guests attended the banquet, held at the National Arts Centre Le Restaurant, including **Ann Britt Grunewald**, director, Kriminalvardsan, Sweden; **Pat Sledge**, US Bureau of Prisons, Washington, DC; **Tony Travisono**, executive director, American Correctional Association; **Robert H. Fosen**, chairperson, Commission on Accreditation, and **Don Hutto**, president, American Correctional Association.

Master of ceremonies for the evening, **Roma Bertrand**, senior deputy commissioner, CSC, introduced the numerous people who presented gifts to the former commissioner. A koala bear (**Kay** and Don Yeomans will be visiting Australia soon) holding a cheque was presented on behalf of all those in attendance as well as invited guests who were unable to attend.

Although it was an evening to say farewell to Don Yeomans it was also a time to officially welcome Commissioner **Rhéal LeBlanc**. Both men were presented with a book of messages from friends in corrections and criminal justice. While Yeomans was thanked for his "outstanding

— *continued on page 2*

photo: Patterson Photographic

The NHQ FINFO team, left to right, back row — Stan Fields, Al Price, Gavin Hector, Maurice (Moe) Bourdeau, Brian Askett. Front row, left to right — Elizabeth (Liz) Carroll, DCPPA Jack Cadieux, Maureen Philippe. Absent — Ginette Belley.

FINFO team awarded for outstanding job

The 24 CSC employees at NHQ and in the regions who were part of the national FINFO project, have received two awards in recognition of their exemplary participation in the development, implementation and success of the project. DCPPA, Jack Cadieux, presented NHQ FINFO staff with the Public Service Group Merit Achievement Award, $5,000 divided among those involved, and the Commissioner's Group Service Commendation, Apr. 22. Presentations for regional FINFO award winners will be held in each region.

Stress Awareness

ONTARIO — As this issue of *Let's Talk* goes to press Central Ontario District Office manager, **John Lawrence**, reports that on May 29 Toronto staff will walk from the office to the Toronto Island ferry docks, take the ferry to Centre Island, then have a game of tennis.

EAP comes to Quebec

It has something for everyone

QUEBEC — "There's something in it for everyone — the employers, the unions, and of course the employee." That's how **Jacques Labonté**, Quebec region's Employee Assistance Program coordinator described the EAP program.

The Quebec Regional Employee Assistance Program (EAP) which came into effect Apr. 15, has the support of management and union representatives. They recognize that a variety of non-work-related problems may adversely affect an employee's work performance and personal life so that it is in everyone's best interest that appropriate assistance be offered to anyone who needs it.

The program is available to all employees, on a voluntary, confidential basis, and everyone is free to choose whether or not to take advantage of it.

EAP is not a therapy or counselling program, but guides employees toward professional assistance agencies and other appropriate resources.

Deputy Commissioner Quebec region, Jean-Paul Dugas, left, and USGE Regional vice President, Gilbert Faulkner signing the EAP agreement.

It may help employees with physical, emotional, mental, marital, family, financial, legal, alcohol or drug-related problems.

The success of EAP depends on the participation and involvement of all levels of management and

— *continued on page 2*

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IABC Awards
Communications Branch, NHQ, wins 5 awards

EAP comes to Quebec

— continued from page 1

everyone involved in it. This means that everyone has a major role to play.

The different EAP components and their roles are:

Regional EAP Committee

A regional committee consisting of union and management representatives will provide overall program coordination and ensure that the guidelines are complied with and the program runs smoothly. In addition, it will make quarterly activity reports to the regional deputy commissioner and make appropriate recommendations where necessary. The committee includes: **Jacques Labonté**, regional chief, Staff Relations; **Nicole Pageot**, executive assistant to the deputy commissioner; **Laval Marchand**, acting regional manager, Industries; **Gilbert Faulkner**, USGE vice-president; **François Cyr**, USGE representative and **Jean-Guy Albert**, Professional Institute of the Public Service of Canada (PIPS) representative.

Local EAP committees

Local committees consisting of representatives chosen by the union and management have been set up in each institution and district and at Regional Headquarters. These committees coordinate the program in the operational unit, identify EAP officers and make appropriate recommendations to the directors on the program.

They also give employees moral support and encouragement during their treatment. In addition, they have to ensure absolute confidentiality in all cases where employees have turned to the EAP on their supervisor's recommendation.

The supervisors' task is to maintain their employees' performance at an acceptable level, and not to offer diagnoses of personal or health problems that they may suspect.

Information

Employees interested in obtaining further information on the Employee Assistance Program may refer to their union representative, a local committee member or an EAP officer. In addition, a new regional instructor is available.

The local and regional committees play a purely administrative support role relative to the program, and are in no way concerned with individual cases.

EAP officers

EAP officers have been named in each institution, district parole office and at RHQ. They all have received appropriate training at the National Staff College to help them fulfill their role, which is to meet with employees who have problems, to identify possible solutions with them and guide them to appropriate sources of assistance where relevant.

The EAP officers are completely neutral, representing neither management nor the union. All their interviews, conversations or actions, with regard to employees or community resources, remain in the strictest confidence. The EAP officers are at the service of the employees.

Supervisors

Some 550 Quebec Region supervisors have received or will be receiving training on their roles and responsibilities with regard to EAP. Their main responsibility is to identify employees' work performance and behaviour problems, to discuss the problems with them and to encourage them to seek assistance voluntarily through the Employee Assistance Program.

Deputy Commissioner Quebec region, Jean-Paul Dugas; Agathe Racine, nurse, Drummond Institution; and Monasse Bambonye, psychologist, Laval institution signing the EAP agreement.

Jacques Labonté

Quebec's regional EAP coordinator

Jacques Labonté, regional chief, Staff Relations, was given the mandate of developing an Employee Assistance Program for the Quebec Region in July 1983. Since then he has become the regional EAP coordinator. Labonté has had some experience in the area. He was in charge of a similar program at the Defence Research Establishment, Valcartier, before coming to CSC.

Bereavement Workshop

CSC Chaplains focus attention on problems of bereavement

by Art Robson, Regional Manager Communications, Atlantic

ATLANTIC — A two-day workshop in Moncton, NB, Apr. 16-17 provided CSC chaplains with an opportunity to focus attention on the many-faceted problems associated with bereavement. The chaplains were improving the skills they require to help CSC staff and their families or inmates and their families when one of their loved ones dies. The workshop focused attention on what behaviour to expect from bereaved persons and what avenues to pursue to deal with such behaviours. The helping role was emphasized with a view to assisting others to work through their feelings of loss and to gain the road to recovery.

The workshop called upon the assistance of Rev. **Don Grey**, pastoral counsellor and former director of the Pastoral Institute of Calgary, and **Patricia Orrell**, bereavement counsellor, Edmonton, who have provided CSC with valuable training expertise in the area of suicide prevention. It included realistic role-playing scenarios that permitted participants to deal in part with the multifarious emotions and behaviours bereavement produces.

Pacific Life Skills program graduates first student

PACIFIC — The "Skills for Living Program", Pacific Region's recently-implemented life skills program for offenders, graduated its first participant at Matsqui Institution early this year. **Murray Winters** was the first person in the region to complete the five-course, 150-hour program offered by Fraser Valley Community College and the education and training program at Matsqui Institution.

In a letter of congratulations to Winters, Fraser Valley College Principal, Dr. **Barry Moore**, noted that, "This is the type of course which best embodies FVC's philosophy of education (in addressing) the development of the total person. Due to this aspect of the program, the requirements for success demand much more of each participant beyond what are normally considered to be good learning skills. You have been challenged to re-assess your own self, your personal values and your life with a critical eye, to examine your relationships with others and to explore and evaluate alternative perspectives on solving problems and managing the demands of living. These are all worthy goals which constitute the kind of growth and self-development to which all education should aspire. Success in the Skills for Living Program is, I am sure, impossible without the courage, commitment and involvement demanded of you to pursue directly these aims."

The program includes courses in self-awareness, self-presentation skills, developing relationships, problem-solving and managing the demands for living. Emphasis is placed on the acquisition of generic and transferable skills which can be applied to all aspects of life management, both within the institutional environment and outside. The program was offered between September 1984 and March 1985 in Pacific Region's Matsqui, Mission, Mountain and Ferndale institutions as well as Sumas Centre and Elbow Lake Forestry Camp.

The first graduate in Pacific Region's Life Skills Program was inmate Murray Winters, centre. On his right is Sharon Allen, Life Skills coach, Fraser Valley College and on his left is Sepp Tschierschwitz, head social development, Matsqui Institution.

Women in criminal justice

Collision course

ATLANTIC — Canada is heading for a collision course over women in the workplace, as women's expectations of working are raised while the structures that allow them to work — like daycare — are being eroded. This is what **Alexa McDonough**, leader of the New Democratic Party in Nova Scotia, told correctional officers and others attending the Criminal Justice Workshop at the Atlantic Christian Training Centre, Tatamagouche, NS, Mar. 28. She said educational opportunities and support services must go hand in hand with increased job opportunities for women or women will not be able to accept available jobs.

She was speaking at the 7th annual Truro Area Criminal Justice Workshop which brought together over 70 participants from RCMP and town police, county jails and penitentiaries, parole and probation, social services and addictions who work in the five counties serviced by the Truro District Parole Office. The theme was "Women in the Criminal Justice System".

Referring to the current move at CSC to hire more female prison

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photo — Patterson Photographic

Don Yeomans (played by Ontario RMC, Dennis Curtis) and her Majesty "the Queen" (Rita McGratton) performed royally for those attending former Commissioner Yeomans' farewell banquet.

Yeomans' Farewell

— continued from page 1

leadership and support" and he and Kay were reminded of the "great fondness" with which they are regarded. Commissioner LeBlanc was welcomed to the Service and wished success in his new portfolio.

Highlight of the evening was an address by her Majesty "the Queen" played by **Rita McGratton**, with **Dennis Curtis**, RMC Ontario, in the supporting role of Don Yeomans.

The evening was one of three events held for the former commissioner within the same week. On Apr. 16 a reception for all NHQ staff to say good luck and so long to Don and Kay Yeomans was held in the Confederation Room, Parliament Hill. It was followed by a farewell dinner attend by the senior management committee.

Parole — North of the 55th

by Les Shand,
Assistant Regional Manager
Communications, Prairie Region

PRAIRIES — Supervising federal and provincial cases who live in remote parts of Canada creates some unique challenges for parole officers. The Thompson parole office, 804 km (500 miles) northeast of Winnipeg, Manitoba, staffed by area manager **John McLarty**, parole officer **Grant Richter** and office manager **Wendy Whelan**, is one of 75 parole area, district and sub-offices across Canada.

Located near the 56th parallel (a claim also made by Glasgow, Scotland and Moscow) the Thompson area is known historically for its association with early fur traders and as supply routes for the Red River settlers. Names such as York Landing, Cranberry Portage, Norway and Oxford House still recall those days of Canada's early history.

A mining town at heart, the community of Thompson provides a central location for a supervision area of over 353,908 sq. km (220,000 square miles). Encompassing some 50 different communities, the Thompson parole office has one of the largest supervision areas within CSC extending from the 52nd parallel to the 60th parallel. About 75 percent of this supervision area is accessible only by airplane. Often staff must travel two hours by float or skiplane to supervise cases inaccessable by road. As a result, the development of a volunteer parole officer program has become a tremendous asset in providing a lot of on-the-spot supervision.

Recently a three-day volunteer parole office (VPO) workshop was sponsored by the Thompson parole office to familiarize volunteers with the criminal justice system and the parole process. VPO representing 11 remote Northern Manitoba communities attended the workshop. Guest speakers including **Wayne Hill**, co-ordinator of Special Programs, RHQ Saskatoon; **Hal Friesen**, Winnipeg District Parole Office; **Bernie Chartier**, Alcohol Foundation of Manitoba and **John Tost**, RCMP Thompson, provided the group with a well-rounded orientation.

This aerial view of Thompson, Manitoba, shows some of the vast area the Thompson Parole Office supervises.

While VPOs are closely monitored by parole officers in their contacts with offenders, their special knowledge of the offender and the community contributes significantly to providing quality supervision in remote areas. McLarty indicates that almost all of Thompson's VPO's are involved in other types of official community or volunteer programs as well. Many volunteers are band counsellors, others are involved with native drug and alcohol rehabilitation programs, or are volunteer probation officers. McLarty explains, "We try to get outstanding community members to act as VPOs who have a good reputation and are well respected in their communities." While most of Thompson's remote area includes a number of reserve communities, McLarty says that, most chiefs and counsellors are happy to have community members acting as VPOs. "The situation enables the community to have both input into the individual's supervision and to act as an intermediary between the more formal authority of the parole officer."

Volunteer parole or probation supervision is not a new concept to corrections, but it does represent a growing trend toward increasing community involvement and participation in Canada's criminal justice system. Community involvement is particularly significant to CSC and its remote supervision areas represented in part by parole, north of the 55th.

Volunteers honored at Saskatchewan Penitentiary

by Peter Genest-Conway,
A/Head Social Development,
Saskatchewan Penitentiary

PRAIRIES — Warden **Jim O'Sullivan** hosted a banquet for 200 volunteer workers in Prince Albert, Saskatchewan, Mar. 21.

They heard keynote speaker **Louis Zeitoun**, director of Citizen Participation, NHQ, say how fortunate Saskatchewan Penitentiary is to have such a wonderful group of concerned citizens. "It is only with people such as these who give freely of their time and energy that we can hope to be successful within our institutions", he said.

Zeitoun continued to say how these volunteers come from a long and distinguished line of penal reformers — citing **John Howard** the man who took on the British Home Office and insisted on the right of the public to have inspections and investigations of prisons — as a model. "It is from this heritage that volunteers today insist that CSC be open and accountable for their actions. Prisons aren't built for robots and without the human touch we would not be able to close the gap between the prison and society. Efficiency is no match for humanity", he stated. Zeitoun thanked Warden O'Sullivan for his untiring efforts involving community people in volunteer work in Saskatchewan and throughout Canada, and paid tribute to him as the first Canadian named president of the North American Wardens' and Superintendents' Association.

Speaking on behalf of the inmate population, guest speaker **Bob Volk** stated that he brought with him the thanks of the many inmates who benefit from volunteer groups. He said that the inmates see volunteers as people who have courage and they realize that the volunteers who visit institutions do it because of their love for all people. By caring and sharing, he said, they breach the gap between people who are free and those who are imprisoned. Volk went on to say that their attitude has often brought about drastic changes in many inmates, including himself, and that that change often helps inmates meet the objective not just of getting out of prison but of staying out. He added that there is a dire need for after-care services and that volunteers could be a tremendous help in this area. Volk then presented Warden O'Sullivan with an award on behalf of the Horizon Jaycees, for his continuing support of all groups within the institution.

photo — Peter Genest-Conway

Jim O'Sullivan, warden, Saskatchewan Penitentiary, seated, sharing a laugh with Louis Zeitoun, director Citizen Participation, NHQ who was keynote speaker at the Institution's volunteers' banquet.

Henry Parker, representing Prairie Region Deputy Commissioner **Jim Phelps**, informed the group that regional headquarters is grateful and proud of their volunteer workers at Saskatchewan Penitentiary. He said that as a group they set a standard second to none in the field of correctional volunteers.

Before the evening ended Warden O'Sullivan said he was always impressed by the great distances some of the volunteers travel to offer their assistance. Some volunteers make a round trip of 500 miles and 150-mile round trips appear quite normal. When thanking the volunteers he said that prisons are part of society and not things apart. "It's my firm belief that society should have reasonable access to what goes on behind the walls", he said. "We have nothing to hide at Saskatchewan Penitentiary and if any member of the public wishes to become involved in this, or any other institution across the country they can do so by joining any one of many volunteer groups that do so much valuable work within their confines."

National Physical Activity Week
May 25-June 2, 1985

What are you doing May 25 to June 2? Fitness Canada hopes you'll be participating in the third annual National Physical Activity Week. It promises to be a week-long celebration of physical activity, fitness and all-round fun. This year's goal is to motivate half the country to participate.

Chances are you'll be taking part in CSC Stress Awareness Month events during that week. But why stop there? National Physical Activity Week (NPAW) has something for everyone — the Canadian Fitness Challenge, fun runs, family fitness festivals and much more.

Watch for information about National Physical Activity Week in your local newspaper.

Ontario's fitness program has good turn out

ONTARIO — Response to a 15-week fitness program launched recently for Ontario RHQ staff has been good. Since Apr. 1, the half-hour fitness classes being held each Monday, Wednesday and Friday at the National Correctional Staff College gym, have attracted from 15 to 20 men and women in varying degrees of physical fitness.

Instructor, **Sue Hazel**, a former CR-2 term employee, is currently employed through Office Overload with the Employee Programs Division, RHQ, Personnel. A qualified fitness instructor from Montreal, she urges all CSC employees to come out and have some fun while getting into shape.

Hazel points out that this program needs management's support because the classes do not fall within the normally scheduled lunch hour and employees must seek approval from their managers to rearrange their lunch hour slightly. "Management has been very cooperative," she says, "and I hope managers continue to encourage employees to come out and get into shape physically and mentally." There is no doubt that many CSC staff have to deal with stress on the job and physical activity is one way of coping with stress.

Atlantic Sports round-up

ATLANTIC — In the past few months a variety of athletic events have taken place in the Atlantic region, including the following at Springhill:

■ The Flying Fathers hockey team which travels all over North America playing benefit games for numerous organizations, toured the Maritimes early this year. When the team visited Amherst, students at the Atlantic Resource Centre for the Hearing Handicapped organized the game and the proceeds went to their student council.

Springhill Institution's contribution was having the Flying Fathers visit the Institution. The team was given a tour of the institution and a meal. "The Flying Fathers were pleased with what they saw and made very positive comments about their visit", said **Jim Wilson**, recreation officer at Springhill.

■ Approximately 150 inmates attended a small college basketball game between Nova Scotia Teachers' College and the Nova Scotia Agricultural College. A foul shooting contest sponsored by Springhill Institution was the highlight of the game. **Frank Baldwin**, basketball coordinator for the province of Nova Scotia, and directors of both colleges attended the opening ceremony.

■ Six inmates, six community volunteers and four staff took part in an open invitational badminton tournament at Springhill Institution.

The four-and-a-half hour tournament resulted in the following winners: volunteer **Hughie Allen**, Pugwash — first division winner; **Reg Caulfield**, staff, first division — runner-up; volunteer **Mike Cunningham**, Pugwash — consolation winner; volunteer **Gary Gilbert**, Springhill — consolation runner-up.

■ Ten inmates and four staff participated in a benefit hockey game, Apr. 30, at Kentville NS. It was won by the "cons" 4-2. The game raised about $600 for Kings County Academy.

■ As you read this issue of *Let's Talk* inmates and community volunteers will be taking part in a five-mile run inside Springhill Institution.

One of Atlantic Region's many athletic events was a badminton tournament at Springhill Institution. The players were: front row, left to right — Mike Cunningham, Andrew Rozee, Robbie Bouzane, Ralph Fullerton, Frank Berry, Hughie Allen. Back row, left to right — Greg Brown, Gary Gilbert, Rob Martin, Reg Caulfield, Murdoch Cranston, Borden Lowther.

Ontario Correctional Officers' Revolver Club strikes again

ONTARIO — The Correctional Officers' Revolver Club (CORC) has struck again, winning a total of 13 awards at the Ontario Police College's annual Police Revolver Club shoot in Aylmer, Quebec, Apr. 13. Eighteen CSC shooters, competing against approximately 100 people, captured first place team awards in the Expert, Sharpshooter and Marskman categories; second place awards in the team Marksman, Tyro and Unclassified; and individual awards in the Master (fourth), Expert (third), Sharpshooter (first and second), Marksman (first), Tyro (second) First-time shooter (first and the Horse's A, or Try again next time award). The CORC members proudly returned from the shoot with 20 pieces of hardware for their efforts. By the end of last year the club had earned a total of 36 awards. They appear to be starting 1985 off equally well. Congratulations on a great showing.

Criminal Justice Workshop

— *continued from page 2*

guards, McDonough said changes to the system pose "a challenge of monumental proportions."

The male-dominated system, she says, begs the question: "What happens to the criminal justice system when it struggles with parity in the work situation where the majority of people are men?"

After reading up on the issue McDonough says she has developed a better understanding of the problems women may face as guards, including threats from inmates to engage in masturbation each time they see a female guard.

She noted women may be deterred from applying for jobs deemed "masculine" through societal stereotyping.

Enhancing opportunities for women will require public education and support, she says, adding corrections officials "need to have the assurance that other people in society are working towards this . . ."

In discussion she was asked if a voluntary system would be effective in increasing the number of female prison guards. "I regret to say my own conclusion . . . is that . . . the evidence shows if it's left entirely on a voluntary basis, it doesn't end up happening."

She said employers have to get out and work harder at finding qualified women for jobs, and employers will have to break down stereotyped role models. Acknowledging such a job will be difficult, she said. "It's worth working away at," noting "more and more people see it's worth changing — not just for women, but for men, too."

Dave Lavers memorial award goes to Warren Zwicker

ATLANTIC — The Truro area Criminal Justice Workshop coincided with **Lorraine Casey's** first week in her new position as area manager, Truro District Parole Office. She was called upon to present the **David J. Lavers** Memorial Award, in memory of Dave Lavers, first district director in Truro, who died in February 1984. It is presented annually to the person working in the criminal justice system, in the Truro area, whose unselfish efforts best exemplify the ideals of justice and fair play. This year's recipient was **Warren Zwicker**, development superintendent, Scott Paper International.

Lavers and Zwicker had worked together since 1973 to create and keep going what is now Sand River CCC Forestry Camp that trains and employs inmate tree harvesters.

Gaston Pelletier, regional manager, Communications, Quebec, reminds readers that Communications has a new number

662-3351

A consolation prize went to the 24th place team, Claude Painchaud and his team of unknown curlers from the regional Treatment Centre. The unknown curlers — Jan Myslivecek and Marty Moser. Not hidden by a bag are Claude Painchaud and Nancy Duncan.

Ontario Region's mixed curling bonspiel

ONTARIO — Twenty-four teams participated in the Ontario region's 3rd annual CSC Mixed Curling Bonspiel, held at the Gananoque Curling Club Mar. 29 and 30. The winning rink, **Phil Chitty**, **JoAnne Chitty**, **Gerry Latimer** and **Barb Latimer**, will have their names engraved on the trophy donated by the Joyceville club.

Runners up in the bonspiel were: **Tim Ketchum** rink — second; **Chris Nicholson** rink — third; **Joan Niles** rink — fourth; **Doug Baldwin** rink — fifth; **Doug Kellet** rink — sixth. A consolation prize was awarded to the team that placed 24th. It went to **Claude Painchaud** and his team of unknown curlers.

Rosa Hogberg dies

PRAIRIES — **Rosa Hogberg**, 55 died suddenly Apr. 5. She had been employed with CSC as a psychologist clerk, Edmonton Institution, since Jan. 11, 1984. Rev. **Alf Bell**, Edmonton Institution chaplain, officiated at a memorial service for her Apr. 10. The service, held at Evergreen Funeral Chapel, was well attended by staff. Rosa is survived by her husband, **Cliff**, her mother, three brothers and two sisters.

Let's Get it Straight

National Administrator Awards and Honors Program, **Yvette Browne**, points out an error in the Briefly column, Apr. 15. The item should have read — "**Roy Brooman**, received a certificate of *Appreciation*, for outstanding work with patients in manufacturing 1,200 television subscriber cables for use in the Pacific Region."

Springhill wins CSC hockey tournament

ONTARIO — CSC's national hockey tournament, held in Kingston, kicked off Apr. 11 with the ceremonial dropping of the puck by Regional Deputy Commissioner, **Art Trono**. The tournament involved a total of 21 teams, including 17 CSC teams and representation from the Canadian Forces Base, the Kingston City Police and the Kingston Fire Department. The tournament which wound up Apr. 13, was won by Springhill.

Letterline

National Victims' Resource Centre

I wanted to let you and your staff know how much we appreciated the article on the National Victims Resource Centre which ran in the last issue of *Let's Talk*. Not only was the content of the article wonderful but the position on the first page superb. Thank you very much for your help in making the work of the NVRC better known.

Heather Moore
Chief, Ministry Library
and Reference Centre

lets talk

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June Coxon
Editor

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Special Report
Volume 10 Number 10 May 30, 1985

1984 Annual Review

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Challenge and Change

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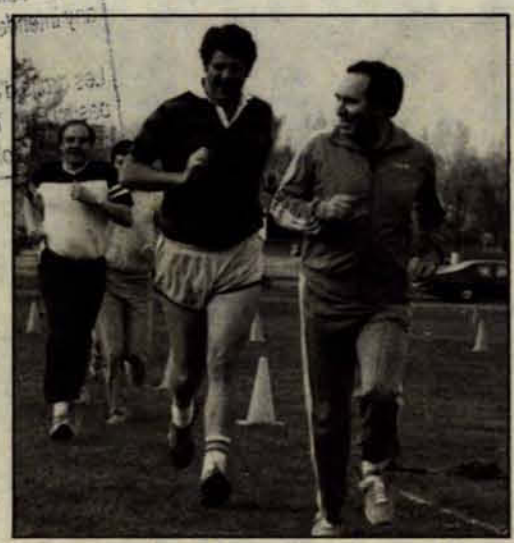
On the Inside: A Look Back ► Awards 1984 ► New Faces ► Security ► Working with Offenders► Technical Services ► Planning for Health Care ► Industries and Education ► Training and Development ► Affirmative Action ► Communications ► CSC in the Community ► A Look Ahead ►

Correctional Service Canada
Service correctionnel Canada
Canada

Looking back

The Regional Manager of Public Works presents the symbolic key of the institution to Drummond Institution Warden Jacques Dyotte. Drummond was opened Dec. 8/84.



Racing down the track at the Administrators' fitness and participation meet Oct. 24: Jim Phelps, Art Majkut and Réal Benoit.

Corp 63 Kingston campus grads. 648 new recruits were trained in 1984-85, 332 of them women.

National Employee Assistance Program workshop at the Staff College in Mission B.C. Employee assistance is becoming more important to staff and each region has its own program.

LET'S TALK
Special Report
Volume 10 Number 10 May 30, 1985

Challenge and Change Annual Review 1984
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Cover Photos:

1. New female correctional officers being sworn in at Sask. Pen. (L-R) Sylvia Magyar, Kim Sherry, Claire Coutu, Nicole Drouin, and Tracy Ferris.
2. CSC officers at the Toronto CNE — RHQ Ontario regional escort team supervisor Bill Walker (left) and retired Kingston Pen instructor Syd Downing answer questions at CSC exhibit.
3. Secretary/clerk workshop at NHQ conducted by Betty Bryant (left) and Bev MacDonald from Pacific Region.
4. Graduation ceremonies at a 10-day course for CSC comptrollers — (L-R) Jack Cadieux, Roma Bertrand, Gord Roberts, Tom Scrimger, Pat Ryan, Francis Alie, Moe Bourdeau, Al Price, Donald Yeomans.
5. Medal of Bravery winner Kandiah Thuraisamy, a LU officer at Kent Institution receives his award from Governor General Jeanne Sauvé for his actions during an inmate attack.

A year of real progress

As the Service starts a new fiscal year — with new goals and objectives for the coming 12 months, we thought it might be a useful idea to look back at some of our accomplishments in 1984.

In the day-to-day pressure and frustrations of daily work, we can sometimes be forgiven for feeling that things aren't really improving.

But, looked at over the perspective of a full year, we can see that real, substantial progress has been made towards our overall goal of creating a more effective, more efficient and more humane organization.

In 1984, all areas of the Service coped well with the challenges brought about by the unexpected rise in inmate population that started the year before. And while some of the pressures of handling this problem still remain, adjustments in our long-term planning have gone a long way toward solving it.

There was progress on many fronts in 1984.

- High levels of security were maintained and improved security training programs were instituted;
- More specialized programs to meet the needs of offenders were implemented and existing programs stepped up;
- Our long-range building program moved ahead on schedule to meet the challenge of the last half of this decade.
- Improved efficiency was a watch-word — in management, and in our day-to-day operations;
- Training and career development were given priority and substantial new programs put in place. The real strength of the Service lies in the long run in the skills and motivation of our more than 10,000 staff;
- Medical Services saw a new psychiatric unit open in Dorchester and the Regional Psychiatric Centre, Prairies reaccreditated;
- Our relations with the public improved;
- Women continued to play an ever-increasing role in the Service.

In the latter stages of 1984 a new Minister arrived on the scene and in early 1985, a new Commissioner to provide us with leadership in 1985 and the years beyond. We welcome Solicitor General **Elmer MacKay** and Commissioner of Corrections, **Rhéal LeBlanc**.

But there was not only progress. In 1984 there were also setbacks and there was tragedy when two officers died at Stony Mountain, July 13.

So let's take a final look at 1984, and at some of the challenges and goals that face us in the next few years.

SOLICITOR GENERAL'S MESSAGE

Substantial progress in a year of changes

The Correctional Service of Canada has made substantial progress in the past few years in coping with change and in adopting new methods and technology to help improve our level of service to the Canadian public and the offender. A casual glance through the pages of this special publication serve as a testimony to the many accomplishments, both individual and collective, of the management and staff of the Service. In my recent travels to the regions I have seen further evidence that you can be proud of your past achievements, and have reason for confidence in the future.

This pride in past accomplishments, along with your demonstrated commitment and dedication, will serve you well in facing the challenges of the next few years.

This year we will commemorate the 150th anniversary of Kingston Penitentiary. When Kingston Penitentiary opened its doors and received its first six inmates 150 years ago, Canada was not yet a country. As Canada grew and matured, so too did our systems and institutions of social control and assistance evolve to maintain the delicate balance between the collective need to maintain law and order and respect for individual freedom and self-determination.

As a form of judicial sanction, the penitentiary at Kingston represented an alternative to the harsh and often cruel punishments imposed on convicted offenders prior to the turn of the 19th century. From a solitary fortress of limestone and iron bars has evolved a complex network of institutional and parole programs which, collectively, represent the most extreme penalty imposed on citizens, and the last hope for individual offenders who want to change.

Nobody has a formula which guarantees that everybody will be reformed simply by being incarcerated, or even by being exposed to rehabilitative programs. But we must keep trying, we must keep improving our programs and services. The many people working in today's institutions and parole programs are thoughtful, dedicated and conscientious individuals, often facing problems which seem to defy human solution. Yet, they continue to try . . . Just one more time.

To continue meeting this challenge will require imagination, innovation and dedication from all of us. We have a commitment to the Canadian public to maintain security and control. And, equally, we have a responsibility to provide fair and humane treatment to offenders, to work with them, to motivate them and to provide opportunities for their rehabilitation. I assure you that I will support new approaches and innovative ideas as we pursue our goals in the coming years.

Elmer MacKay became CSC's new Solicitor General Sept. 17.

FROM THE COMMISSIONER

"An impressive record"

Having joined the Correctional Service just recently, I found it both interesting and instructive to read through this retrospective of the year just past.

It is an impressive record. Clearly, there is a great deal of dynamic and innovative work being done by the men and women of the Service in all the many and diverse aspects of our operation.

This will be the challenge facing me and all of us in this new fiscal year and the years ahead — to maintain this spirit which has contributed so much to our success in carrying out our mandate.

Together we must continue to look for new ideas and better methods — in security — in the handling of offenders — in health services — indeed in every aspect of our task.

Corrections work becomes more complex every year. To keep abreast and maintain the fine reputation the Service has earned, we're going to need the best from all our people. And I am confident this is what we will continue to get.

Rhéal LeBlanc joined CSC as Commissioner of Corrections, Feb. 4/85.

Faces in new places

1984 saw its share of men and women of the Correctional Service take on new and important duties in the organization. Here are some of the key staff who were appointed to new duties during the year.

Wardens ►

Four new wardens were named in 1984. They are:

Rémi Gobeil — Joyceville Institution
Mary Dawson — Kingston Penitentiary
Mike Gallagher — Bowden Institution
Pierre Goulem — Regional Reception Centre (Quebec)

In the regions ►

Key regional staff appointed last year included:

Gary Mills — Regional Manager, Security (Atlantic)
Arden Thurber — Regional Manager, Offender Programs (Atlantic)
Danyel Richer — Regional Manager, Planning & Administration (Quebec)
Tony Elliott — Regional Manager, Health Services (Ontario)
Tony Frank — Regional Manager, Offender Programs (Prairies)
Bill Shrubsole — Regional Manager, Planning & Administration (Prairies)
Jeff Christian — District Director, Parole, Edmonton (Prairies)
Lucke Glancy (Dr.) — Clinical Director RPC (Pacific)
Tony Martin — Regional Manager, Industries (Pacific)
Dan Lind — Regional Manager, Technical Services (Pacific)
Dave Ciebien — Regional Manager, Finance (Pacific)
Tom D'Aquino — Regional Manager, Communications (Pacific)

At Headquarters ►

New senior appointments at National Headquarters included:

Henri-Paul Vignola — Assistant Commissioner, Security
Michel Séguin — Director General, Personnel
Dru Allen — Director, Community Release Programs
Fraser McVie — Director, Operational Information Services
Willie Gibbs — Director, Institutional Programs

A number of senior Headquarters staff took on special assignments during 1984. These included:

R.H. (Bob) Dowdell — Head of Task Force on Early Retirement;
Terry Sawatsky — Director, Policy Planning, Security Branch;
Doug McMillan — Comptroller, Education, Training and Employment Branch;
Sandra Beckman — Deputy Manager, National CX Recruitment;
Dan Weir — Correctional Law Review Project.

Awards increased by 10% in 1984

Recognizing courage . . . and excellence . . . and ideas

As a matter of policy, the Correctional Service believes that staff members who perform beyond the normal call of duty **should** be recognized in a tangible way by the Service and by their fellow employees.

In 1984, the coordination of awards was streamlined under direction of the Communications Branch which is happy to report the number of awards increased by 10 per cent in the first eight months of the year.

Here is the Honour Roll of Award recipients for 1984:

Commissioner's Citation for Bravery

Frank FAIR, CX-COF-01, Joyceville Institution: For risking his life to save an elderly couple from a fire.

William Joseph MARSHALL, CX-COF-02, Millhaven Institution: For diverting an inmate from a wounded fellow officer.

Martial BERRIAULT, CX-COF-02, Laval Institution: For assisting a fellow officer who was being attacked by two inmates.

Richard ECKEL, CX-COF-04, Laval Institution: For risking his life to save an inmate who was stabbing another inmate.

Charles Roy DeMILLE, CX-COF-01, William Head Institution, and

John KLASSEN, CX-COF-03, William Head Institution: For placing their lives in danger to protect an airplane from being commandeered by inmates.

Kanwalbir DOSANJH, CX-COF-04, Kent Institution: For bravery at an attempted escape at Chilliwack, B.C.

André LAPOINTE, AS-03, Leclerc Institution: For his courageous actions during a hostage-taking incident at Leclerc.

Service Commendations

Dennis ROSS, CX-LUF-01, Springhill Institution

Arnold HARRISON, CX-LUF-01, Springhill Institution

Ronald BRAYLEY, CX-LUF-01, Springhill Institution

William Marshall, a correctional officer in an Ontario regional escort team, was awarded a Commissioner's Citation for Bravery Oct. 23. (L-R) Commissioner Yeomans, Anna Marshall, Wm. Marshall and the Marshall's son, Robert.

Jean-Marie TREMBLAY, Living Unit Officer, Federal Training Centre

Jean CUSSON, Living Unit Officer, Federal Training Centre

Gaston CHALIFOUX, Chairperson, National Executive Committee, Citizens' Advisory Committee

Urban CASAVANT, CX-COF-02, Saskatchewan Penitentiary

Denis NAULT, term employee, Federal Training Centre

Richard COUTURE, CX-COF-01, Federal Training Centre.

Commissioner's Citation for Meritorious Service

Lionel GAUTHIER, CX-COF-03, Federal Training Centre: For bringing a hostage incident to a satisfactory conclusion.

Denis PINEAULT, then CX-COF-02, Laval Institution: For aborting a potential armed robbery.

Gilbert GÉRARD, CX-COF-02, Correctional Development Centre; and

Jean-Marc LEFEBVRE, CX-COF-04, Correctional Development Centre: For contributing to the recapture of three inmates.

Reverend Pierre ALLARD, Regional Chaplain, Atlantic; Mrs. **Judy ALLARD**: For outstanding contributions in corrections.

David REMPEL, District Director (retired), Winnipeg Parole District Office: In recognition of outstanding service.

Jean-Yves CYR, CF-LUF-01, Cowansville Institution: For his quick actions during a recapture of escapees from Cowansville.

Robert Lorne WALTON, CX-LUF-01, Saskatchewan Farm Institution: For his capable response during recapture of walkaways.

Morris SACKNEY, GL-PIP-02, Psychiatric Centre, Prairies: For the high standard of his work on the fire prevention program at RPC Prairies.

Public Service Merit Awards

Martial BERRIAULT, CX-COF-02, Laval Institution.

Richard ECKEL, CX-COF-04, Laval Institution.

Reverend Pierre ALLARD, Regional Chaplain, Atlantic.

Vincent B. MacDONALD, District Director, Halifax Parole District Office

Liette BRISEBOIS, CR-03, Laval Institution.

New Award For Long and Outstanding Service

In mid-1984, a new Corrections Exemplary Service medal was introduced for all staff working in corrections — whether federal, provincial, or territorial. This prestigious medal awarded by the Governor General is for long and outstanding service in the high-risk professions that provide for public security. To be eligible staff members must have served at least 20 years in corrections at either the federal, provincial or territorial level. Ten of those years must be a combination of service in an institution, parole or probation office, and the quality of service must be of good standard. After the 20 year period, a Bar is awarded for every additional 10 years of high quality service.

Recipients of this new award during the inaugural year were:

Medal and Bar:

John Charles William Ryan
Millhaven Institution

Joseph Patrick Fowler
Collins Bay Institution

Edgar J. Gordanier
Joyceville Institution

Claude Bouthillette
Ste-Anne-des-Plaines Institution

Harvey McCray Dawe
Kingston Penitentiary

Douglas Leroy Hornbeek
Collins Bay Institution

Medal:

Arlie V. Bender
William Head Institution

James E. Elliot
Mission Institution

Edward Gordon Gondek
Matsqui Institution

Daniel Frederick Norton
RPC Pacific

Mike H. Michaloski
Kent Institution

— continued on page 5

Governor General Jeanne Sauvé inaugurates the Corrections Exemplary Service Medal, created June 11, with the first presentations of the medal in the ballroom at Rideau Hall Oct. 1. In this official photo of the recipients (22 were from CSC), Jeanne Sauvé is front-row centre.

Security

Maintaining a safe and controlled environment

Attitudes and techniques may change through the years, but the basic job of maintaining security in our institutions still depends on the competence, judgment and courage of the men and women responsible for the custody of inmates.

Although everyone shares in the responsibility for security in our institutions, almost a third of all CSC employees — our security people — are responsible on a full-time basis. In 1984, they were faced with the difficult task of maintaining or bettering previous security levels despite a steadily rising inmate population. Institutions became overcrowded and in some institutions it was necessary to double-bunk inmates. As of Dec. 31, 1984, about 1,000 inmates were double-bunked in 500 cells.

Nevertheless, improvements were made. For example, the Service set more stringent targets than ever before for preventing escapes last year — 9 per thousand in medium-security institutions and 1.71 per thousand in maximum. Not only did security staff limit escapees to these levels — they reduced them even further!

A team approach to emergency

One of the realities of working in an institution is the need to be prepared to respond quickly to violent incidents. The response to an emergency is a team approach. It involves not only security staff, but staff from other divisions as well. To make sure the team operates effectively, institutions ran crisis exercises to test their contingency plans and check out the ability of their crisis management team to implement them.

The specialized security response to an emergency is a critical part of crisis management. In addition to the crisis management exercises, a crisis simulation, exercising the skills of the Institutional Emergency Response Team (IERT), was held at all institutions of S-3 security and above. As well, all IERT personnel were required to attend 12 days training during the year.

Preventive Security Workshop in Ottawa in May, with Terry Sawatsky, NHQ; John Harris, Atlantic; Paul Sheppard, Pacific; Assistant Commissioner Security H.P. Vignola, Jack Hickman, Ontario; Bob Allaby, Prairies; Frank Conabree, Quebec.

Upgrading Keepers

Special efforts were made in 1984 to recognize and upgrade the role and development of keepers. Keepers are key members of the Security organization and are responsible for the operation of the institution during evening shifts and on weekends. Last year, keepers from around the country attended the annual Security Branch national meeting, a practice which will continue in future years.

Latest technology

The Security Branch continued to expand its use of the Perimeter Intrusion Detection System (PIDS) with the eventual goal of having this efficient and effective system in place in some 18 maximum-and-medium security institutions.

Last year, the Service instituted Senstar, a third generation of PIDS, more effective and more compact than earlier versions. By spring of 1985, Senstar installations will have been completed at Regional Psychiatric Centre Pacific, Stony Mountain, Millhaven, Joyceville and Archambault.

Progress was also made last year with the completion of two 80-unit S-7 special handling units at Saskatchewan Penitentiary and Regional Reception Centre in Quebec. Previously, special handling had been undertaken with ad hoc facilities in various institutions. These modern purpose-built facilities will provide more safety for staff, and the opportunity for inmates to earn their way back to the main institutional stream.

New Award For Long and Outstanding Service

Medal: — continued from page 4

John Francis Eves
Warkworth Institution
Joan Melinda Peeling
Prison for Women
John W. Braithwaite
NHQ
Andrew Sereda
Saskatchewan Penitentiary
Donald J. Sheppard
Stony Mountain Institution
Om Prakash Chaudhry
Stony Mountain Institution
Robert L. Benner
Edmonton Institution
Andrew N. Hryn
Drumheller Institution
Knute Peter Hemstad
Saskatchewan Farm Institution
Vince Thomas
RHQ — Atlantic
Raymond Douglas Lees
Springhill Institution
Robert Edgett
Dorchester Penitentiary
Earl Ross Monk
Dorchester Penitentiary
Odette Charron-LeCorre
Montée St-François Institution
Sylvain Guèvremont
Federal Training Centre
Joseph Marcel Raymond Lévesque
Leclerc Institution
Claude Coune
Laval Institution
Raoul André Laverdière
Archambault Institution
Marcel Caron
East Quebec District
Myrielle Venne
Leclerc Institution
Jean-Paul Dugas
RHQ — Quebec
Robert M. Clark
RHQ Atlantic
James M. Murphy
RHQ Pacific
Arthur M. Trono
RHQ Ontario
Frederick A. Sisson
NHQ
Peter D. Twyman
NHQ
Jean Lavoie
NHQ
Jean-Paul LeBrun
NHQ

FINFO wins two awards ►

This is the first time that a Public Service Group Merit Achievement Award has been granted to employees of our Service. They were participants of the FINFO Project (24 employees from the five regions and NHQ), and received the award for outstanding service in the development of FINFO financial management. The FINFO Project employees also received the Commissioner's Service Group Recommendation Award.

Piper, Inspector Morrison, from the City of Winnipeg Police Pipe Band leads a formal procession of uniformed RCMP and CSC officers to the First Mennonite Church in Winnipeg to pay their last respects to Werner Friesen, one of two guards slain by inmates at Stony Mountain Institution.

In memoriam

The entire staff of CSC was shocked and saddened last July 13, when it was learned that two living unit officers at Stony Mountain, **Werner Friesen** and **Joseph George Wendl**, had been killed by inmates in a spontaneous outburst of violence.

Hundreds of the two men's fellow workers, as well as the Solicitor General and the Commissioner, attended funeral services which were held on July 18, 1984.

Both are sorely missed by their families and colleagues.

Supporting new ideas ►

The Correctional Service strongly supports the Public Service's Suggestion Awards Program to reward imaginative and innovative ideas to improve the efficiency of government services. 1984 saw a number of CSC staff recommended for awards. However, at time of printing, only two employees had received final confirmation from Treasury Board:

George Arthur Noiles, CX-COF-03, Springhill Institution: For suggestion re supply of suitcases to inmates.

John Michael Sipos, GLT-SMW-08, Warkworth Institution: For suggesting modifications to Folger-Adams "J" operators at Warkworth.

Six other employees are awaiting Treasury Board response to their suggestions. Watch forthcoming issues of *Let's Talk* for further developments on CSC suggestion awards.

Working with offenders

More than one in every four CSC employees work in Offender Programs, that broad category that brings together the people concerned with assessing, helping and rehabilitating offenders throughout the system.

Offender Programs covers a wide range of skilled personnel — social workers, psychologists, administrators, chaplains, recreational specialists augmented by an army of volunteers and voluntary agencies.

Helping inmates and young offenders — (L-R) — Jean-Paul Dallaire, director, Montée St-François; Louis Fréchette, case management officer and the person responsible for PADA (French acronym for crime prevention for young people); André Courtemanche, case management supervisor at the institution.

Some statistics on offenders:

12,000 on register December 31st, 1984.

Age:
Inmates range in age from 16 to 65+. Six are listed as age 16; 53 as 65 or over, while about half (6,212) are between 20 and 29 years.

Offenses:
Almost half the offenders (5,237) are in prison for robbery, or break and enter; 1,433 for murder; 641 for manslaughter; 650 for narcotics offences; 487 for rape and 250 for sexual offences.

Length of sentence:
26% of inmates are serving sentences of under 3 years; 34% have sentences of between 3 to 5 years; 14.5% have 6 to 10 year sentences; 12.5% were sentenced to over 10 years; and 13% were given "life" — 10 to 25 years before parole eligibility.

Inmates have individual programs

■ Each inmate has an individual program plan, mapping out goals during the sentence. Our case management staff ensure that all inmates can receive maximum benefit from our steadily expanding programs, and that fair and accurate assessments and recommendations are provided to the Parole Board for all forms of conditional release, UTAs, day parole, full parole and mandatory supervision.

Last year, Offender Programs focused on specialized programs for inmates with particular needs — such as alcoholics, sexual offenders, drug abusers, violent offenders and long-termers. In the community there has been a dramatic increase in the use of community residential centre beds and a steady growth in community support services such as life skills and post-release employment initiatives.

Special treatment programs for sex offenders are now available at all three of the Service's Regional Psychiatric Centres.

Encouraging progress was achieved in 1984 on a number of fronts:

Psychological Services

More precise operational standards were developed for field psychological services and progress was made towards extending the availability of such services to minimum-security institutions and community parole offices.

Preventive Security

A major effort was made to train and sensitize institutional staff concerning the early detection of potential inmate suicides and the quick responsive actions required in handling suicide attempts. Psychological Services also developed a two-day workshop program for all institutional and parole staff. Suicide decreased slightly in 1984 and 400 staff received suicide prevention training.

Protective Custody

New steps were taken to attempt to improve screening and curtail the number of inmates in protective custody, which had grown to more than 1,000 by mid-1984. A major revision to the policy and procedures on administrative segregation should help divert inmates from segregation or reduce the time they spend in that status. Strategies are being developed to divert inmates, where possible, from protective custody institutions to normal institutions where they may function safely.

Segregation

New instructions on segregation also provide for greater safeguards to inmates' rights and greater accountability on the part of the Service.

Family Visiting

The highly successful family visiting program continued to expand with more opportunities for visits at S-4 and S-5 level institutions.

Female Offenders

Special academic and trades-training programs designed for female offenders were developed and expanded. Additional funds were supplied for the some 230 women affected.

Native Offenders

A Native Spirituality Program, inaugurated in 1983, was expanded last year.

Release Programs

Progress was also made in moving toward a more standardized national approach for considering inmates for release at the earliest point in their sentences.

A closer relationship with the NPB

CSC and the National Parole Board are working closely to achieve further breakthroughs this year. A new administrative agreement should be signed this spring by the Commissioner of Corrections and the Chairman of the National Parole Board. Both agencies also hope to agree on criteria and a new streamlined system with the accent on making the parole process more efficient and effective.

Forensic nursing — a new challenge. Here are some staff of the Saskatchewan Regional Psychiatric Centre (left to right) Judith Abbott, Dr. S. Brooks, Elaine Forrest, John Bradbury, Joey Paul, Dr. Malavi, Melody Whiting.

Planning for better health care

The Service's health care system for offenders is a far-flung operation, with more than 570 men and women located in 26 institutions across the country. Their job is to provide a level of medical and psychiatric services for inmates equivalent to that available to the community at large.

Last year, Health Services took a number of steps forward toward achieving that goal and to maintaining efficient services in the face of a growing prison population and rising costs.

Of major importance was the completion of the Health Care Centre Staffing Study.

This important study made a detailed review of work loads in health care centres in relation to resources, and developed a formula for assessing work loads based on nine major variables that affect them. In the future, the formula will be invaluable to the planning process.

Unit dose — a new system

The Service also made encouraging progress in 1984 in the development and testing of the "unit dose system" for providing pre-packaged pharmaceuticals to inmates. The Staffing Study confirmed that the handling and dispensing of pharmaceuticals is a major time consuming function of the nursing staff.

Using the unit dose system, which was pilot tested in Dorchester Penitentiary in Atlantic Region and at Joyceville in Ontario, inmate requirements are pre-packaged through contracts with private pharmaceutical dispensers. The result: a substantial reduction in nurses' time required and an equally substantial decrease in inventories of pharmaceuticals held at institutions.

This system will be expanded in 1985 towards eventual full national implementation.

Health Services continued to concentrate in 1984 on improvement of its psychiatric facilities and services.

A new psychiatric unit for Dorchester

A new 12-bed psychiatric unit was opened in the health care unit at Dorchester to serve three Atlantic institutions.

Prairie RPC re-accredited

The Prairies Regional Psychiatric Centre at Saskatoon was surveyed in October by the Canadian Council on Hospital Accreditation and received accreditation by year end.

The Pacific RPC which had been previously accredited, will be re-surveyed in 1985.

Technical Services —

The population explosion

The Technical Services Branch had a hectic year. Responsible for all construction and accommodation, they faced a double challenge in 1984.

The first was to press on with the long-range 10-year building program needed to accommodate the anticipated increase in the inmate population.

The second was to continue to cope with the short-term accommodation crunch resulting from the sudden and unexpected rise in inmate population in 1982 and 1983. The inmate count continued to increase significantly in 1984 and the on-register count passed the 12,000 mark, June 12, to reach an all-time high.

Short-term solutions

To handle the short-term population explosion, Technical Services provided temporary measures such as trailer units at points of greatest pressure. Institutions affected included Warkworth, Joyceville, Drumheller, Bowden, Mission, Ferndale and William Head. Double-bunking or the sharing of cells by inmates, which had reached a peak of more than 700 in 1983, increased to about 1,000 inmates double-bunked in 500 cells by the end of 1984.

Long-term development

Looking further down the road, the long range accommodation plan calls for a major expansion in facilities.

Our forecasted requirement is for approximately 14,000 beds by 1988 as compared to present levels of just over 12,000. By 1993, we expect this will have grown to a need for more than 15,000 beds.

Major new construction ventures and renovations were underway in 1984 to meet these targets.

Among the more important:

Progress at Atlantic institution

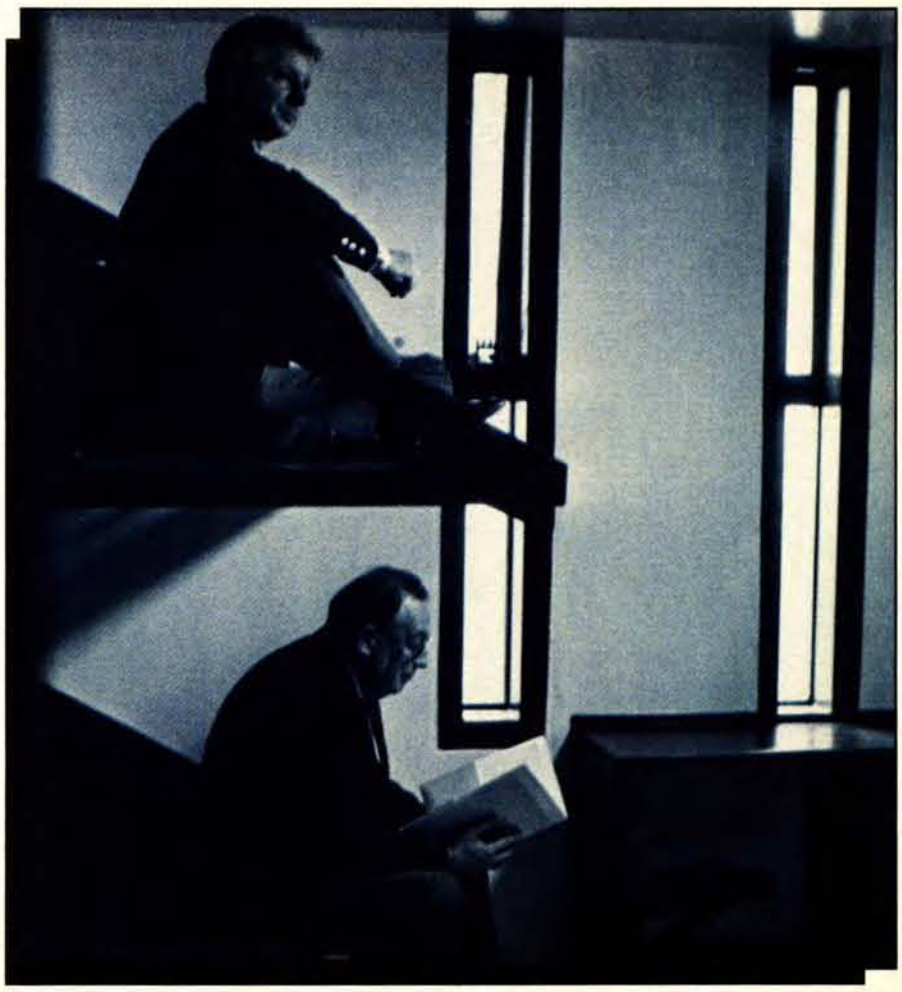
In Atlantic Region, progress continued on the new Atlantic Institution in Renous, N.B., scheduled to be operational by mid-1986; a three-year rebuilding program at Westmorland was started, and work continued on a new housing unit at Springhill.

Quebec — New medium open

In Quebec, Drummond Institution (medium-security) and a new 90-cell special handling unit at the Regional Reception Centre were opened and work progressed at Donnacona Institution towards a 1986 opening. The Regional Reception Centre is also being expanded by 90 reception cells, and new housing units are being constructed at La Macaza.

Ontario — renovations

In Ontario, housing units are being added at Warkworth and additional cells refurbished at Kingston Penitentiary. New segregation/dissociation units are being designed for Collins Bay and the Prison for Women.



Two mayors test the double bunks in the segregation unit at Kent Institution: top bunk — Phil Inkman, Mayor, Harrison Hot Springs, and Mike Dunn, Mayor, Kent Municipality.

Major renovation at Bowden

In the Prairies, new living units at Bowden Institution are scheduled for opening in May of 1985. The preliminary site selection search began for new medium- and minimum-security institutions, probably in Alberta.

Major projects at Mission, Matsqui and Mountain

In Pacific Region, major ongoing projects include expansion of housing units at Mission, new additional housing units at Matsqui and renovation of the medium-security facility at Mountain.

New emphasis on industries and education

One of the overall goals of the Education, Training and Employment Branch is that every inmate have the opportunity to participate in the Service's various industrial, agricultural or educational programs.

A second goal is to make the CORCAN programs as cost-effective as possible.

The Branch has succeeded well in its first objective. Last year only about seven per cent of the inmate population was unemployed. By way of clarification, however, because inmates are also unavailable, we cannot say that 93% were employed.

Thousands of inmates were employed in industrial shops in some 22 institutions, in the Service's six farm operations and forestry camps, or were enrolled in educational, or document processing courses provided through schools in 23 institutions.

Work and educational opportunities play an important part in the daily programs of many offenders. They give inmates a chance to learn marketable skills, to develop the discipline required in the outside work force and to save money towards their day of release.

Getting out of the red not easy

With regard to the second objective — that of making the industries operations as cost-effective as possible:

- In 1984, concerted effort began to improve the volume and effectiveness of industries operations, including the application of business principles to the entire operation.
- The trend towards larger-scale production was accelerated, with more and more CSC operations being transformed from small trade shops into production-line plants
- A major effort was undertaken to reduce overall inventories of finished products. While these now represent about a third of annual production, this is an improvement over last year's inventory.
- The ADP (Automated Document Processing) division continued to grow, employing some 127 inmates in 1984, compared to 105 in 1982-83.

An improved profit picture for CORCAN products won't be achieved overnight but with continued emphasis on marketing, specialization and efficiency, it should achieve substantial progress starting in 1985.

Agribusiness exceeds target

The Agribusiness division, which now employs some 350 inmates, showed substantial growth and produced $4.3 million worth of food. A major long-term expansion program is now underway which should create more sales volume and increase jobs over the next two to three years.

Institution-produced agricultural products now account for some 25 per cent of CSC's food purchases.

Earl Fox, director, Industries describes CORCAN's latest products to a potential buyer in Vancouver.

Literacy progress

The emphasis in 1984 in the Education division was on basic upgrading of the educational qualifications of the 65 per

— *continued on page 8*

Training and Development

Career advancement a priority

As the operation of the Service becomes larger and more complex, our need to further the skills and personal development of our staff grows apace.

CSC believes that our main strength is people, and last year significant progress was made in providing the developmental and training facilities to make our people more capable of responding to the challenges we face.

Gail McCarthy shows how it's done on a computer. She is coordinator for this 5-day course for non-CX in Ontario.

Training our staff with computers

A major step forward in delivery of training last year was the expansion of the Computer Assisted Learning (CAL) program, which was piloted in the Prairies region in 1983.

Last year refresher training CAL modules for correctional staff were available at six institutions and RHQ in the Prairies. Approval is now being sought from Treasury Board to expand this service to all major institutions and campuses/learning centres of the National Correctional Staff College.

CAL was also instituted at the Learning Research Centre of the Staff Induction Centre at Kingston, and similar computer labs are planned to be set up next year at both Laval and Mission.

The overall training program was also broadened in 1984 to provided additional courses.

These included:

- a leadership training program for CX 3 and 4 levels to help develop intermediate supervisory level leadership skills.
- a three-week middle management program, aimed primarily at the assistant warden level.
- a new case management officer orientation course to provide a three-week grounding in fundamentals.

During the year, specific guidelines were developed on how training must be conducted and evaluated. A specific program for upgrading the skills of our training staff was a major priority, and some 15 CSC training staff have received their certification as trainers by Treasury Board.

Staff Training met in May with the heads of provincial corrections training units to discuss common interests and possible means of sharing curricula. The second conference was scheduled for April 1985.

Participants and instructors at Performance Review and Employee Appraisal Workshop held at NHQ in fall 1984.

Developing excellence:

The performance appraisal form gets a face lift

The Correctional Service's capacity for a more effective human resource planning process moved ahead in 1984 with the adoption of a standardized national performance appraisal program. In the last few years, large organizations have come to realize just how important the performance appraisal is when it comes to assessing past performance skills with a view to a maximum utilization of those skills. The best indicator of future performance is past achievement so this must be effectively recorded.

To educate supervisory staff on the new approach, the Staff Development division is delivering a series of two-day workshops all across the country to deal with key appraisal factors such as how to set objectives and how to ensure performance review is an on-going process.

During the year, significant improvements were also made in all appraisal forms to provide a better review of employee skills, abilities and responsibilities and to highlight training and development activities for both employees and supervisors.

Exit interviews

In 1984, management approved a one-year pilot program, to begin in April, 1985, to conduct "exit" interviews with departing employees. This new program will provide management with useful information on why employees leave the Service and ways in which to reduce the turn-over even below the current level of six per cent.

Educational Leave

A new education leave policy was introduced — one which can provide up to two years of educational leave for staff who are acquiring credits towards a certificate, degree or membership in a professional association. To qualify staff must be full-time, indeterminate, have at least two years of Service at the "fully satisfactory" level, and a reason for leave which is relevant to the Service's objectives.

Also good news for staff last year was the start-up of several new career development programs to provide additional training for employees to assist them in their current positions, as well as developmental training to meet future needs of the Service.

These career development programs include:

- A new educational leave policy
- An exchange agreement with the US Federal Bureau of Prisons which will be implemented in 1985.
- Staff development programs at such universities as York, Western, Queen's.

New emphasis on industries and education — *continued from page 7*

cent of the inmate population who lack the minimum Grade 10 level. To attract more inmate students, flexible approaches to the school day were considered — a system of "four-hour blocks," instead of a full day might be offered.

A new approach to life skills remains a high priority. Key to the new approach is helping inmates develop problem-solving skills.

Another new approach was "distance learning programs," a new way of delivering university courses to inmates by combining campus courses (where the teacher comes into the prison) and correspondence courses. Using the distance program approach, inmate-students receive correspondence work, but a teacher also visits weekly.

There was also a small scale introduction of computer-assisted learning (CAL) courses in some prison classrooms, and if successful, CAL courses may further improve the delivery of prison education in the near future.

More educational programs were also planned for Native inmates as well as plans to train staff in Native cultural awareness.

ADP

Last year was a big year for the automated document processing division. Today there are 127 inmates working in shops in 10 institutions offering data capture, data processing, computer programming, word processing, micrographics and Telidon page creation.

ADP inmates also distribute Let's Talk, the CSC staff newspaper you are now reading.

Putting Affirmative Action to work

Saskatchewan female correctional officers are sworn in before starting their arduous three-month CORP courses.

Under the guidance of the newly-appointed director of Affirmative Action programs, the Service undertook a major in-depth study in 1984 of how we are doing with respect to employment and opportunities for women, Natives and the handicapped.

The study:

- took a hard look at the major barriers to employment and advancement;
- established a continuing monitoring system to record progress accomplished in meeting the objectives;
- proposed specific action plans and targets for 1985 and subsequent years.

11.5% of CX are women

Although the majority of the Service's 2,786 female employees still work in what might be called "traditional" female occupational groups, considerable progress was made in 1984 in diversifying the occupational opportunities for women.

Particularly significant was the increased numbers of women in correctional officer and living unit officer categories which together account for about one half of the Service's 10,000 positions.

In 1984, female participation, which had been negligible only a few years ago, passed the 500 mark or more than 11 per cent of the total in the CX category.

Training for females

While special recruiting for women in these areas will continue, efforts will also be made under the Affirmative Action plan to ensure that women receive the training and development opportunities they must have to move progressively into the supervisory and managerial ranks.

New programs

Based on the findings of the Affirmative Action Study, new programs are being developed for 1985 to encourage greater participation in the Service by Natives and the handicapped, and to deal with the problems encountered by these groups.

Communications

Getting out the message

The Correctional Service continued last year to open its facilities to community groups and the public — and to work toward a more open and participatory management approach with staff.

Good communications is now an important and continuing concern of the Service. Special emphasis is being placed not only on our relations with the media and the public but also on improving staff communication.

In 1984, the Service focused on internal communications to keep employees aware of the priorities and accomplishments of the Service, and the important role each staff member plays in the organization.

An outlet for staff

In May 1984, the Communications Branch inaugurated a new program called "10-4" which is being piloted in Prairies region. Though 10-4, CSC employees have a channel through which they can put forward their comments, questions, and ideas in a confidential manner. Early results were encouraging, and the test has been extended into 1985.

Employee communications

Weekend retreats for staff and their spouses are creating more and more interest. Initiated by Rev. Pierre Allard in the Atlantic Region several years ago, the weekend retreat idea was promoted by former Ontario Region warden Bill Chitty and the Communications Branch at NHQ. Successful staff retreats were held last year at Collins Bay Institution, at Val Morin, Quebec and in Moncton N.B., and more are expected in 1985.

The weekends are jointly funded by CSC and staff. They focus on "front line" staff and their spouses getting together to discuss stress problems and other mutual concerns that result from working in a prison setting.

Stress Awareness Month

Stress Awareness Month was a new idea tried out last year which proved so successful it was "held over by popular demand." May 1985 is slated to become our second annual Stress Awareness Month. Techniques to cope with stress, from annual fitness testing for staff to promoting sports events that involve staff across the country, will again be the focus.

Prize winners

Several publications took top honors at the annual awards night of the International Association of Business Communicators in the Ottawa area, May 30. **Beyond the Walls** walked away with a 'first' and **Volunteering in the Correctional Service** a 'second' in the special publications category, while this newspaper won itself a 'first' in the tabloid/newspaper category for the second year in a row.

Improving links with the media

In 1984, the Communications Branch launched a new program designed to help senior institutional personnel cope better in their relations with the media.

An intensive two-day seminar was developed and, during the course of the year each major institution had at least one senior administrator complete the course.

New publications

It was a big year for the publications division with seven new titles:

- *The Awards and Honours Program Guide* describes the various types of recognition available to staff, and the criteria.
- *Perimeter Intrusion Detection System* outlines the new electronic detection system now used in most maximum and medium-security penitentiaries.
- *Basic Facts About Corrections 1984* offers handy statistics for basic questions.
- *A Map of all CSC facilities* is wall-sized for easy display.
- *Looking Forward* describes the potential impact on CSC of future developments in the criminal justice field.
- *Volunteering in the Correctional Service* is a complete guide for volunteers.
- *Beyond the Walls* overviews the work of the Service and the programs offered offenders.

Regional communications managers say it's just a snap now with their new automatic cameras. At the bi-annual workshop: Dennis Curtis, Ontario; Mike Nolan, NHQ; Jacques Bélanger, NHQ; Paul Fortin, NHQ; Art Robson, Atlantic; and Linda Lee, Prairies.

Citizen Action

One of the most successful programs ever developed to enhance community linkage with correctional programs has been the Citizens' Advisory Committees. They now serve all our institutions and parole offices, and number more than 400 citizens who volunteer untold hours of their free time to assist inmates, staff and CSC management.

A dramatic example of the role that Citizens' Advisory Committees can play occurred in July, when members of the Stony Mountain CAC and other citizen volunteers entered the prison in relays to act as citizen-observers to see that no incidents or irresponsible claims of ill treatment occurred in the aftermath of the disturbance which claimed two staff lives. (See page 5: Security.)

As a result of the responsible management of this tragic event, the Service has now adopted a policy of having citizen-volunteers go into penitentiaries in the critical days immediately after a riot or hostage-taking. Their job is to protect both staff and inmates from unsubstantiated allegations.

In the community

Correctional Service staff have a long standing reputation for service to the community. In the scores of cities and towns across Canada where they work and live, staff of the Service are active in fundraising, sports events, community service and helping the disadvantaged.

1984 was no exception. Here's just a sampling of some of our good citizens and their activities last year. See photos ►

A trio of Michels helped collect $17,000 at the Leucan Ski-o-thon for research into leukemia and cancer in children. (L-R) Michel Raymond, Dominique Michel, and Michel Paradis.

The Atlantic Snowbirds play hockey for fun, exercise — and the community.

CSC Ontario staff star in "Bowl for Millions" and raised $1,500 for the Kingston Big Brothers. (L-R Back) Jack Holder, Bill Kuipers, Dave McIntyre, Ken Boone; (Front) Kathy Marchen and Jackie Leblanc.

photo by Louis Genest

Operation Courage — the Quebec-Ontario marathon to collect money for the Children's Hospital of Eastern Ontario — contributed $850 from last fall's run. (L-R) Claudette Hamelin, Guy Séguin, and Ted Pender.

Facing the challenges ahead

To a large extent, the challenges of 1984 were met and most of the anticipated results set for last year were implemented. Staff can take pride in their efforts and dedication.

But the Service must be continually looking forward, setting new objectives and developing the new programs and techniques that will help us meet our objectives.

Improvement in three areas

In both the short term and the longer term, the challenges that face the Correctional Service revolve largely around coping with the issues of growth, efficiency, and the handling, treatment and rehabilitation of offenders.

Growth: the challenge of overcrowding

In the short term, the problem of overcrowding in some regions remains with us in 1985.

In the longer term, the Service must continue to prepare for an increase in inmate population estimated at about 35 per cent over the next seven to eight years.

The challenge of growth falls on every area of the Service.

The major basic job of providing institutions and facilities falls primarily on the men and women of our Technical Services Branch.

But other areas must plan and prepare as well. Health Services must ensure that adequate medical and psychiatric services are maintained in the face of increasing prison population. Education, Training and Employment Branch must ensure that the facilities and staff for industries, agriculture and educational opportunities keep pace with our rapidly changing economy. Throughout the organization, the challenge of growth will, regrettably, remain at the forefront in the years immediately ahead.

Efficiency: productivity and innovation

Although much progress has been achieved in the past few years in efficiency, making the best use possible out of scarce resources will continue to be a major challenge for all management and staff over the next few years.

The anticipated growth in the organization will have to be accommodated in a time of restraint in both human and financial resources. This means that a premium will continue to be placed on improved productivity and on innovation throughout the Service.

Priority will be placed on such areas as improving the quantity and quality of management information; on the adoption of time-saving and labor-saving technologies and on greater efficiencies in purchasing and reduction of physical inventories.

Helping offenders:

new techniques and methods

Finally, we must continue to adopt new methods and techniques for handling and working with inmates and helping them in their rehabilitation.

Further work must be done in developing improved methods for classification of inmates and for ensuring all inmates are located in the security level appropriate to them and that they are provided the most effective treatment and training.

As we learn more about offenders themselves, the trend will be towards more specialized handling of specialized groups — such as the highly dangerous, the retarded, and the long-term inmates. More sophisticated programs will be developed for special groups already identified for special treatment such as female and Native offenders.

And new techniques and programs must be developed to help us identify and deal with the mentally ill, the suicidal and the violent inmate.

As each year goes by, social science becomes more sophisticated and we must draw on this knowledge so that practice can benefit from new concepts.

Preparing our staff:

more training

To meet these many challenges, the Correctional Service will have to continue to place heavy emphasis on improved methods of staff training and staff communication and on encouraging career development from inside the organization.

In the final analysis it is our men and women, some 10,000 strong, who will provide the capacity to meet the challenge.

lets talk

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New appointments in Prairie Region

PRAIRIES — A new slate of senior managers will be at their desks in September in the Prairie Region. The new heads, **Jon Klaus**, **Art Majkut**, **Mitch Kassen** and **Jim Wolfe**, will take over as wardens at Drumheller and Stony Mountain institutions; and as district directors at Saskatchewan Parole and Manitoba/NW Ontario Parole respectively.

Drumheller warden, Jon Klaus.

Jon Klaus

Drumheller's new warden, Jon Klaus, 38, is wellknown in CSC for his wide experience in parole and case management. He comes to his new job from the district director's desk in Regina, Sask.

He has his BA in history and archeology and has done two year's course work on his Master's program at the School of Social Work, University of Manitoba. Says Klaus: "I've always been interested in criminal justice — it's varied and unpredictable — a constant challenge, and I like that."

Klaus is married with a five-year-old son and his wife is a management consultant. Born in Pelly, Saskatchewan, he began his career with the Manitoba Probation Service in 1969. In 1971 he joined the National Parole Service as a parole officer. He has been a case management chief, an AW/socialization and in 1981, Sask. Parole's district director.

Klaus says he would like to involve Drumheller much more closely with the community and with local and national law enforcement agencies. He is also interested in seeing more training resources for staff.

Art Majkut

Majkut, 37, is Stony Mountain's new warden and has spent the last seven years as Manitoba/NW Ontario Parole's district director.

Born in Regina, he has a BA and an MA in criminology from the University of Ottawa. He began his correctional career as a provincial probation officer in Saskatchewan and joined the NPB in Winnipeg in 1969. While working on his MA in Ottawa, he worked on the task force leading to the integration of the Canadian Penitentiary Service and the National Parole Service into what is now CSC. From 1974 to 1977 he was employed as coordinator of operations in the new Prairie RHQ in Saskatoon; he has also been an AW/socialization at Stony Mountain.

— *continued on page 2*

Commissioner announces NHQ reorganization

OTTAWA — Commissioner **Rhéal LeBlanc** has announced some interim changes to reporting relationships at NHQ designed "to pave the way for a more definitive reorganization such as the creation of a Corporate Planning Branch, and possibly, a Management Systems Branch. This new interim structure will reinforce decentralization and the transferring of authority to the operational level. It will also permit a more effective central control over the development and review of corporate polices," the Commissioner said, May 16, in a memo to senior NHQ management.

The changes come as a result of "recommendations made in the Report of the Advisory Committee on the Management of Correctional Institutions, and my own observation."

New line-up

Personnel, Finance, and Policy, Planning and Systems Branches will report directly to the Commissioner. "This groups the principal elements of planning and resource management under my direct responsibility." Evaluation and Special Projects Division will report to the Director General, Policy, Planning and Systems; and the Administration Division will report to the Senior Deputy Commissioner.

photo: Patterson photographic

Commissioner LeBlanc

For the time being, the Director General, Staff Training and Development will report to the Commissioner through the Director General, Personnel. Also, the Deputy Commissioner, Policy, Planning and Administration, will continue to report to the Commissioner.

These changes, the Commissioner said, will also foster the integration of Personnel and Training functions, coupled with a decentralization of training operations to the regions.

"This will allow me to review in an integrated manner, the programs and their associated costs, including our human resource requirements."

The Commissioner pointed out that organizational changes of this nature will require considerable planning and it is "my intention that this transition will be made with a minimum of disruption."

We did it again!

IABC Awards

OTTAWA — Four CSC publications and a film were awarded prizes at the fourth annual awards banquet of the International Association of Business Communicators (IABC Capitale), May 2.

For the third consecutive year *Let's Talk/Entre Nous* won first prize for outstanding achievement in the pursuit of excellence in communications. Awards went to **John Vandoremalen**, chief of publications and editors **Louis Genest**, **June Coxon** and **Helen Gooderham**.

Challenge and Change took first prize in the annual reports category (presented to editor Helen Gooderham); *Perimeter Intrusion Detection System* (PIDS) won second prize in the brochures category (presented to **Dennis Finlay**, director Public Information and John Vandoremalen); and *Four Walls in the West*: the story of BC Penitentiary, won a special commendation for outstanding achievement as a one-time publication (presented to editor **Andrea Nugent**.)

photo: Proulx Brothers

Winners John Vandoremalen (left) and Dennis Finlay, from Communications NHQ, congratulate each other.

— *continued on page 4*

AA is serious business

CSC Affirmative Action

OTTAWA — Affirmative action is a serious priority for the new government, and your job is to speed up the process, **Michel Séguin**, director-general, Personnel, told a May conference of CSC Affirmative Action (AA) officials.

Affirmative action is a personnel planning system that seeks to correct years of systemic job discrimination against women, Native and handicapped people.

Treasury Board is not just paying lip service to this program, Séguin told the conference. "The system has always been geared to serve the majority, but things are changing."

Affirmative Action officials were told to think of themselves as door-to-door sales people.

"Get out and sell the target groups — women, Natives, and the handicapped — to CSC's managers," **France-Marie Trépanier**, director of the Affirmative Action division told the 20 women and men at the NHQ conference.

She said studies showed that women in CSC were still clumped in low-paying, low-status jobs, and that the Service had too few Native and disabled workers — considering the numbers ready and available for work.

CSC's plans to remedy this distortion won Treasury Board approval this spring. Affirmative Action officials have until 1988 to reach the goals. The plans will be described in future editions of *Let's Talk*.

photo: Andrea Nugent

Affirmative action may be serious business, but you can still have fun at your work. Three regional AA officials who were in Ottawa for a national conference are from left: Carole Bergeron, Archambault Institution, Quebec; Cindi Clippingdale, Mountain Institution, Pacific; and France Trottier, Federal Training Centre, Quebec.

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We found him !

The man behind the mystery statue !

QUEBEC — Our readers will remember the request made in *Let's Talk's* January 30 issue by **Murray Millar**, curator of the Kingston Penitentiary Museum, to help identify the correctional officer who served as a model for a statue put up in the St. Vincent de Paul Penitentiary in 1929. Well, we found our man . . .

The mystery man is **Edmond Potvin**, a CSC correctional officer for 36 years, from 1926 to 1962. **Jean-Paul Champagne**, a retired correctional officer and office clerk who himself worked 30 years at the St. Vincent de Paul Penitentiary and the Federal Training Centre, graciously sent us a page from his book *Mes trente ans de pénitencier*, a chronicle of the life in this prison published in 1975. That gave the key to the riddle!

"Before the June 1962 riot, there could be seen in front of the then-main entrance," writes Champagne, "a human scale statue made from stone taken from the quarry. It was a faithful replica of Edmond Potvin, the winner of many rifle shooting contests. He died, after 36 years of service, on Feb. 10, 1970 at almost 74 years of age . . . Until his death he kept alert and vigorous," says the author.

Through the courtesy of the Potvin family and of **Madeleine Lemay**, acting assistant director, Planning and Administration at Leclerc Institution, *Let's Talk* is happy to print the photo of Edmond Potvin that served as a model for the inmate sculptor.

Edmond Potvin was the model for the statue.

A family affair

Other members of the Potvin family are now serving, or have served, in CSC for a total of 178 years of service! They are:

Edmond's son, André has worked for CSC for 25 years.

- **André Potvin**, 25 years of service, son of Edmond. He joined CSC in 1960 and is now working at Leclerc Institution.
- **Joseph (Bébé) Bouchard**, 30 years of service, cousin of André Potvin. He worked for CSC between 1940 and 1970.
- **Joseph Desrochers**, 36 years of service, maternal grandfather of André Potvin, worked for CSC between 1926 and 1962.
- **Aimé Potvin**, 23 years of service, brother of André Potvin, worked between 1960 and 1983.
- **Gilles Leblanc**, 28 years of service, brother-in-law of André Potvin, started with CSC in 1958 and is now beginning his 28th year of service at Regional Reception Centre.

André Potvin gave all necessary information to Mrs. Lemay. Because he knew the statue was at the "Old Pen" (St-Vincent-de-Paul), he checked it out after the 1962 riot hoping to save at least the head. He recalls seeing pieces of the statue but no head. Mr. Potvin still hopes, years after the incident, that someone has the head and would be willing to give it back to him!

Anybody know anything about the head?

New appointments in Prairie Region

— continued from page 1

Majkut says he has known the last five wardens at Stony Mountain and "the tremendous effort they have made to have a modern correctional program function in a dated prison: "I am very much aware of the recent tragic incidents at Stony Mountain in the past few years, and staff safety, security, and an appropriate way to cope with stress, will be top priorities." Majkut also says he will encourage as many rehabilitative programs as are economically feasible.

Art, who is married and has two children, defines himself as an outdoors man and "can frequently be found fishing." He also coaches minor sports, especially hockey, and plays golf.

Stony Mountain warden, Art Majkut.

Mitch Kassen

Kassen, who is the new district director at Saskatchewan Parole, is 39, and was born in Saskatoon. He has a BA from the University of Saskatchewan and a B.Ed. in psychology and special education from the same university. He began his career as a teacher of mentally handicapped students, was a program administrator with Canada Employment and Immigration, and in 1977, joined CSC as a classification officer at Sask. Pen. In 1981, he was chief of offender programs and remained there until his new appointment as Sask. Parole's DD.

He is married with two children.

Jim Wolfe

The new district director at Manitoba/NW Ontario Parole is Jim Wolfe, 35. Born in Altona, Manitoba, he has a BA in psychology and history and a teaching certificate.

Wolfe says he made his career in corrections because "I enjoy working with people — both offenders and staff."

He began his career in 1972 in provincial corrections as a probation officer and in 1975 became a parole officer in CSC's Winnipeg office. Two years later he was coordinator of inmate programs at Rockwood farm and in 1981 became Stony Mountain's chief of operations and quality control.

About his new job, Wolfe says he would like "to increase the use of parole and to increase the flexibility allowed parole officers so they can be more innovative in their duties."

Married, Wolfe is a proud new father with an 11-month-old boy.

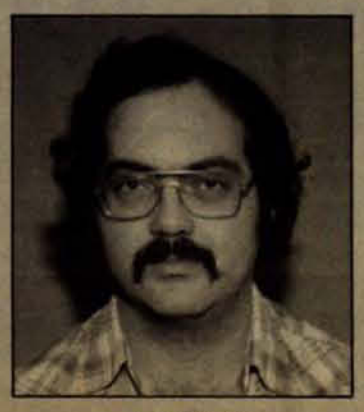
Four CSC staff honored by NJC

photo: Louis Genest

OTTAWA — The National Joint Committee on the Canadian Association of Chiefs of Police and the Federal Correctional Services (NJC) held its spring meeting in Ottawa, May 16-18. The Hon. Elmer MacKay, guest of honor at the closing banquet, presented tokens of appreciation to four people who served on the committee as CSC representatives. They were Terry Kelly, Fraser McVie, Mike Provan and Dan Weir. Back row, left to right — Jean-Marc Plouffe, former executive secretary NJC; Robert Stewart, chief constable, Vancouver Police Department; William McCarroll, president CACC. Front row, left to right — Phil Young, chairperson, NJC; Terry Kelly, CSC; Fraser McVie, CSC; Solicitor General, The Hon. Elmer MacKay; Mike Provan, CSC, Rhéal LeBlanc, commissioner CSC; Arthur Rice, chief, Ottawa Police Department; Marcel Coutu, chief superintendant RCMP. Absent — Dan Weir, CSC.

In memoriam

PRAIRIES — A number of Edmonton Institution staff attended funeral services, Apr. 25, for **Jack Frederick Bischler**, 32, who died suddenly Apr. 21. Bischler, an industrial relief instructor at Edmonton Institution, had been employed at the institution since May 26, 1980. He is survived by his wife, **Barbara**, three-year-old son **Brian**, and daughters **Brenda**, aged eight and **Charlene** aged six.



Jack Bischler

George Clark, CFPL-TV, London, spoke to CAC group.

Dos and don'ts for working with the media

CAC Workshop

ONTARIO — Eighteen members of the London Citizens' Advisory Committee and others interested in the role of CSC attended a media workshop at the City Police Headquarters and toured local television station CFPL, Apr. 13. **Pat Wood**, area manager, London Parole Office, explained that it was held to familiarize participants with the operation of the various media, to help them learn how to access media to effectively communicate with the community and to help lessen fears many people have about talking with a reporter or being interviewed by one.

John Robinson, chairperson for the day, welcomed **George Clark**, CFPL-TV, London; **George Gordon**, CKSL radio, London and **Chip Martin**, London Free Press, who helped participants explore ways to access the media and provided them with a list of 16 dos and don'ts for working with the media.

Olé from Drummond

Drummond Institution on Argentinian TV!

by Gaston Pelletier
Quebec RMC

QUÉBEC — Magdalena Ruiz-Guinazu, a wellknown reporter from Buenos Aires, took time during a recent business trip to Ottawa, Winnipeg, Toronto and an Inuit community, to visit Drummond, Quebec Region's newly opened medium-security institution.

She was very impressed by the warm reception she received at Drummond Institution, and by the quality of the facilities and services offered by the Correctional Service.

With a cameraman and a script writer in tow, Ms. Ruiz-Guinazu interviewed Warden **Jacques Dyotte**, and two inmates from the inmate committee who escorted her during her visit of the facilities.

The radio and TV reporter from Buenos Aires had arranged with External Affairs to include the visit of a CSC institution on her Canadian tour. She wanted to see how one of the "the world's best correctional services functioned. Your reputation is well-known outside Canada."

Argentinians will see the TV report around the end of August. Buenos Aires residents have already heard her first reactions through her daily radio program broadcast from her hotel room in Montreal, Toronto, Winnipeg or wherever she was! Her radio show has more than two million listeners. Ms. Ruiz-Guinazu also hosts a TV public affairs program.

Kingston CORP graduates

The following recruits, CORP 119, graduated from the National Correctional Staff College, Kingston, May 10: front row — Don Britten — instructor; Ray Heppenstall — instructor; C.Q. Burton — A/director; Reg Shier — assistant director; Bob Murphy — instructor; Dave Heard — instructor. Middle row — Dennis Bally — instructor; Brenda Glegg, Lois Hunter-Poitras — both to Kingston Penitentiary; Pamela Hands — Edmonton Institution; Louise Ouellet, Dianne Hully — Kingston Penitentiary; Robert Saunders — Kent Institution; Joan Bridgeman — Stony Mountain; Sharon Potyok — Edmonton Institution; Suzette Lavandier — Springhill Institution; Patricia Slievert, Krystyn Stolarczyk — Kingston Penitentiary; Al Snider — instructor. Back row — Jean-Marc Burelle — Kingston Penitentiary; Mark Townsend — Kent Institution; Conrad Bueckert — Edmonton Institution; Timothy Ashmore — Drumheller; Trevor Reid — Stony Mountain Institution; Robert McLeod — Joyceville Institution; Carmen Lott — Matsqui Institution; Bram Landheer — Joyceville Institution.

Now ! Seven-digit dialing at NHQ

OTTAWA — You may have heard that on June 15, as part of EEWD service, there will be some changes in telephone dialing procedures, and you're wondering: why can't they leave well enough alone?

A good question; but the fact is that well enough just isn't good enough any more.

We have known for some time that, even with normal growth, using five-digit dialing within the government network would eventually exhaust the supply of new government telephone numbers in the Ottawa-Hull area. The overwhelming response to individual numbers for each employee, coupled with the growing demand for telephone lines for data transmission, has greatly accelerated the growth rate, and we must now change to seven-digit dialing. In this way, the first two digits are released for number assignment, ensuring enough new numbers to satisfy future growth, as well as a more flexible system. And, with touchtone phones, dialing an extra two digits is no problem.

Now, with seven-digit dialing, government numbers will start with "9", so the number "9" can no longer be used for access to the public network. **After June 15, you'll dial "8" for calls outside the government network.**

Also, a new feature called "Intercom" will let you reach 99 numbers within your organization by dialing just two digits.

Forget special codes

For most long-distance calls on the government network, the new procedure will be the same as the one you're used to at home: that is, "1" and the area code and seven digits. So you can forget all those special access codes (like "183" for Montreal, "175" for Vancouver, etc.). To call a Montreal number, for example, you'll simply dial "1" and "514" and seven digits for government or non-government numbers. And it won't matter where you're calling from, because the procedure will be the same right across Canada.

This system will also provide a number of advantages for network management, such as permitting full use of automatic route selection. This means that the switching equipment will automatically select the most economical route for an intercity call, resulting in savings in the government's telecommunications bill. In fact, it is estimated that tens of millions of dollars will be saved over a five-year period as a result of this and other related network modernization moves.

Complete dialing instructions will appear in the June issue of the government's National Capital telephone directory.

Figure eight to communicate!

As of June 15, to call from Ottawa/Hull

— within the Ottawa-Hull government network dial	**7 digits**
— local calls outside the government dial	**8**
— the government operator dial	**0**
— long distance calls on the government network dial	**1 & area code & 7 digits**

CORP 117 graduated from the National Correctional Staff College, Kingston, April 18. They posed for a staff photo before taking up their duties in institutions across the country. Front row — left to right — Don Britten, instructor; Wayne Kelly, instructor, C.Q. Burton A/director, R.J. Shier, asst. director; Don Pritchard, instructor; Ray Heppenstall, instructor. Middle row — Dennis Bally, instructor, Dev Chankasingh — Grierson Centre; Gale Britton, Angela Horner — Bowden Institution; Sandra Fullerton — Dorchester Institution; Kathleen Ford — Kingston Penitentiary; Constance Jakabffy — Joyceville Institution; Helen Baker — Matsqui Institution; Beverley Searles — Joyceville Institution; Tamara Kayfetz — Prison for Women; Eunice Gibb — Joyceville; Harvey Silbernagel — Grierson Centre; Al Snider — instructor. Back row — Gordon Ashew — Stony Mountain Institution; Lou Richer — Collins Bay Institution; Rita Wehrle, Harold Vickers — Bowden Institution, Francie Fasano — instructor; Larry Galimanis — Collins Bay Institution; Larry MacDonald — Stony Mountain Institution; Michael Smith — Ontario Regional Hospital Escort Team; Todd Krohn — Bowden Instutition.

Laval CORP graduates

CORP 128 graduated from the National Correctional Staff College, Laval campus. Posing for a class photo at the completion of their course, front row — left to right — Marc Favreau, Normand Deshesne, Gilles Lavoie — course coordinator, Richard Rabeau — college director, Claude Coune — acting assistant director recruit training, Alain Chabot, Denis McKee. Second row — François Bénard — instructor, André Bellemare, François Charbonneau, François Sinclair, André Begnoche, France Collet, Nicole Frenière, Francine Pinard, Serge Fiset, Alain St-Denis, André Gilbert, Sylvain Henry, Pierre Bergeron — instructor.

Briefly

Human Rights Commission wants bias against inmates banned

The federal government should outlaw discrimination against people charged with, or convicted of, a criminal offence, says the annual report of the Canadian Human Rights Commission. The report, tabled Apr. 15 in the House of Commons, notes that the Canadian Human Rights Act already prohibits discrimination against people who have been pardoned of a criminal offence. But no protection against discrimination is given to those who have not been pardoned or to those who might have simply been charged but never convicted. "The commission believes that, unless there is a relationship between the offence committed and the employment or services sought, the question of whether an individual has been pardoned should not be a relevant consideration," the report says. Should the government accept the recommendation — and past experience shows the government rarely accepts such suggestions from the commission — the change would only apply to people seeking employment or services from the federal government, its agencies and such federally regulated businesses as banks and national transportation companies.

Chinese crime rate plunges after 10,000 executed

A law-and-order campaign that human rights groups say led to at least 10,000 executions has given China its lowest crime rate since the 1950s, the country's security chief, **Liu Fuzhi** said in a recent interview. The English-language *China Daily* newspaper quoted justice officials as saying China's courts convicted 470,000 people between April 1984 and last February, 140,000 of them for "serious" crimes like murder, rape, robbery, arson, theft, kidnapping and prostitution — all punishable by death. Laws adopted in September 1983, a month after Chinese leader **Deng Xiaoping** launched an anti-crime drive, made 29 offences — including "hooliganism" and crimes against the Party — punishable by death.

New address for John Howard Scarborough

On Apr. 1, the East Office of the JHS of Metro Toronto moved to new premises at: 1430 Birchmount Road, Scarborough, Ontario M1P 2E7 (Birchmount and Lawrence) 757-4181.

Compensation studies for wrongfully jailed

The federal government and the provinces intend to study compensation for people wrongfully convicted of crimes, says Justice Minister **John Crosbie**. "Although Canada's justice system is a good one, mistakes happen and the innocent serve jail terms," Crosbie said in a speech prepared for delivery to a criminal lawyers' meeting in Toronto Apr. 18. Ottawa has told the provinces it wants to work out "a fair and effective way of providing people who have been wrongfully convicted with a fair measure of compensation."

William Head holds inmate fun run

PACIFIC — A 10-kilometre fun run at William Head Institution, Apr. 21, involved 15 inmates and an equal number of visitors from the University of Victoria's track club and the Prairie Harrier Inn Running Club. All participants received a T-shirt and medals were awarded to first, second and third place runners. The event was organized by the William Head recreation office and the inmates' sports representative.

CSC a horse race ?

Vivian Patterson, far left, beside Dianne Brown, her counterpart in Pacific region, in the winner's circle at Cloverdale Raceway with friends and trainers of the winning horse and jockey after the running of the CSC Classic.

PACIFIC — RHQ Pacific knows how to show visitors a good time. Not only did **Vivian Patterson**, executive assistant to the deputy commissioner Atlantic Region, complete the business she had to conduct in BC she was also able to watch a horse race that was named after CSC. Her visit to Pacific Region Apr. 1-3, sponsored by **Dianne Brown**, executive assistant deputy commissioner Pacific, included a tour of six institutions, the opening of the advanced secretaries/clerks workshop at the staff college in Mission and a visit to RHQ.

Vivian explained that about 12 women from RHQ took her to Cloverdale Raceway for dinner. "Because there were so many of us," she explained, "the fourth race was named the "CSC Classic". Michigan Hall, horse number five, won the fourth race."

lets talk

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Let's Talk invites your comments, articles, signed letters and photographs for consideration.

June Coxon
Editor

ISSN 0715-285X

We did it again!

— continued from page 1

The film *Working Out* was awarded honorable mention in the feature film category (presented to **Paul Fortin**, chief Special Programs Coordination and **Erik Gustafsson**, audio-visual).

The award winning publications and film . . .

photo: Erik Gustafsson

These are the award winning publications and film produced by Communications staff at NHQ: left to right — Perimeter Intrusion Detection System (PIDS), Four Walls in the West, Let's Talk, Challenge and Change and the film — Working Out. They won prizes at the fourth annual IABC Capital awards banquet May 2.

. . . and the staff that produced them

photo: Susan Schaillée

Communications staff who won prizes for producing the prize winners are, left to right, Andrea Nugent, Helen Gooderham, Louis Genest, Dennis Finlay, Erik Gustafsson. Front centre, John Vandoremalen, June Coxon. Absent — Paul Fortin.

Let's Get It Straight !

In Crime and Punishment Part II, inserted into the May 15 issue of *Let's Talk*, Stony Mountain Institution was incorrectly identified as the scene of a Confederation Celebration. The caption on the photograph, on page 4, should have read: "celebrating 60 years of Confederation at *Saskatchewan Penitentiary*." Apologies to Prairies assistant RMC **Les Shand**!

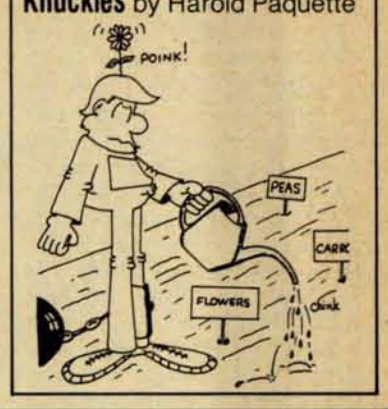
Brian Caughey heads Social Development

ONTARIO — **Brian Caughey**, formerly coordinator Community Resources, Central Ontario Parole Office, became head, Social Development, Millhaven Institution, May 6. A luncheon for Brian, was attended by the Central Ontario Parole District management team, staff of the District Office and Citizens' Advisory Committee members. It celebrated his nine years as parole officer at Montgomery Centre, the Toronto York Office and his work in the district community resources development.

25-year service staff recognized

QUEBEC — A dinner was held at the Federal Training Centre, Apr. 4, to thank a number of employees for their many years of service in the federal government. The evening, organized by the social committee and management, recognized staff, those who retired in 1984, those retiring in 1985 and former colleagues already retired. Those who received the plaques were: **Jean-Paul Dinelle, Lionel Dumontier, Bernard Dufresne, Roland Bellefleur, Lionel Gauthier, Roland Ahier, Réal Ahern, Sylvain Guèvremont, Yvan Lemieux**.

Knuckles by Harold Paquette



Letterline

Everybody's an expert

Eric Bullough's letter to the editor about Food Services is a tongue-in-cheek message about what it's like to be on the other side of the serving counter . . .

The thing about Food Services is that everybody is an expert. Eating three meals a day for most of one's life seems to give people the inalienable right to know more about the business than those with journeyman papers and experience, often totalling 30 to 40 years or more.

Have you noticed how this form of pseudo-expertise starts early in life? Take the child who forcibly passes his or her opinion on the spinach or carrots that their long-suffering parent is trying to feed them. This never seems to cease. Everybody can tell Dad how to do a better job of the barbecuing but give them the opportunity to do the job and no one is in sight!

I am not saying that we in Food Services are not open to criticism but, like all trades people, we prefer positive suggestions instead of negative ones. Remember, the next time you lean over the steamtable and look some poor unsuspecting cook in the eye and whisper in a parade ground voice "what kind of garbage do we get today?" or "who's responsible for this crap?", that one man's meat is another man's poison.

One thing that seems to stand out in this area is that the less one has to pay for a meal the more vociferous an expert they become. It has become almost a national sport to criticize Food Services but we really don't like being the puck. Think for a moment if we really did what many of you have suggested you would go hungry for a considerable length of time and besides it is too hot for most of us.

We will, of course, try to accommodate any of your "expert" suggestions that fall in the realm of reality or sensibility as that is part of our mandate. We also realize that there are times when we do have "experts" visiting us who we do listen to . . . the Minister . . . the Commissioner . . . the Senior Deputy Commissioner . . . the Director General, Technical Services . . . the Deputy Commissioner, Prairies . . . the Regional Executive Officer . . . the Regional Manager, Technical Services . . . etc., etc.

Eric Bullough,
Regional Food Service officer,
Prairie Region

Vol. 10 No. 11 June 15, 1985

Crime and Punishment

A pictorial history: Part III of VI

By Cecilia Blanchfield

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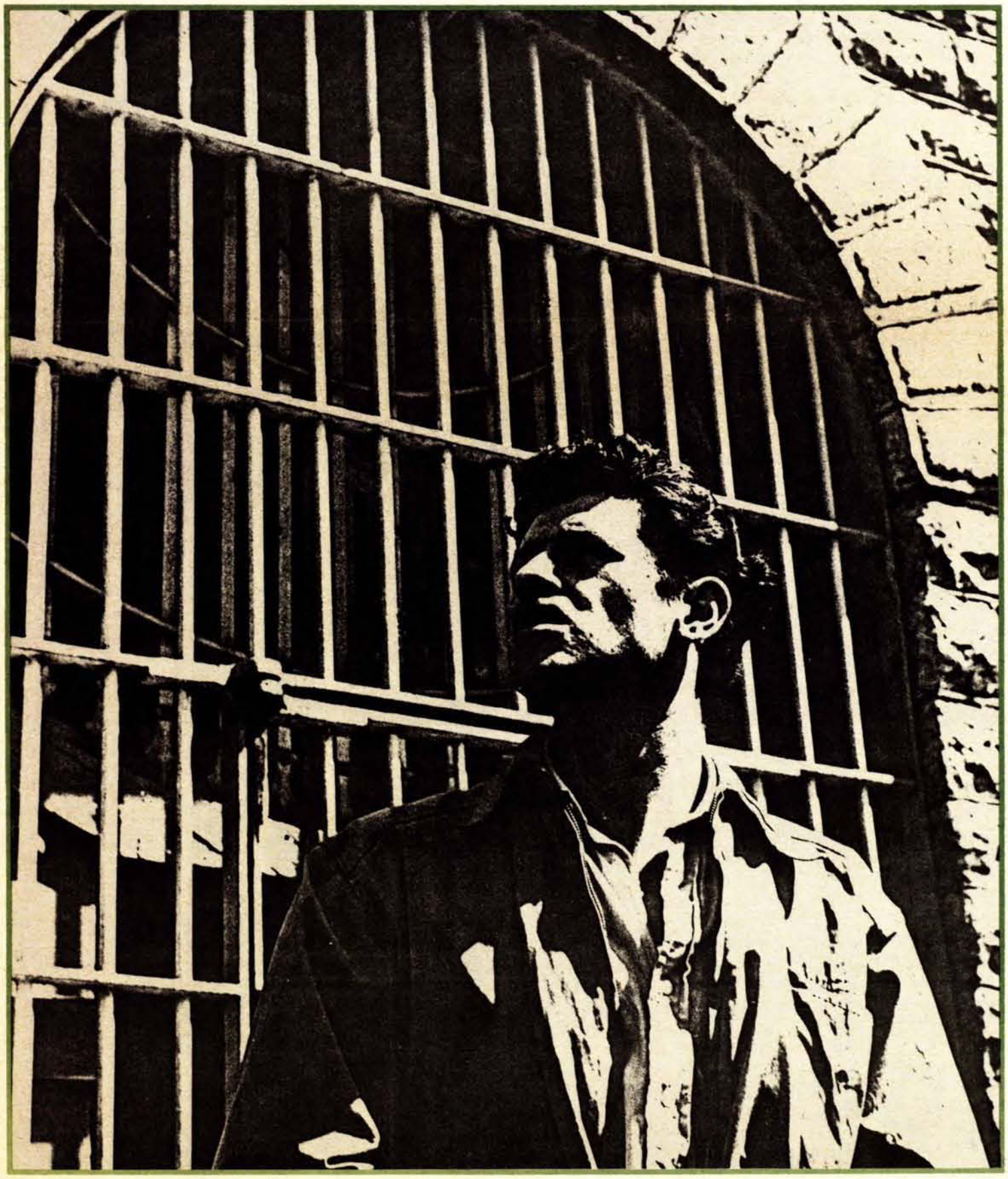
Daily life in the penitentiary



What was life behind bars *really* like?

50 years of hard time

This series of articles gives a taste of the inmates' day-to-day routine during the 50 years from 1885 to 1935. This period was chosen because it was the midpoint in Canadian penitentiary history and saw an important shift in penal philosophy. At the beginning of this era, the emphasis was purely on punishment. By the 1930s, inmates had acquired many new rights and privileges, and the purpose of penitentiary discipline had changed from repression to reform.

Fear and foreboding are written on this new inmate's face as he enters Kingston Penitentiary sometime in the middle 60s. (Photo: National Film Board)

Correctional Service Canada | Service correctionnel Canada

Canada

50 years of hard time — The story of Convict 8110

Editor's Note: James Gerald McReaney is a fictional character, but his experiences as a convict are based on actual memoirs and historical documents from the period 1885-1935.

April 1935, Kingston Penitentiary

The surgeon sat down at his desk, filled his pipe and lit it. He took the big leatherbound ledger out of the drawer and started to write.

"Post mortem. Convict 8110. James Gerald McReaney. Age 69. Cause of death —"

Cause of death? Old age, of course. But there was more to it than that . . .

The doctor thought of the body lying on the table in the other room. He had never seen so much scar tissue on a human being. McReaney's back was criss-crossed with old welts. There was a jagged white line down the right side of his face, and more blade marks on his neck and chest. His back was humped, and one leg was noticeably shorter than the other. His hands were gnarled and misshapen from years of stone-breaking. And how did he lose those toes? Perhaps someone had dropped a block of limestone on them.

The surgeon signed. Cause of death? Hard time. Fifty years of hard time.

There was a knock at the door, and the chaplain came in.

"Anyone claiming him?" the doctor asked.

"No. No family. He'll be off to the university, I guess."

The doctor nodded, and closed his book. "Did you know the man? Quite the hothead in his youth, I gather."

The chaplain smiled. "He was a tough one, all right. I talked to him quite a bit toward the end. He used to tell me stories from what he called "the bad old days."

April 1885

James Gerald McReaney stood before the gates of Kingston Penitentiary. He was 19 years old.

He remembered little of the crime that brought him there, except that it happened on Christmas Eve, he'd been on the tramp, and he'd stopped at a roadhouse for a bit of food and grog. He couldn't pay, of course and there had been an argument with the owner. The next thing he recalled was awakening in the lock-up.

Guilty of manslaughter. Sentence: 15 years at hard labour.

McReaney looked up at the great grey dome, and the massive enclosing walls. He gave a little whistle. The guard beside him rammed an elbow into his gut. "Shut up and keep your eyes to the ground."

McReaney looked down at the mud and the straw and horse manure. A chicken ran under his legs and he nearly collided with a small boy who was chasing the bird. He smiled at the lad, but the youngster only gave him a quick, suspicious glance and ran off.

"Messenger's son," the guard said dryly. "Not allowed to play with convicts."

McReaney bit his lip. So that's what I am now, he thought, a 'convict.'

He was hustled off to the chief keeper's office. "You'll stand at attention," the guard barked, "and salute the officer." McReaney's lip curled, but he did as he was told.

The keeper looked at him appraisingly. "So you're McReaney," he drawled. "I hear you gave them some trouble on the way down from Ottawa. Well, we'll have none of that nonsense here. We run a tight ship, we do, and you'll learn to govern yourself. D'you understand me, boy? You've got to work hard and obey the rules." The keeper paused.

The guard dug his stick into McReaney's ribs.

'Uh, yes, sir," McReaney said.

"That's right," the keeper said. "D'you have any personal effects?" McReaney had nothing in his pockets except a clay pipe and a shoelace. The old penknife had been confiscated long ago.

The barber clipped off his red hair

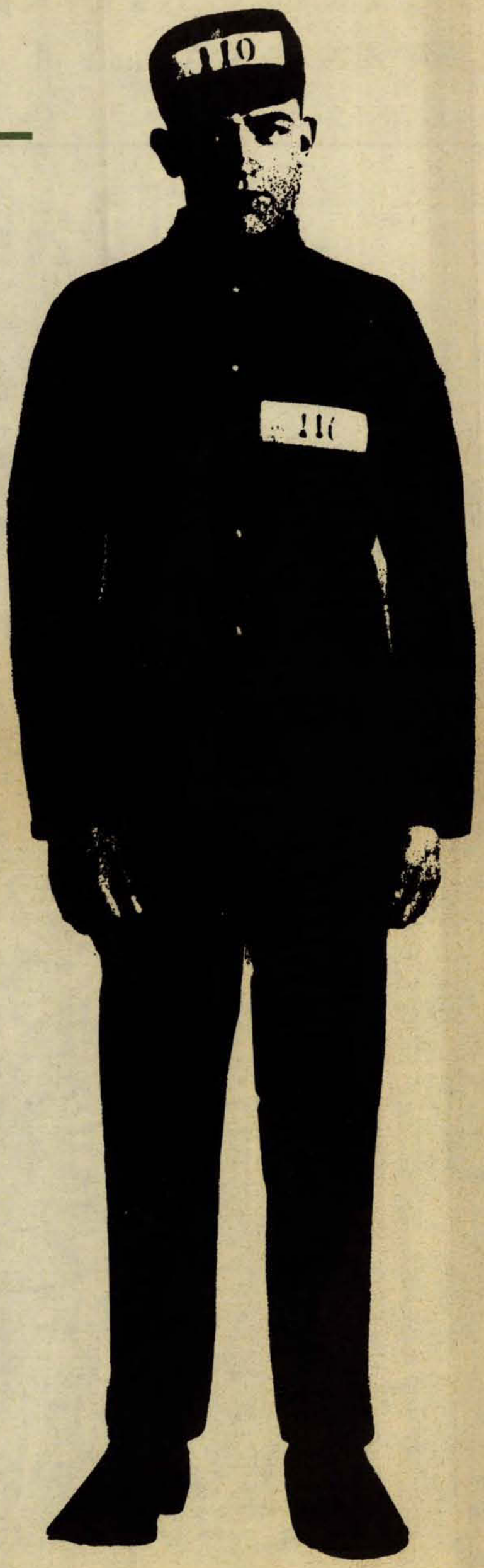
"Get him ready," the keeper said. The guards took him to another room where he was quickly stripped and immersed in a tub of cold water. An inmate barber clipped off his red hair. McReaney stood naked and shivering while a doctor thumped his chest.

"You like working outdoors?" the doctor asked with false heartiness.

"Been doing it most of my life," McReaney answered, between chattering teeth. "I used to —"

"Good. They'll probably put you on the quarry gang. All right, you can get dressed now."

The guard tossed him a bundle. It contained a jacket, a waistcoat, trousers, underwear and socks, a handkerchief, a peaked cap and a pair of heavy shoes.▷



Winter uniform in the 1920s. (Kingston Penitentiary Archival Collection.)

He dressed quickly. Then he was marched into another office to meet the padre. The chaplain introduced himself and handed McReaney a Bible.

McReaney waved it away: "I don't read too good, Father." "Well, perhaps we can help you with that," the priest said. "I can speak to the schoolmaster for you."

"Well, no, Father, if it's all the same with you, I'd just as soon not bother."

"Don't you want to improve yourself, lad? It's a great opportunity you know, a privilege really, to be able to study."

"I don't want any privileges, Father. I just want to do my time."

The padre looked sad. "Well, good luck to you then, James. And behave yourself."

It was the last time anyone called him by his first name

It was the last time anyone called him by his first name.

As they left the chaplain's office, a bell began to ring. "Dinner time," the guard said. "Remember now, you're being watched. Keep your mouth full and your eyes on your plate."

McReaney joined the line of convicts coming from the shops. Silently they filed into the dining hall. The seats were arranged so that the inmates could only see each other's backs. A guard on a high-legged stool surveyed the room to prevent any communication.

McReaney sat down and a convict waiter poured a little salt on the table by his right hand. There was a mug of thin soup, some bread, potatoes and a bit of meat he couldn't identify. It needed a lot of salt.

McReaney spent that afternoon wielding a pick. By supper time his back and shoulders were throbbing and his skin was gritty with rock dust.

After the meal, McReaney was shown to his cell. It looked more like a kennel than accommodation for a human being. It was less than one metre wide, and when the guard pulled the bed down, there was virtually no space left, except for a little gap near the front where McReaney could stand.

"Hang your clothes on that peg," the guard said. "Lights out at nine o'clock. Morning bell at six. When you're up and dressed, hang the bedclothes on the peg and turn the bed up against the wall again. Keep the lid on your night tub. You'll be taking it to the bucket ground before breakfast."

The count was taken and confirmed, and up and down the ranges there was the awful clanking sound of gates being shut, and keys being turned as 500 men were locked into their cages.

He couldn't feel any heat

Suddenly all was silent. McReaney sank back on the lumpy straw mattress. He was stiffening up, as much from the cold as from the exertion. Three levels down, the guards were stoking up the stoves, but he couldn't feel any heat through the grate at the back of his cell.

He burrowed under the coarse wool blanket. It stank. So did the mattress, the pillow and the sheets. In fact the whole cell block stank — of sweat and urine and mould and the fish oil burning in the lanterns.

The night watch came on. McReaney listened to the click of boots along the galleries. The sound would get closer, a dark shape would appear for a moment in front of the bars and then the clicks would fade away again.

The doctor thought of the body lying on the table. He had never seen so much scar tissue on a human being.

McReaney realized that he had never needed a smoke so badly in his life. On the night guard's third pass, he stood up and pressed his face against the bars. The guard stopped. McReaney pleaded with him in a hoarse whisper.

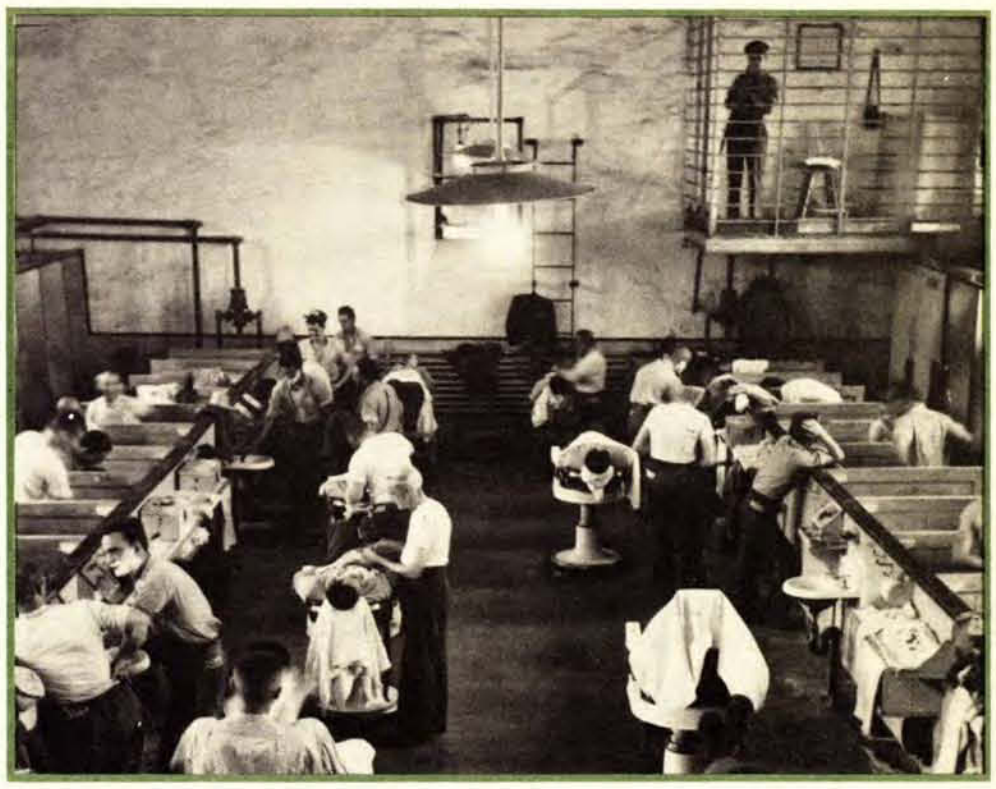
"You'll get your bit day after tomorrow, just like all the others," the guard said.

"For God's sake, man, I can't wait that long!"

The guard moved on.

McReaney swore at him. The guard wheeled around, and McReaney braced himself . . .

It was a bad beginning, and McReaney did nothing to make up for it. He never learned to 'govern' himself. Year after year, his name appeared in the warden's *Punishment Book* with a long series of notations: dark cell, bread and water, ball and chain, hard bed, shackled to cell door.



After the 1932 riot at Kingston Penitentiary, cages for armed guards were erected in the shops. (Kingston Penitentiary Archival Collection.)

He was consistently punished for talking

He was constantly punished for talking. He refused to work, destroyed penitentiary property, behaved irreverently in chapel, neglected to keep his cell clean, ignored the bells, forgot to salute and tried to sneak contraband into his cell. Once, in 1888, he was sent to the 'dungeon' for making improper suggestions to a lady sightseer.

He had too much spirit not to break the rules, but not enough brains to get away with it. He was touchy and quarrelsome, and kept getting into fights. He was flogged seven times in 1892, but like a bull goaded by a matador, the pain only made him meaner. Some of the guards thought he was crazy, and they liked to hose him down with cold water just to hear him sputter and curse.

He was unpopular with his fellow inmates as well. In 1894, he nearly bled to death after one of his enemies slashed him with a sharpened spoon. Six months later, he got his revenge when he crushed the other man's head with a mallet.

12 years in the Prison of Isolation

McReaney escaped the noose on a technicality, but he knew he had buried his hopes for release. He spent 12 years in the Prison of Isolation, the special building reserved for incorrigibles.

There, to the great surprise of the staff, he seemed relatively content. He had more space, for one thing. The cell was four metres long, almost three metres wide and just over three metres high — a palace, by McReaney's standards.

He was kept busy. He stuffed mattresses, wove towelling on a little loom and made brushes and mats. None of his products were usable, but his keepers were glad to keep him quiet and industrious. What they didn't know was that in his quiet and industrious way, he was gathering supplies for an escape attempt.

On New Year's Eve 1906, while the guards were enjoying a little brandy, McReaney went over the wall. But not very far. The rope he had so carefully braided out of innumerable strips and scraps gave way under his weight, and he fell. Shortly afterward, a red-haired dummy with McReaney's features was discovered in his bed. McReaney himself was found with multiple fractures in a snowbank just outside the prison walls.

McReaney made a remarkable recovery and by spring he was walking with a cane. His back was crooked and his left leg would always give him trouble, but like a nine-lived cat, he seemed to be indestructible.

Something in his soul had died though. Back in solitary, he spent hours just staring into space, as if gazing at some faraway landscape. He was only 40, but he seemed a lot older.

In 1908, he was transferred to the insane ward, where his eerie stillness was a sharp contrast to the ravings of the other patients. The doctor didn't know quite what to with him. The man obviously didn't need sedation — he was depressed enough as it was. McReaney needed . . . well, freedom.

He became a "trusty"

After some tense negotiations with the warden, the doctor managed to get McReaney back into the general prison population. McReaney seemed to revive a little. He was given a few errands, and performed them without incident. By the time the Great War began, he was something of a trusty around the place, and a new generation of guards could hardly believe that he had ever been considered dangerous.

McReaney was dimly aware that there was some kind of conflict raging in Europe, but he really didn't understand it. Convicts had no access to newspapers, and McReaney couldn't ▷

The famous Oregon Boot slowed prisoners down to a hop, and helped prevent escapes. Train robber Bill Miner wore one of these — which didn't prevent his escaping from British Columbia Penitentiary and a life sentence, Aug. 8, 1907. (Kingston Penitentiary Archival Collection.)

have read one anyway. He knew that some of the younger men on staff had volunteered, but he was indifferent to their fate.

The penitentiary was his whole universe now, and what happened outside the walls was irrelevant to him. When the first moving pictures were shown to convicts in the 1920s, McReaney found that he was frightened by those flickering images of painted women and snorting automobiles. The world outside was too fast-paced, too complex, too strange for him to rejoin now.

He was flogged seven times in one year, but the pain only made him meaner.

During this period, McReaney was taken on as a kitchen helper. He liked the job because he could get all he wanted to eat, and he could trade a few stolen morsels for cigarettes. Usually he went about his duties with the vacant stare of a sleepwalker, but a strange light came into his eyes when there was a rat to be dispatched. The steward laughingly called him 'Killer.'

One day the teasing went too far, and McReaney brought his cleaver down a hair's width away from the steward's hand.

Shortly afterward, McReaney was transferred to the change room, where once a week each convict would come for a shave and shower, and a bundle of clean clothing. McReaney's job was to prepare the bundles and take them out of the locker as each inmate's name was called.

In 1932, McReaney was still working in the change room. He was a lot busier now. When the Depression hit, the penitentiary population had swelled. Many of the new arrivals were young men who had been driven to crime by joblessness. They were always complaining, and sometimes this got on McReaney's nerves.

Didn't they know how well off they were? It was no resort hotel, by God, but it was a damn sight more livable that in the old days. The work was easier, the food was better, they could talk to each other on the job, they had picture shows and concerts, and some were even taking courses by correspondence.

The young ones wanted more and more privileges

But the young ones just wouldn't settle down and do their time. They wanted more and more privileges. The mood of the penitentiary was bitter and edgy. In the change room, McReaney noticed a number of kites (clandestine messages) attached to clothing. Something was up, all right, but he decided to keep his own counsel.

On October 17, there was a disturbance in the stone sheds which developed into a full blown riot. McReaney was in the dentist's office having a tooth pulled when he heard the shouts. He leapt out of the chair, and before anyone could stop him, he had hobbled out into the yard. He picked something off the ground — was it a table leg? — and waved it above his head like a tomahawk. Then an iron hand clamped around his heart and he could not breathe.

McReaney had suffered a mild heart attack. He stayed in the penitentiary hospital for several days, listening to the men chanting and 'yammering' (scraping their mugs on the cell bars) in the blocks. He kept muttering: "If I were a younger man . . ."

■ Things changed after the riot ■

Things changed after the riot. Security was tightened. Cages for armed guards were erected in the shops, and guards replaced convict workers in vulnerable areas like the boiler room and power house.

But there were some good changes too. The warden let the men play softball in the yard. (Before that, the only form of outdoor exercise was pacing in a circle, with a guard at the centre.) McReaney liked to watch the softball games, which got quite lively sometimes. He refused to waste that precious half hour in the sun at quoits, the silly game the warden had introduced for the older prisoners.

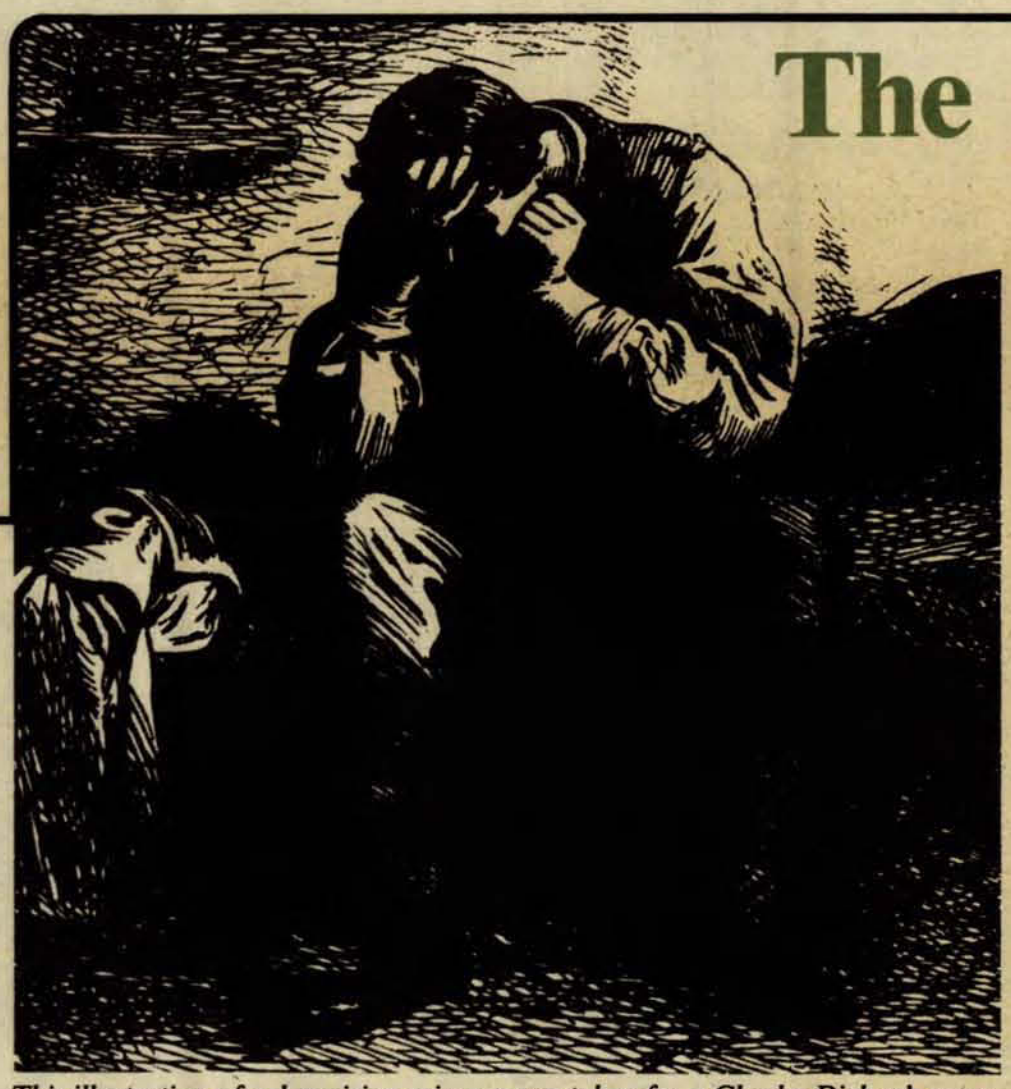
The general atmosphere remained tense. The convicts circulated letters demanding more liberal visiting rules, writing privileges, daily and weekly newspapers, more tobacco and safety razors. What next? McReaney thought. Day passes to see their girl friends?

There were fires and other disturbances, but McReaney knew his brawling days were over. His blood was sluggish, and he found it harder and harder to get up with the 6:30 bell.

On the morning of April 15, 1935, he didn't answer to the count. The officer on duty came in to his cell and shook him. McReaney's body was as light and stiff as papier-mache.■

The prisoner's panacea

Tobacco



This illustration of a despairing prisoner was taken from Charles Dicken's essay on prisons in American Notes, *1907. Dickens visited Kingston Penitentiary. Drawing reprinted from* The Fabrication of Virtue: English Prison Architecture 1750-1840, *by Robin Evans, University of Cambridge Press.*

What did a man confined to his cell for 16 hours a day think about? Freedom? Sex? Revenge? The Big Heist? All of those, perhaps, but almost certainly he wondered where his next smoke was coming from.

Tobacco was one of the few comforts of prison life. To paraphrase Charles Kingsley, it was the lone man's companion, the bachelor's friend, the hungry man's food, the sad man's cordial, the wakeful man's sleep and the chilly man's fire. In the cashless underground economy of the prison, it was also the universal currency and the most commom form of contraband.

To the penitentiary authorities, tobacco was always a headache. Sometimes they tried to ban it outright, on the grounds that it was immoral, or unsafe, or an unwarranted luxury. Total prohibition, however, was unenforceable.

Most of the time the authorities simply tried to control tobacco use by severely limiting the number of prisoners who could have it, the quantity they could have and the times and places they could indulge in it.

In 1898, for example, Douglas Stewart, Inspector of Penitentiaries ordered that "no tobacco is to be given to any convict except on written permission of the surgeon." The only convicts entitled to such a prescription were inmates of the insane ward and prisoners employed on the bucket ground (the sewage disposal area).

But this was an extreme position, even for the time. Wardens considered tobacco an effective tool of discipline. They supplied it as a reward and withdrew it as a punishment.

The ends of discipline were frustrated when inmates could get tobacco from other sources. Tobacco was smuggled into the prison by visitors, and used as an 'incentive' payment by private contractors using prison labour. Guards were so low-paid that they sometimes risked dismissal by trafficking in tobacco.

Once a prisoner got his hands on some tobacco, his problems were not over. Up to the 1920s, prisoners were expected to chew, not smoke their wad. (Female prisoners were given snuff.)

■ Lighting up without matches ■

Those who insisted on lighting up anyway had to do a lot of improvising. Matches were hard to come by and many prisoners relied on 'punk boxes.'

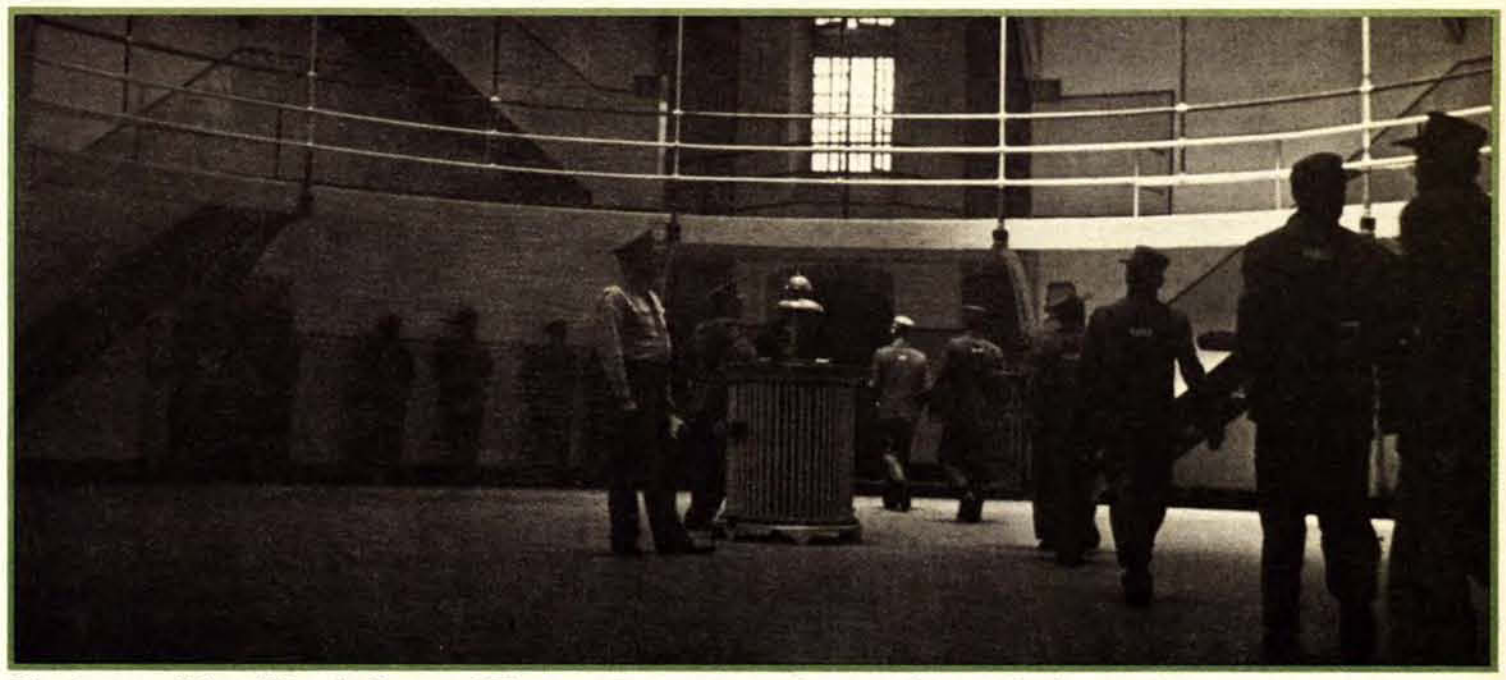
The punk box kit consisted of a small box containing the punk (carbonized cloth), a flint-like stone and a 'zipper' — small metal disc with a string threaded through holes in the centre. The zipper was spun against the flint, which cast off sparks. If all went well, the sparks ignited the punk which would light the cigarettes. Around the turn of the century, prisoners fashioned homemade lighters from metal cylinders with interior spark wheels to ignite the punk.

By the 1920s, convicts at Kingston were allowed a weekly tobacco ration of 1-1/3 ounces. The supply of cigarette papers was cut off, supposedly after the warden surprised two convicts shooting craps and recording their bets on the papers. After this incident, Kingston inmates had to roll their smokes in toilet tissue. The 'no papers' rule endured for a decade.

After the riots at Kingston in 1932, the rolling paper allowance was reinstituted and the tobacco ration was marginally increased. By 1934, well-behaved medium-security prisoners were allowed to smoke in the common rooms in the evening.

By the end of our period (1935) prisoners were allowed to buy extra tobacco out of their five-cent-a-day allowance. Even at Depression prices, this did not leave much for candy and magazines.■

Symbol of discipline: the bell



The famous "dome" in the heart of Kingston Penitentiary, showing the equally famous bell which marked the days and duties of the inmates. The bell was so hated by prisoners that they destroyed it in the 1971 riot.

The symbol of discipline in the 19th century penitentiary was the bell. It hung in the heart of the prison, and it governed the lives of all those within, both guards and convicts. It measured out the hours of the institutional day, as below:

Daily Schedule of the Manitoba Penitentiary, 1879

5:50 a.m.	Bell. Prisoners rise, wash, dress, make beds
6:00 a.m.	Officers parade. Keys issued, slops collected. Cells, walls, halls and passages swept. Lamps collected and cleaned. Prisoners unlocked and escorted to work. Names of the sick taken. Night tubs (i.e., chamber pots) cleaned and placed outside the prison. Fuel distributed and ashes emptied. Random search of cells. Water pumped into tank.
7:30 a.m.	Bell. Prisoners marched to dining hall in groups of three.
7:40 a.m.	Bell. Breakfast over. Prisoners marched back to their cells and locked in. Guards have breakfast.
8:30 a.m.	Bell. Officers parade. Outside gangs unlocked and escorted outside. Inside workers escorted to their jobs. Surgeon attends the sick.
10:00 a.m.	Office hours. Convicts on report are taken to the warden.
12:15 p.m.	Bell. Prisoners marched back to their cells and locked up.
12:20 p.m.	Bell. Prisoners unlocked and marched to dining room for lunch.
12:45 p.m.	Bell. Prisoners marched back to cells and locked up. Officers have lunch.
12:50 p.m.	Eligible prisoners unlocked for school
1:30 p.m.	Bell. Officers parade. Prisoners unlocked and marched off to work. Random search of cells.
5:40 p.m.	Night tubs brought back into the prison.
5:50 p.m.	Bell. Prisoners marched to cells and locked up. Supper delivered to each cell. Convicts with special requests may use 'signal sticks' to summon guards.
6:00 p.m.	Bell. Prisoners' clothing collected and placed outside cell door. All cells searched. Prisoners begin their meal. Guards on night shift take over. Keys collected. Chief keeper reads out daily orders.
7:00 p.m.	Patrol guards supply water to convicts who signal for it. Kitchen and dining hall locked up.
9:00 p.m.	Lights in cells turned down.
10:00 p.m.	Lights in passages turned down. Dampers of heating stoves closed. Lights out in officers' room. ■

B.C. Penitentiary yard in the late 60s where inmates were freely allowed to relax and talk to one another. The rule of silence lasted a 100 years from 1835 to approximately 1935. (CSC photo).

The Monotonous Round

"Coarse diet"

In the Canadian penitentiary of the 19th century, 'coarse diet' was considered to be part of the punishment. This was a typical daily menu for men in the 1880s:

Breakfast

1 pint	pease coffee (sweetened with ½ oz. brown sugar)
½ lb.	brown bread
½ lb.	white bread or ½ lb. potatoes
¼ lb.	beef or pork (with beets and vinegar twice a week)

Dinner

1-½ pint	soup
½lb.	white bread or ¾ lb. potatoes
½lb.	brown bread
½lb.	beef, mutton or pork

Supper

10 oz.	white or brown bread
1 pint	coffee (with ½ oz. brown sugar)

Females had a lighter workload, so their food allowance was smaller.

Breakfast

1 pint	tea (sweetened with ½ oz. brown sugar)
½ lb.	white bread
½ lb.	brown bread

Dinner

1 pint soup
¼ lb. brown bread
¼ lb. white bread or ½ lb. of potatoes
⅜ lb. beef, mutton or pork

Supper

6 oz. white bread
1 pint tea (with ½ oz. sugar)
or
½ gill (¼ pint) molasses
vegetables in season (with pepper, salt and vinegar)

The quality of food varied greatly. Kitchen keepers usually bought the cheapest supplies available, frequently the dregs of the local market. There were very few fresh vegetables, and milk and butter were luxuries reserved for invalids.

Most of the food was steamed, soggy and flavourless.

Stewards were often untrained and indifferent to their work, kitchens and storerooms were dirty and flyblown, and methods of preparation left a lot to be desired. Most of the food was steamed in big boilers which made everything soggy and flavourless.

'Frequent Loathing'

In 1899, Inspector Douglas Stewart admitted in his report that "frequent loathing is produced by the continuous and monotonous round of soups and boiled meats and the unbroken absence of roast and relish."

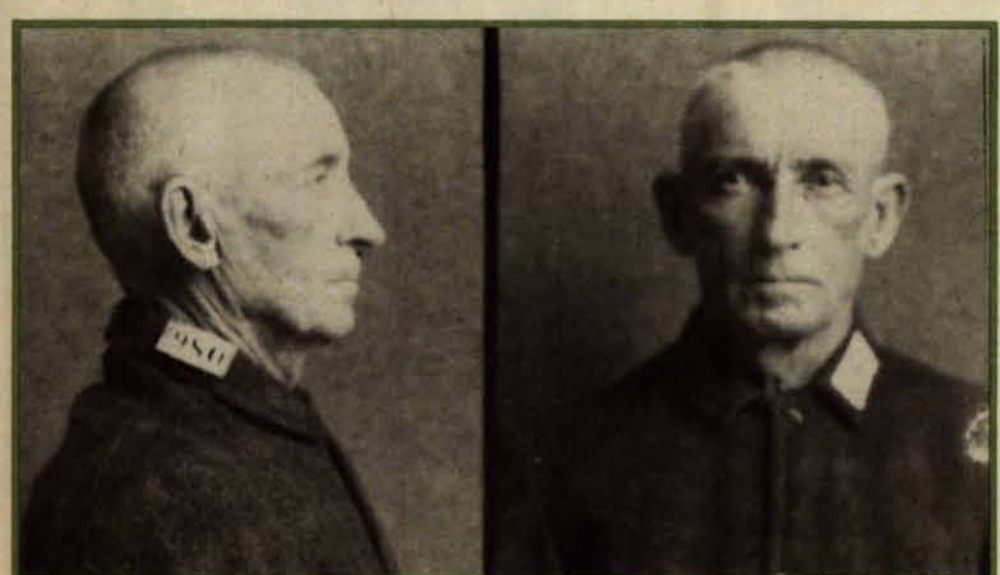
Official attempts to add a little variety to prison meals were controversial. At the turn of the century, hardliners were outraged by reports that Kingston Penitentiary prisoners had been given plum pudding for Christmas. Some people called for a return to the bread and water regime.

Unofficially, prisoners found their own ways of supplementing their rations. Food was always disappearing from the commissary and the guard's mess.

The pigeons of Kingston were a perennial favourite with jailhouse gourmets. From the very beginning of the penitentiary, the birds were considered a delicacy, and the kitchen staff kept a bow and arrow ready to bring them down. A century later, the foolish birds were still landing in the yard and in the stewpot. ■

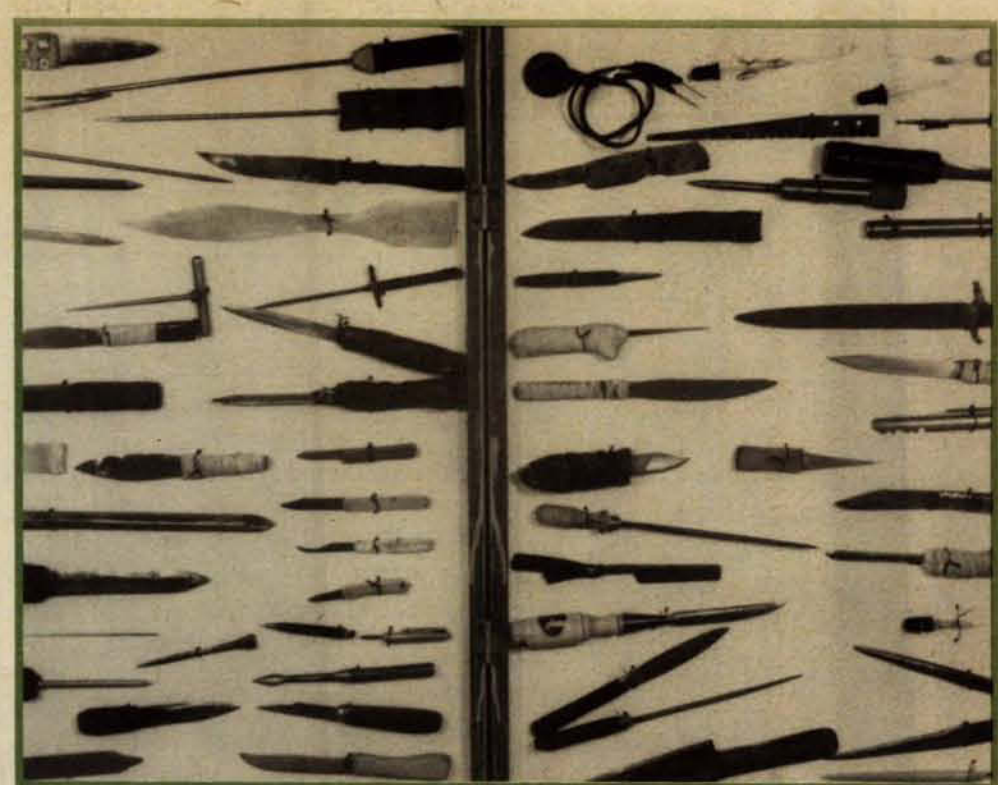
A quarry train at St. Vincent de Paul in the early 1900s. Rock was hand-cut into blocks for construction. (Photo courtesy of Réal Benoit.)

Hard rock for hard labour



Before and after: Famous train robber Bill Miner was incarcerated in British Columbia Penitentiary in the early 1900s. As #980, hairless and dressed in prison garb, he was transformed into a "convict." He said later he was "treated so kindly" at the Penitentiary. (Tony Martin photo collection.)

Before and after



A deadly assortment of "shivs", (sharpened knives), ice picks, and other lethal instruments. (Tony Martin photo collection)

Lethal weapons — "shivs"

Crime & Punishment Part IV: The Keepers and the Kept
July 15 issue

Let's Talk Special Report:

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MINISTRY OF THE SOLICITOR ... MINISTRY OF THE SOLICITOR GENERAL

lets talk

Vol. 10 No. 12 June 30, 1985

Women to get more CX jobs

by Andrea Nugent
NHQ Communications

OTTAWA — CSC is committed to a three-year plan to give women, Native and handicapped people a more balanced share of jobs in the Service.

One of the goals is for women to hold 19 per cent of junior level jobs in the correctional and living unit officer groups (CX COF 1-4, CX LUG 1) by 1988. Until last year, women held 332 (7.5 per cent) of the 4,264 junior CX posts.

The three-year Affirmative Action plan has the enthusiastic approval of Treasury Board, reports **France-Marie Trépanier**, director of the Affirmative Action division.

No positions will be specially created for the three target groups, Trépanier reports. Women, Natives and the handicapped will have to compete like everyone else for jobs as they become available through vacancies or normal growth in staff.

But there will be special measures to make up for the fact that the three target groups historically have suffered discrimination.

Women — who tend to be restricted to low pay, low status positions — will be encouraged to take training, to apply for promotions, and to move into skilled jobs that traditionally have been reserved for men.

Managers will be encouraged to set up developmental positions for women, and to seek out and give full consideration to Natives and the handicapped when they're hiring.

Here are some of the Affirmative Action goals to be reached by 1988.

■ CSC will hire 92 Native people, giving this group about one per cent of the share of jobs in each region. Natives are being sought particularly for correctional and social program officer positions.

■ CSC will hire 59 handicapped people for non-CX jobs, giving them a one per cent share of jobs in each region.

■ Women will hold 19 per cent of junior CX positions nationally — but regions and institutions will set their own hiring pace, with carefully planned integration in maximum security institutions.

■ Women will hold 34 per cent of junior officer jobs in the social program category (WP 1-3). In 1984, women made up 21.6 per cent of the junior ranks; and they were mostly concentrated in parole offices, rather than institutions.

■ At the WP 4-5 level, women are to hold 12.5 per cent of jobs by 1988.

■ At least three women will hold senior social program positions (WP 6-7). There were no senior women in this category in 1984.

■ Female support staff and female junior officers will be encouraged to compete for junior finance and administration jobs (FI 1-2, AS 1-3). This will provide a broad base of female candidates for intermediate and senior positions in these two male-dominated areas.

■ To make up for the lack of women in senior positions, and to groom women for the executive suite, management wants to have at least one female senior manager at NHQ in each of these categories: finance

— *continued on page 2*

NHQ Participaction Day

photos: Patterson Photographic

***Above** — Policy Planning and Systems staff took part in NHQ's Participaction Day at the RA Centre, May 28. **Front row — l.-r.** — Gerry (Smokey) Homan, Mike Provan, Dave Connor, Alain Marcil, Gaetan Lalonde. **Back row** — Christine Cram, Susan Caldwell, Al Ryan, Joanne Blais, Bonnie Blasko, Angela Knoll, Hilda Vanneste. **Below** — What is Willy Gibbs doing in the Big Race (1¼ miles) surrounded by so many women? Desiree Zalatan, front left, and Liz Baylis, front right, share the joke.*

Tips on preparing for job interviews

OTTAWA — Seventy-five NHQ staff gained greater insight into how to prepare for an interview when the Staffing and Affirmative Action divisions sponsored lunch hour sessions May 29, 30 and 31, in the eighth floor auditorium.

Staffing officer, **Katherine Lohyer** discussed, with the two English groups and the one French group, various stages of the competitive process and emphasized that staffing officers are there to help staff. "If you have any questions concerning a prospective job interview or one you've already had," she said, give your staffing officer a call.

Some of the tips:

■ if you're job hunting, check the poster centre every two weeks;

■ ensure your resumé reflects the job you're applying for;

■ at the job interview, if you don't understand a question ask to have it repeated or explained;

■ at the job interview, answer all questions the best way you can.

Stop the press news !

Winners of NHQ's Participaction Meet are—

Top team —
Offender Programs team 24

Top male —
Peter Frayne

Top female —
Jo Ann West

Top senior —
Jack Cadieux

Watch July 15 issue for Stress awareness month coverage

Program honors first graduates

Simon Fraser prison education program

PACIFIC — The first three students to qualify for degrees through Simon Fraser University's prison education program were honored at a special ceremony at Mountain Institution May 4.

Inmates **Fritz Hepper**, **Bill Holden** and **David Turner** completed their degrees in history.

After delivering a valedictory address that identified the important personal and social benefits being provided by the prison education system, Turner earned a standing ovation from the more than 100 friends, family and officials in attendance.

President **William Saywell**, underscored the audience's response and offered his own unscheduled congratulations. He noted that in the 25 years he has been attending graduation ceremonies, "I cannot remember ever having heard an address so profoundly meaningful as yours."

The university's prison education program is offered under contract with CSC at Matsqui, Kent, William Head and Mountain Institutions. When Simon Fraser became involved a year ago, it continued a program started at the University of Victoria, in 1973. The program emphasizes the liberal arts, particularly the humanities. Up to 200 inmates at the four participating institutions enrol for courses each semester.

The program is administered through offices of the dean of arts and the dean of continuing studies. **Henry Hoekema**, coordinator Continuing Studies, has worked closely with CSC to develop the prison education program.

Open house for the public

Pittsburgh Institution

ONTARIO — Pittsburgh Institution opened its doors to the public for three hours May 12 so people in the community could see some of what the farm has been doing.

"About 200 people attended the institution's first open house. They viewed the two greenhouses and received printed information about the institution's other operations," explained **Ainslie Read**, assistant farm manager, livestock and currently acting farm manager.

Visitors learned that the farm operation which began in 1956 with 640 acres, now has 1,400 acres and that Pittsburgh supplies vegetables and flowers to all federal institutions in Ontario and to 25 percent of the institutions in Quebec. As well, a number of flowering plants go to the Governor General's greenhouse and from there are distributed to residences of senior government officials.

The 640-acre garden is tilled, fertilized and seeded with a variety of vegetables. In the spring, when the institution supplies all bedding plants and vegetable transplants required in other institutions, a glass greenhouse produces 200,000 flower plants, 175,000 vegetable transplants, spanish onion transplants and geranium transplants. The annual value of produce from the greenhouse is $170,000.

The poly-greenhouse operation, completed in January 1981, an energy-efficient, 13,000-square foot complex produces tomatoes and English cucumbers, growing the produce in a soiless mixture.

Nine different crews, with seven or eight inmates on each crew, do the work on the farm. The other 90 inmates at Pittsburgh work on maintenance or in the kitchen.

The open house experience will be evaluated before a decision is made on whether another one will be held in the future.

photo: Chris Nicholson

Some of the visitors who toured Pittsburgh Institution's greenhouses during the open house day.

Moving day at Bowden Institution

Bowden moves into new living units

We finally did it

PRAIRIES — "Yes, the staff and inmates finally moved into the new living units at Bowden Institution," says **Raymond Desrochers**, construction coordinator and former warden of the institution.

"Units one and two, the first of five 80-man units were occupied April 30. We moved 20 inmates into a unit each day." He recalls that the first couple of days in the new units were strange for both staff and inmates. "Perhaps the most unusual thing for inmates was what happened when they booked into the new units — they were issued keys to their room. Some inmates felt like they were checking into a motel!"

The electronics were strange to everyone. The openness of the units impressed the inmates because security measures are not obvious. There are no bars, massive grills or pillars. Instead there are lots of windows, good air circulation, cleanliness and pleasing colors; all features that have contributed to the acceptance of the units by the inmates. In fact their morale had improved after only two weeks in the units.

Desrochers admits there were some problems settling in. The first night the computer on the heating system went crazy. It shut off the ventillation system and turned on the heat. "It was more than 90 degrees in the units and no matter what we did we couldn't turn the heat off." The computer was adjusted the following day, however, and since then only minor problems like leaking pipes and burned out lights have occurred. "After 10 years of waiting for these new units it will take a lot more than that to make us unhappy", states Desrochers.

Plans to rebuild Bowden Institution started in 1974 when CSC purchased 792 acres of land and the facilities on it from the Alberta Provincial Government. The facilities had been used to accomodate Bowden Correctional Institution since World War II.

Before the new living units were built the maximum accommodation at Bowden was 140 inmates. Now, when all units are occupied, 400 inmates will be able to be accommodated. Because of the increase of the inmate population facilities such as the kitchen, dining rooms, visiting areas, administration area, activity areas, maintenance and industrial areas will have to be rebuilt. In addition, Bowden will have a new hospital, segregation unit, gymnasium, industrial shops and an administration building. The reconstruction program should be completed by July 1986.

"When all construction and landscaping is completed, Bowden will be the showplace of Canadian institutions", says Desrochers. "Our staff can take pride in the part they have played towards its development and design."

Women get jobs

— *continued from page 1*

(FI), information services (IS), organization and methods (OM), and program administration (PM). By 1988, management also wants eight women in senior administration services (AS) positions, in the regions and at NHQ.

■ CSC has four women executives now and intends to double that by 1988, bringing the female share of executive powers to 12 per cent.

■ Women are to hold a quarter of the junior level purchasing jobs (PG 1-3), up from 10 per cent. This means jobs for six women.

■ Plans call for two more women in upper intermediate level personnel positions (PE4).

Here's how we'll do it

OTTAWA — Here are some of the steps CSC will take to make its Affirmative Action (AA) plan work for women, Native and handicapped people over the next three years.

Hiring

Staffing will make sure that competition posters stress that CSC is an equal opportunities employer. When requesting referrals from the Public Service Commission (PSC) or Employment and Immigration Canada (EIC), staffing will ask specifically that target group members be included.

When a target group member is a candidate for a job, staffing will try to have a member of that target group named to the selection board.

Regional recruitment teams will make a point of speaking at high schools with Native populations, and will advertise correctional officer and social program positions in Native publications.

AA co-ordinators will contact organizations that serve handicapped men and women, will search EIC and PSC inventories for potential employees, and will try to sell CSC managers on the merits of choosing handicapped people for some of their vacancies.

AA co-ordinators will monitor the recruitment and separation rate of women in the correctional officer (CX) group, and take corrective action if there appears to be difficulty meeting the goal of 19 per cent women officers in junior positions by 1988.

Training

Finance and training people will develop a list of financial courses recommended for a career in finance with CSC. All female support staff and junior officers will be invited to negotiate training opportunities.

Training plans will be developed for qualified women interested in middle and senior level finance and administration positions. Training could include acting appointments, secondments, job-sharing, and formal training.

Support staff who have shown the potential and the willingness to work at higher levels will be invited to take the General Administration Test (GAT). Successful candidates will see their names placed on a list of employees with officer potential.

AA coordinators will actively urge target group members on this list to enter junior officer competitions. At the same time, the coordinators will be selling managers on the idea of using vacant junior officer positions to establish developmental jobs for up-and-coming support staff.

lets talk

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June Coxon
Editor

ISSN 0715-285X

Administration of Religious Programs in Corrections

OTTAWA — Three CSC chaplains attended the first annual Institute on the Administration of Religious Programs in Corrections held at Oklahoma State University, May 12-17.

Canon **Tom James**, NHQ; Rev. **Arno Bablitz**, RHQ Prairies and Fr. **Alain Monpas**, Laval Institution were among 74 Protestant, Roman Catholic and Muslim chaplains attending from 37 states.

Dr. **Bill Donavan**, Oklahoma Department of Corrections administrator of Religious Programs, who organized the institute, explained the purpose was not to discuss religion or the practice of ministry, but the administrative issues relating to religious programs in corrections. Topics included the religious rights of minorities, community involvement, and moral and religious education.

Rockwood helps inmates prepare for release

PRAIRIES — CSC has implemented two new programs at Rockwood Correctional Institution, Stony Mountain, to help prepare inmates for moving out into the community. "One of the experimental programs is a life skills course," explained **Janine Anderson**, a contract literacy teacher, "and the other is an adult literacy program."

"Both programs are affiliated with Red River Community College enabling all inmate students to be registered at the college the same as regular students. Because the programs are based on the educational philosophy that people learn best in their own way and at their own speed, they rely heavily on the mens' personal experiences and backgrounds, as well as incorporating more formal material.

"These programs are quite innovative for an S-2 facility," commented **Doug Spiers**, co-ordinator Inmate Programs, Rockwood Institution. They are being developed to meet the needs of our unique clientelle and to complement programs available in the community."

Exposure to these programs will enable inmates, when they are released, to move more easily into programs that exist in the province.

The courses are given in a turn-of-the-century tyndal stone house, a staff residence that has been converted into a school. Classes began in April and when they finish for the summer at the end of this month, about 40 inmates will have benefitted from them. Classes will resume again in September.

Graveyard clean-up

ONTARIO — Twelve inmates from Beaver Creek Institution volunteered to conduct maintenance work, do general clean-up and dig graves at a graveyard in Huntsville, Ont., for four days during the last week of April.

Bill MacDonald, Public Works Supervisor is very appreciative of the work that the men did, saying that it would have been much too expensive for the town to hire men.

Don Thur, supervisor of the inmates, said that most of them were happy to volunteer for the work because it gave them a chance to get outdoors.

Thur recalled that another group of inmates had worked for the town five years before, doing the same kind of maintenance work.

OIS staff sponsor child

OTTAWA — Thanks to the generosity of Operational Information Service (OIS) staff at NHQ, six-year old **Juana Cordero** and her family (mother, father, sister and two brothers) from La Paz, Bolivia, will have an easier life.

Fred Snooks, analyst programmer Telecommunications, OIS, explained that at his suggestion co-workers in OIS enthusiastically agreed to sponsor a child through the Foster Parents Plan of Canada. Money they have donated helps provide such necessities as clean water, access to health and education facilities, instruction on proper nutrition and sanitation, better housing and participation in agricultural and community projects. Although Juana's new foster parents have just started to get to know her, they have already decided to co-sponsor another child because "Canadians have so much and it costs so little to sponsor a child in a third world country".

A challenge is issued

A challenge is being issued to all NHQ branches and to staff in the regions and in institutions, by OIS director, **Fraser McVie**. He invites all employees to do the same as OIS staff — to set aside a few dollars and help a child in a developing country enjoy some of life's necessities that Canadian children take for granted.

Six-year-old Juana Cadero, of Bolivia, front left, who is being sponsored by OIS staff, poses with her family.

Ron Caplan sets new power lifting records

He's a fitness fanatic

PACIFIC — Fitness is a way of life for 57-year-old **Ron Caplan**, a CX-COF-03 senior security officer, William Head Institution. He is living proof that being physically fit has nothing to do with age. Mar. 30 he entered the BC Power Lifting Championships and broke the following records:

- in the 181 pound Masters division (50 and over), he broke four Canadian records.
- the dead lift with 303 pounds,
- the squat (250 pounds)
- the bench press (258 pounds)
- his total weight of over 800 pounds was also a new Canadian record.

In August he is scheduled to enter the World Masters Power Lifting Championship, in Toronto.

Caplan has always been a fitness fanatic. He boxed for 19 years, representing both the British and Canadian Armies internationally, and ran cross country twice in the Kleiner Olympics while stationed in Germany. As an unarmed self-defence specialist with the army, Caplan was a member of the Canadian team which won the New York State judo championships in 1962 and in 1967. While stationed in Hamilton, Ont., was the first runner in the army to reach the 1,000 mile plateau by averaging 20 miles a day.

Although he had been body building for six years Caplan had trained just six weeks for the power lifting competition.

Good luck in August !

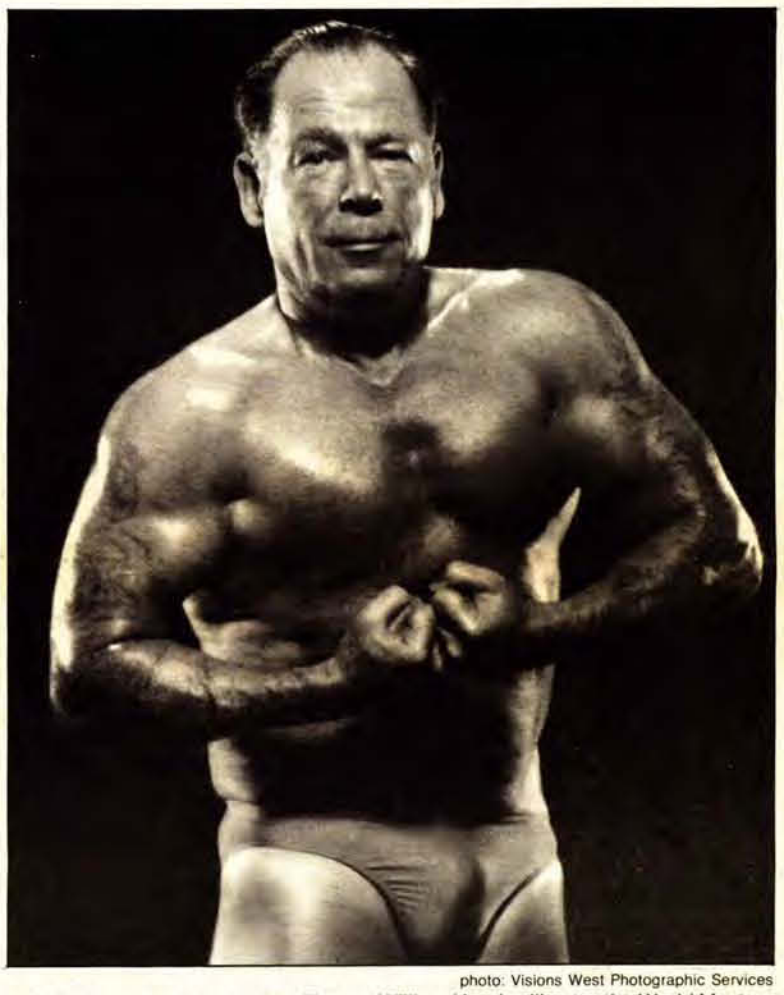

photo: Visions West Photographic Services

Ron Caplan, a senior security officer at William Head, will enter the World Masters Power Lifting Championship in August.

NHQ "bikers" ride for sight

OTTAWA — Two NHQ staff took part in the annual motorcycle Ride for Sight, June 8-9, to raise funds to help medical scientists fight blindness and find a cure.

This was the fourth year **John Carroccetto**, director Classification, who is vice-president of the 125-member Ottawa Valley Touring Club, has participated. "We enjoy participating in events of this kind because we want to help those less fortunate than ourselves," he said.

It was the first year for **Gerry Bauder**, CSC staff relations officer, and founding president of the 45-member Ottawa Valley chapter of the International Christian Bikers Association. "Other years our association always had another event scheduled the same date as Ride for Sight," explained Bauder who is now on the association's board of directors. "But this year we were able to ensure we'd be free to participate in the ride."

Motorcyclists across the country have sponsored the ride to help the Retinitis Pigmentosa Foundation for the past six years. This year Ottawa and area bikers rode from Ottawa's Parliament Hill to Minden in the Haliburton Lake area, 200 miles away, and raised money for the foundation. "We want to express our gratitude to staff at NHQ and in the regions who generously sponsored us on this ride," said Carroccetto.

photo: Louis Genest

John Carroccetto, left, and Gerry Bauder getting set for this month's Ride for Sight from Ottawa to Minden, Ont.

Inmate theatre

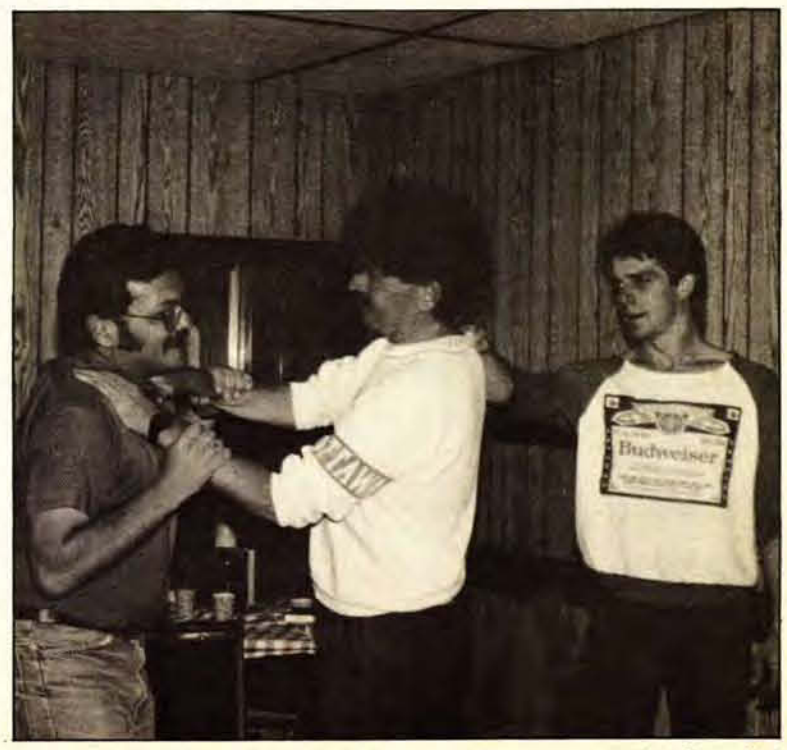

photo: Shawna Nash

Ferndale Institution men rehearsing for the inmate play Footlight Frenzy.

Ferndale features "Footlight frenzy"

PACIFIC — Footlight Frenzy, a comedy, was the first production staged by the newly formed Ferndale Theatre Club (FTC) at Ferndale Minimum Security Institution. It was performed at the Abbotsford campus, Frazer Valley College, June 13, 14, 15, 20, 21 and 22, by Ferndale inmates and citizens from surrounding communities.

The group was funded by a grant from the Prison Arts' Foundation of BC and money from an old inmate trust fund (ITF) account designated for theatre. Money from gate receipts for this first production has enabled the group to be self-supporting. The money earned will go towards future productions.

FTC involves 19 inmates (25 percent of the inmate population at Ferndale), **Sharon Tompkins**, social and cultural development officer and citizens from the surrounding community. "Interest and support from the community," explained Tompkins, "has been exceptional. People have volunteered to help in all areas of production."

Briefly

Education awards given Kent university students

An education award ceremony was held for 91 university students at Kent Institution, May 11. One hundred and sixty-nine guests, including family and friends of students, Citizens' Advisory Committee members, volunteers and faculty of Simon Fraser University, were on hand to see 19 students receive special book awards. Eight volunteer tutors also were presented books in appreciation of their efforts.

ACA publishes book on juvenile delinquency

No Single Cause: Juvenile Delinquency and the Search for Effective Treatment, is the latest release of the American Correctional Association. Written by Dr. **Richard L. Jenkins**, M.D., Professor of Child Psychiatry Emeritus, University of Iowa Medical School and recognized expert in the field, the book presents a theory of juvenile delinquency based on more than 40 years of clinical experience and research on delinquent behavior. For further information about the book, write **Judy Estrin**, American Correctional Association, 4321 Hartwick Rd., Suite L208, College Park, Maryland 20740 USA or telephone (301) 699-7675.

Kingston Penitentiary's drug/alcohol abuse program graduation ceremony, Mar. 29.

Kingston Pen expands drug/alcohol abuse programs

ONTARIO — The six-week alcohol abuse, drug abuse and addiction follow-up programs offered to Kingston penitentiary inmates since 1982 by the penitentiary's classification department are being expanded to include a one-to-one counselling session.

Professional inside and outside staff cooperate to offer these programs. They use a multifacetted approach to treat addiction, covering physical, psychological, social and legal effects of alcohol or drug abuse through lectures, small group discussions, group therapy, movies, video and audio tapes.

The alcohol and drug abuse programs, each open to eight inmates at a time, are offered twice a year. Because they are day sessions inmate participation is considered a work assignment and inmates are paid at the grade two pay level.

The addiction follow-up program, runs four-and-a-half hours one night a week.

Participants and staff evaluate the programs by written quizzes and questionnaires.

Pierre Champoux wins suggestion award for design submission

photo: June Coxon

Pierre Champoux, telecommunications services officer, NHQ, left and Tom Epp, director, Administration NHQ, proudly display the suggestion award certificate Champoux received for his design submission to CSC's awards and honours committee. His design idea was accepted by the committee last year and a modified version of it is used as the Service's Employee Assistance Program logo. In addition to the certificate Tom Epp presented him with a $150 cheque at a staff meeting May 24.

The Inmate Employment Advisory Committee and NHQ staff posed with some of the Drummond staff when they visited the institution recently. Left to right — Jean-Claude Perron, Peter Smith, Gerry Hooper, Barbara Potter, Jean-Guy Chalut, Dr. Dessureux, Raoul Cantin, Jack Cooper, Roma Bertrand, Roy Phillips, Marjorie Gould, Laurent Isabelle, Laurier Rousseau and Jacques Dyotte.

Inmate employment committee meets at Drummond Institution

OTTAWA — The 10-member Advisory Committee on Inmate Employment (ACIE) that holds two of its four yearly meetings in the field, visited the newly-opened Drummond Institution Apr. 22. ACIE is made up of private citizens who are responsible for advising the Commissioner on policies, objectives and plans of the ETE branch, by participating on an advisory level in the development implementation and evaluation of policies, plans and programs for education and employment of inmates.

In addition to holding their regular meeting at Drummond, the committee members also toured the facility.

Dave Craig is Warkworth's Living Unit head

photo: Jim Murdoch

Dave Craig

ONTARIO — Friends and colleagues of **Dave Craig**, gathered for a farewell luncheon for him May 3 before he assumed his new appointment, May 6, as head Living Unit, Warkworth Institution.

Prior to accepting his current position, Craig had been acting regional chief Community Operations, RHQ Offender Programs since October 1984. From 1980 to 1984 he was a program design and resource development officer working closely with CACs and private agencies. He was a living unit development officer at Warkworth from 1973 to 1980.

Craig is originally from the Warkworth area and has a small farm there.

A dynamic arts and crafts program

by Madeleine Lemay, Acting assistant warden, Planning and Administration, Leclerc Institution

QUEBEC — The Leclerc arts and crafts section is in full swing thanks to a project initiated by **Lucie Chicoine**, arts and hobbycraft instructor. It has been operating successfully for the past six months as a result of her enthusiasm.

Funded by the inmate welfare fund, the "convenience store" type service she introduced, allows several items used regularly by hobbycraft workers to be stocked in the "store". It enables inmates working on hobbies to be able to buy their material within 24 hours instead of having to wait a month.

So much interest was generated by this new system that the number of arts and craft participants grew from 90 to 156. The quality of the crafts the men produce includes prize winning pieces. This year inmate **Daniel Rousseau** won second prize, out of 300 entries, in the annual **Raymond Boyer** arts contest, for the originality of his work. Several other inmates participated in the Montreal Botanical Gardens exhibition where 300 works of art by 200 stained glass artists were displayed.

Leclerc Institution's arts and crafts instructor displays some of the inmates' fine stained glass pieces made at the institution.

Public Works projects for Prairie Institutions signed

PRAIRIES — Public Works Canada will be conducting $21,000,000 of work on behalf of CSC this year, providing accommodation for the Prairie region's federal inmate population.

Two separate agreements were signed Apr. 4, for general services, covering major capital works and a dedicated unit agreement, covering minor works.

Projects in Alberta will include continuing the redevelopment of Bowden Institution, upgrading and renovations to Edmonton Institution, the Drumheller Institution, and Grierson Centre in Edmonton.

In Saskatchewan there will be a combination of new construction, upgrading and renovations ongoing at Saskatchewan Penitentiary and Farm Institution in Prince Albert, and the Regional Psychiatric Centre in Saskatoon. In Manitoba, construction is continuing on Stony Mountain Institution just west of Winnipeg, and Rockwood Farm Institution.

Meet Quebec's regional manager Medical and Health Care Services

Dr. Thivierge is Quebec's new regional manager Medical and Health Care.

QUEBEC — Dr. Rolland Thivierge was welcomed as Quebec regional manager, Medical and Health Care Services, Apr. 9.

He was employed in Personnel Services in Montreal for 21 years before joining CSC. When asked about his motivation to apply for the CSC job, he replied, "I still felt young enough to take up a new challenge."

Dr. Thivierge enjoys biking and cross country skiing, and is fond of concerts and operas. He also sits on an arts committee whose mandate is to select pieces of work to be exhibited in the Ste-Thérèse area.

Ottawa office saddened by death of Francine Parisien

ONTARIO — Staff of the CSC Ottawa Parole office were saddened by the sudden death of Parole Officer Francine Parisien, Apr. 5.

A native of Ottawa, Francine joined the Ottawa office as a parole officer in May 1974, bringing with her several years of social service experience.

She will be remembered by clients and colleagues alike for her untiring dedication to casework and her spirit of contribution with this office.

Our deepest sympathy is extended to family members and to her husband Robert Armstrong.

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lets talk

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Ste-Anne-des-Plaines wins Donald Yeomans' prize

by Gaston Pelletier
Regional Manager,
Communications, Quebec

QUÉBEC — Ste-Anne-des-Plaines Institution has won the 1984-85 **Donald Yeomans** Prize for Excellence in Staff Communications, established Feb. 1 to honor former Commissioner Donald Yeomans and salute his great contribution to staff communications.

On Jun. 7, Quebec Regional Deputy Commissioner, **Jean-Paul Dugas**, presented the prize to Ste-Anne-des-Plaines Warden **Réal Benoit**, who stressed that it had been won by all of the institution's staff.

The prize, a trophy and a certificate, was awarded to the institution or district with the best record for staff communications in the past 12 months.

The trophy

Michel Lauzon, Quebec regional communications officer, designed the trophy which is shaped like a stylized 'C' — for communications, corrections and Canada — and it was produced in the Federal Training Centre shops under the supervision of instructors **Lucien Leclerc**, **Camille Dansereau** and **Rolland Saulnier**. Made of solid laquered aluminum, the sculpture rests on a black base, while another thinner aluminum part supports the 'c'. It was paid for by a personal contribution from wardens, directors and regional managers.

"In the past 24 months CSC has been more concerned about staff communications and has promoted it in what I would call an irreversible way", noted Dugas.

— *continued on page 2*

The Donald Yeomans' Trophy

photo: Dave Bryant

Kingston Penitentiary Warden, Mary Dawson, at mike, addressed the crowd gathered to mark Kingston Penitentiary's 150th anniversary. Other officials on the dias are, left to right, Kingston Penitentiary Chaplain Rev. Ian Young; Deputy Commissioner Ontario, Art Trono; Solicitor General, Elmer MacKay; Commissioner Rhéal LeBlanc; and Employment and Immigration Minister, Flora MacDonald.

150 years of corrections

Kingston Penitentiary

ONTARIO — More than 400 people gathered at Kingston Penitentiary, June 1, to commemorate the 150th anniversary of Canada's oldest federal institution.

A ceremony took place at the main gate of the penitentiary on grounds that were originally the warden's residence, following an ecumenical service at the Church of the Good Thief, which was built with stone cut and quarried by Kingston Penitentiary inmates. Officiating at the ceremony were Solicitor General **Elmer MacKay**, CSC Commissioner **Rhéal LeBlanc**, Employment and Immigration Minister **Flora MacDonald**; Deputy Commissioner Ontario, **Art Trono**; Kingston Penitentiary Warden, **Mary Dawson**; the penitentiary's Curator, **Murray Millar** and Chaplain **Ian Young**.

— *continued on page 2*

Solicitor General's Message

A celebration of fitness

Congratulations on the success of your second May stress awareness month. Making this popular and worthwhile event an annual celebration of fitness is a wonderful idea from which we can all benefit every month of the year.

I was very glad to see so many sports and fitness meets scheduled across the country during May. These events bring management and staff together to enjoy the fun and stimulation of competition as well as the relaxation that comes after physical exertion.

I attach great importance to the physical and mental wellbeing of our Correctional Service staff. Yours is not an easy task. It demands constant alertness, dedication, patience and human relations skills, in an atmosphere that can often be frustrating or tense. Many of you must work daily with inmates and parolees who may resent your authority over them.

That's why it is so important to understand the stress in our work and our lives. A few years ago we didn't know much about stress, and certainly didn't consider it very significant. Today we know better. We know that we can all suffer from too much stress, and that this can be dangerous for our health. We can let ourselves get out of shape, feel angry and frustrated too much of the time, and ignore our family's need for us. Or, we can take stress and its dangers seriously, and stay healthy, active and in command of ourselves and our jobs.

I welcome this opportunity to tell you how important and necessary your work is to the people of Canada. I value highly your contribution, and wish you good luck in the year ahead.

photo: Patterson Photographic

Solicitor General Elmer MacKay

— *more pictures and stories on pages 4 & 5*

Commissioner wins silver medal

ONTARIO — "One of the high points of the third annual CSC Peace Officers jog-a-thon, Jun. 2 was the participation of CSC Commissioner **Rhéal LeBlanc**," reports **Dennis Halsall**, Joyceville correctional officer, and race director. "The Commissioner is not only a good sport, he is a fine athlete, winning a

— *continued on page 6*

photo: Dave Bryant

Dennis Halsall (left) congratulates Commissioner LeBlanc.

Twenty-one receive Exemplary Service medals

ONTARIO — Exemplary Service medals were presented to 21 Kingston Penitentiary employees and recently retired staff, who collectively represent 700 years of dedicated public service, at a special ceremony on the lawn of the NCSC, following the 150 years ceremony at the penitentiary and guided tours of the museum. Solicitor General **MacKay** presented medals to **William Babcock, Gerling Bos, Jan Buist, Earl Button, Jack Garfit, Marvin Gaylord, Basil Gillespie, Donald Gilmour, Gerald Haycock, Jack McConnell, Dennis McQueen, Edward Nicholson, Arno Ninger, Robert Patterson, Gerry St. Onge, John Simmons** and **Timothy Walsh**. Those not on hand to receive their medal were: **Douglas Anderson, Robert Angrove, Stanley Bellringer, Glenn Haffie, Douglas Kennedy, Keith Kimberly, Don McBroom, Charles Price, Wayne Northmore** and **Cecil Servage**.

MacKay presented a medal and bar to **Ernest Bigford, Hector Ledoux, Earl Northmore** and **Arthur Mason**.

A merit award and cheque were presented by Commissioner **LeBlanc** to acting Food Services Officer, **Frank Davall** and a Commissioner's Commendation to **Murray Millar**, curator of the Kingston Penitentiary Museum. Davall was seriously injured dur-

— *continued on page 2*

Quebec to get new institution

QUEBEC-A 240- unit protective custody institution will be built by the federal government for CSC, in Port Cartier area of Quebec. The announcement was made June 18 by Prime Minister **Brian Mulroney** on behalf of Solicitor General **Elmer MacKay**.

The facility, to cost an estimated $50 to $60 million, is part of CSC's long-range accommodation plan. A precise site has not been determined but the institution is expected to be completed by late 1988.

Kingston Pen book a best seller!

Kingston Penitentiary: The First Hundred and Fifty Years — $24.95

1835 1985

CSC's commemorative history on the famous and infamous "Big House" was launched, June 1, in Kingston to coincide with the 150th anniversary of the penitentiary's opening in 1835.

"The book was designed as a handsome coffee-table edition," says CSC's **John Vandoremalen**, the history's managing editor, "and its 173 pages are filled with fascinating photographs of the early days. We had three ideas in mind when we planned the book. We wanted a history that was as gripping as a good thriller, full of information for the historian or researcher, and easily accessible for people who just want to read a bit here and there."

Kingston This Week, (June 12) calls the book "a good read ... in a beautifully illustrated format that elevates it to coffee-table status. At $24.95 it's competitively priced."

Judging by the reaction of the public to the advance sales, CSC's Communication Branch is going to have a best-seller on its hands. TV and radio talk shows, and autographing sessions, have been scheduled in Kingston and Toronto, and the book is expected to sell well across the country because of growing public fascination with life behind the walls.

The book is the brainchild of three CSC staff — **Dennis Curtis**, Communications; **Andrew Graham**, a recent Kingston Pen warden; and **Lou Kelly**, EA to the present warden. With the help of professional editor-writer **Anthony Patterson**, they've produced a really stunning picture book filled with tales of terror and heroism, riot and mayhem, and the long struggle of the keepers and the kept toward humane incarceration.

The book begins when Kingston Penitentiary was a nightmare of oppression and squalor under the tyranical first warden. Children as young as eight years were routinely lashed. Women and babies were confined to the damp, cold dungeon under the penitentiary. Lashing with the "cat" or the rawhide was ordered for the most trivial offences.

— *continued on page 6*

From left to right, the members of the Action-Départ team at FTC: Alain Belleville, Ghyslaine Adam and Carol Boivin.

A Quebec life skills pilot program: "Action-départ"

QUEBEC — Federal Training Centre and two Quebec institutions, Ste-Anne-des-Plaines Institution and Montée St-Françoix Institution, were involved in a 60-hour experimental life skills program designed to help inmates prepare for their release. The program was developed for CSC in 1984 by Marie-Victorin College representatives and Inmate Training and Employment Division staff. Over a six-month period about 50 inmates at FTC, all scheduled to be released within six months, benefitted from it.

Ghyslaine Adam, program codinator, **Carole Boivin** and **Alain Belleville**, trainers at FTC were impressed with the participants' earnestness and their involvement. Program designers attribute its success to the voluntary registration, a training approach of trust and respect and the fact that discussion themes were linked with the concerns of the participants.

"The program is a two-pronged one," explained **Jacques Brouillard**, supervisor, Academic Training at FTC, "it's both an information program and a life skills acquisition program." Inmates were taught how to keep personal information files and learned social skills through role playing simulated situations like job interviews and problem-solving techniques.

A preliminary assessment, indicates the program also rekindled the inmate's motivation in various institutional programs in which they were already participating.

Donald Yeomans' Prize

— *continued from page 1*

"By adopting an internal communications policy and producing and distributing an Ideals employee communications statement CSC has followed the trend set by several private firms and agencies. The Service acknowledges the need to communicate and has given itself some means to work toward that goal." "Through this prize," he continued, "we announce to all employees of the region that we agree with the ideals of communicating with staff, support the communications policy and are committed to increasing and improving communications with our staff in the months and years ahead."

A national prize?

Dugas also expressed the wish of Quebec region to share the prize with other regions and to make it a national prize to which any CSC institution or district would be eligible.

"If this is done", he warned, "Quebec region is, nevertheless, intent on keeping the prize at home for as long as possible!"

Receiving the Donald Yeomans' award on behalf of the institution, is Ste-Anne-des-Plaines Warden Réal Benoit, left, from Deputy Commissioner Quebec Jean-Paul Dugas.

"We care!" weekend

Drumheller stress workshop

PRAIRIES — Helping CSC employees and families cope with the stresses of correctional employment and family life was the focus of a three-day "We Care!" weekend sponsored by the Drumheller, medium security, institution, Mar. 22 — 24. "About 80 spouses, children and staff of the Drumheller facility attended the workshop held at the Delta Bow Valley Inn in Calgary, Alberta," said **Les Shand**, assistant regional manager Communications, Prairie Region.

"We Care!" weekend organizers, **Jim Gallion, Carol Montpetit, Donna Thomas, Fred Makowecki, Ken Meller** and **Terry Yemen** put together an action packed weekend for the whole family.

Workshop participants had an opportunity to listen to resource persons and special guests Dr. **Bob Harris**, associate professor and associate director, Family Therapy Programs, Division of Psychiatry, Faculty of Medicine, University of Calgary; **Bob Burke**, retired RCMP officer and instructor in Criminology, Mount Royal College, Calgary; Rev. **Ken Herfindahl; Bill Chitty**, NHQ; **Bill Wood**, Employee Assistance Program coordinator; RHQ Prairies and outgoing Drumheller Warden **Dan Kane**. They also had a chance to discuss their feelings with these people. The workshop committee planned activities to keep the children occupied during the session.

Highlights of the weekend included a banquet and dance for participants, their spouses and families Saturday evening and an interdenominational church service conducted by Reverend Ken Herfindahl on Sunday.

Exemplary Service Medals

— *continued from page 1*

ing an incident at Collins Bay Institution in 1978 during which a correctional officer and a food services officer lost their lives. He subsequently received a Commissioner's Citation for Bravery and the Governor General's Star of Courage. Millar received special recognition for his invaluable contribution to the establishment of the Kingston Penitentiary Museum in 1967 and for his continued efforts in gathering and preserving the many historical documents and artifacts that are displayed there.

Speaking at the occasion, Solicitor General, **Elmer MacKay**, told the recipients "The recognition you have earned may have been slow in coming, but it is well deserved. The journey has been long and you have made much progress toward developing a correctional system which is the envy of many other countries and jurisdictions."

150 years of corrections

— *continued from page 1*

Speaking during the ceremony, Warden Dawson told invited guests, "Today, we take time to honor that single most important ingredient in our Correctional Service, the men and women who work within the walls of our penitentiaries, our camps, farms and parole services. Today should perhaps be the focal point from which we review our philosophy of corrections, reflect on its past and learning from 150 years of experience, set our course for the future. Above all, we must remember the dignity of man." Quoting from **Franklin D. Roosevelt**, she said, "The only limits to our realization of tomorrow will be doubts of today. Let us move forward with strong and active faith."

During the ceremony Solicitor General Elmer MacKay unveilled a commemorative plaque and cairn, which are accessible to the public, as a lasting reminder of the occasion. The plaque reads: "Kingston Penitentiary 1835-1985. Dedicated to all those who have lived and worked here."

Another part of the day's activities saw MP Flora MacDonald cut a ribbon to officially open the penitentiary's museum that has been relocated from its first home at the National Correctional Staff College to the warden's residence. "This year it will occupy two rooms and will be open by appointment, explained **Dennis Curtis**, Ontario regional manager Communications. "Plans call for the museum to take over the entire ground floor by May 1986 and to be open to the general public."

Other guests at the ceremony included former Kingston Penitentiary wardens **Art Jarvis, Jim Phelps, Mike Nolan, Don Clark** and **Andrew Graham**; Kingston MPP **Ken Keyes** and several deputy commissioners, in addition to many other local dignitaries. The platform party was transported from the Staff College to Kingston Penitentiary and back in an impressive cavalcade of vintage automobiles courtesy of Upper Canada Region of the Antique Car Club of Canada.

Ten trainees from CORP 122 and 129 volunteered their assistance for the day performing a numer of tasks including acting as guards of honor, and operating a shuttle service for some of the guests.

Leaders at the We Care Week-end, left to right, Bob Burke, Clara Mae Burke, Jill Harris, Dr. Bob Harris.

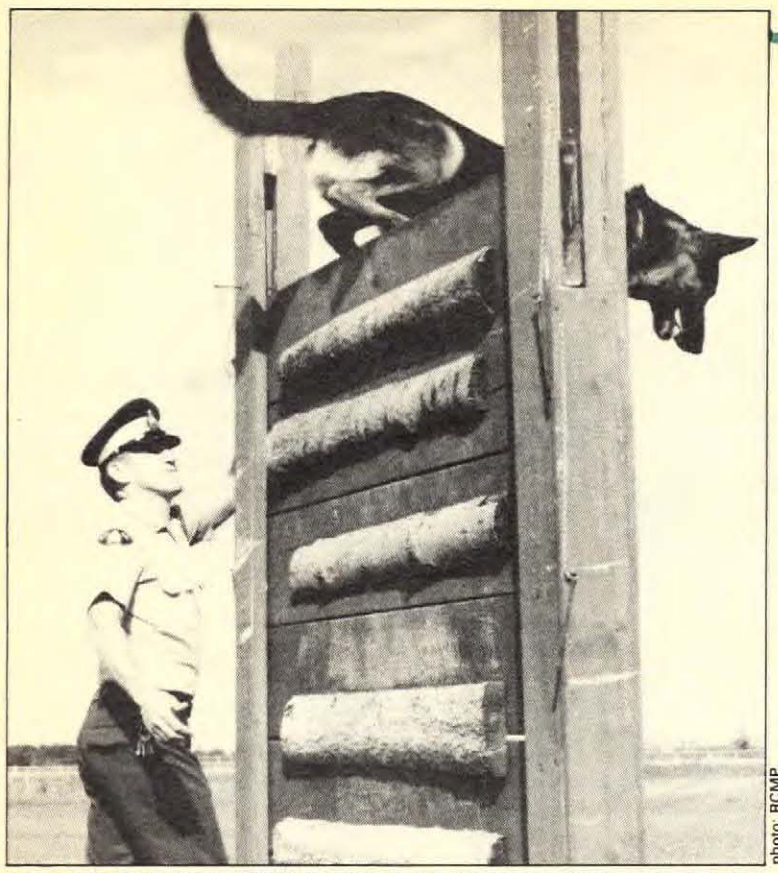


photo: RCMP

As part of their training RCMP Service dogs must learn to manoeuver through a variety of jumps and obstacles for agility and obedience training. Here, an RCMP dog handler watches one of the dogs scale a barrier.

CSC participates in RCMP Dog Service Anniversary

by Les Shand
Assistant Regional Manager
Communications, Prairies

PRAIRIES — Celebrations and displays were held May 8 — 11, at Innisfail, Alberta, to commemorate the RCMP's 50th anniversary of the formation of the RCMP Dog Service in Canada. With the assistance of staff from nearby Bowden Institution, the CSC exhibit featured various RCMP, Parks Canada and Driving Under the Influence Program displays.

Innisfail is the site of one of the RCMP's seven Dog Service training kennels in Canada that was established in 1965. The Innisfail kennels hosted the activities recognizing the 50th Anniversary which was officially celebrated May 25.

The Innisfail facility located near Bowden Institution, 60 miles north of Calgary, is situated on 18-acres of land. It is headed by an Officer-in-Charge. The kennels are run by six regular RCMP members and a support staff of four public servants. As well as a staff residence, there are two kennel buildings which include indoor kenneling facilities for 26 dogs, administrative offices and a lecture room. An outside training area with exercise fields containing a variety of jumps and obstacles is used for agility and obedience training. Tracking and searching exercises are conducted in surrounding rural and urban areas which provide a wide variety of terrain.

CSC uses the Dog Service

While not used routinely at CSC facilities, the RCMP Dog Service is sometimes used in conducting institutional searches and tracking offenders unlawfully at large. One example cited by an RCMP Dog Service publication refers to an incident from August 1974 when the RCMP received a call from the Archambault Institution near Ste.-Anne-des-Plaines, Quebec. A tip had been received that dynamite had been smuggled inside in preparation for a jail break. Dispatched to the scene, an RCMP dog handler and Police Service Dog (PSD) Pax began a three-day search of the complete recreation area.

On the second day, while searching a large baseball field, Pax was strongly attracted to the batter's box where he eventually began to dig. Shovels were brought to the spot and a large empty home-made box was uncovered (later investigation revealed that this box had been used to smuggle explosives into the prison by bolting it underneath a vehicle). The third day, interior areas of the compound were searched and Pax indicated he had found a scent on the clothing of an inmate.

While Pax did not actually locate the dynamite, his reactions were strong enough to confirm suspicions that a cache might exist. Following extensive searches of all interior areas a CSC officer, using a garage creeper, located 10 home-made impact bombs, a handgun, dynamite and a large power drill, hidden in an underground service tunnel.

Investigations later confirmed that the inmate in whom Pax had shown such an interest, had been involved in planning a massive jail break.

Through incidents such as this the history of the RCMP Dog Service, although relatively brief, has proven how valuable and versatile a trained handler and dog can be to police investigations. With a meritorius record of finding lost children and adults, conducting drug investigations, detecting bombs and capturing criminal offenders the efforts of this service have become recognized throughout the world.

Work accidents

Our no 1 safety problem

By Helen Gooderham
NHQ Communications

What's the greatest source of injury for staff in our institutions? Most staff will tell you with great certainty that it's inmate assaults.

But in fact, unfortunate as inmate-related injuries are, statistics show that the greatest source of injury among staff is not inmates, but work accidents, says **Bob Boucher**, chief, occupational health & safety.

CSC has one of the highest accident rates in the government service. "It's in the top three with the worst safety record," says Boucher. However, rates have improved in the last few years because of CSC's determination to cut accidents through staff awareness and the safety program. But, warns Boucher, much remains to be done.

What can you do to prevent accidents if you work in an institution? Safety is everyone's business, because all of us must be on the lookout for trouble — rickity ladders, stairs, objects left lying around where people can trip on them, greasy rags, or other unsafe conditions. The answer to staff safety is awareness, awareness in staff, and awareness in managers.

Last year (1984-85) CSC reported 1,440 work accidents (including inmate assaults) to Labour Canada, and a loss of 11,905 days. Our accident rate of 15.2 accidents for every 100 employees is up, Boucher points out, but lost time resulting from work accidents is down to 82.3 days from a high of 101 days per 100 employees the previous year.

Our safety committees are much more active, regional initiatives are really working, and "there's no reason why we can't cut our work accident rate way, way back," says Boucher.

Most of our problems are caused by lack of awareness, not following instructions, or being careless. All of these can be influenced by staff and supervisors working together to identify problems that might cause injuries.

The most important safety rule, he says, is "Pay attention," and the second is, "Report unsafe conditions immediately to your supervisor."

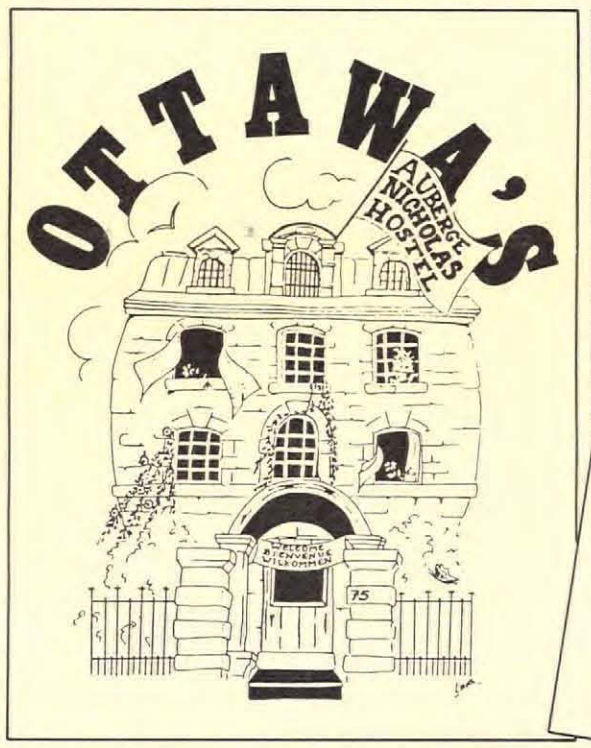
"The more staff become interested in their own safety and that of their colleagues at work, the sooner our accident rate will go down," says Boucher.

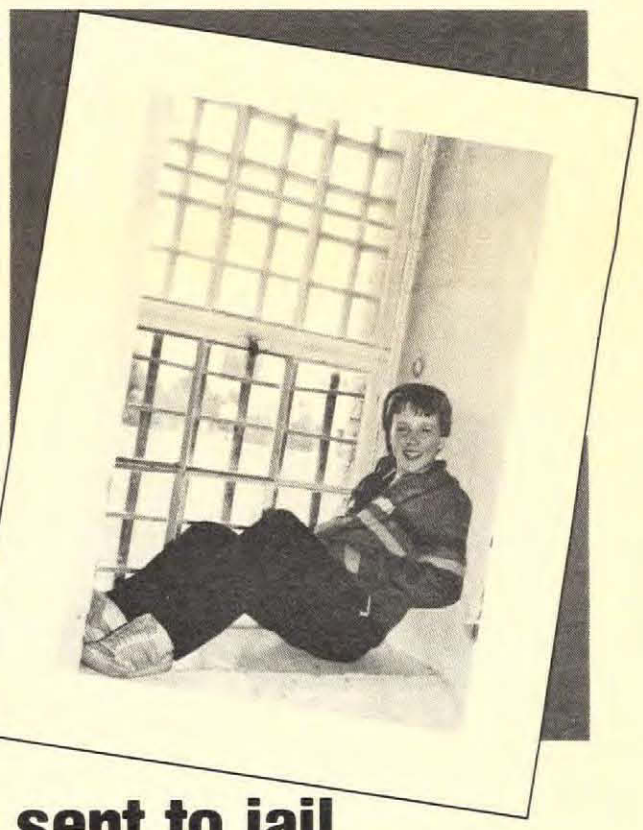
The following is a health and safety quiz based on CSC statistics. You may be surprised at the answers!

Health and safety quiz

1. **What is the most frequent cause of accidents/injuries?**
   1) Inmate assaults or
   2) Work accidents
2. **What causes the greatest loss of time?**
   1) Inmate assaults or
   2) Work accidents?
3. **Of the six following accident causes, what are the three most frequent in CSC?**
   1) Fall from an elevation
   2) Fall on the same level
   3) Noise
   4) Caught between two objects
   5) Over exertion
   6) Struck by or against something (not involving inmates)
4. **What level of security has the greatest number of accidents per 100 employees?**
   S1-2, S3-4, S5-6, S7?
5. **What level of security has the greatest lost time per 100 employees?**
   S1-2, S3-4, S5-6, S7?
6. **Which region has the highest rate of accidents?**
7. **Which region has the largest amount of lost time due to accidents?**

(see page 6 for answers)





Where tourists are sent to jail

by Evelyn McCauley,
Evaluation and Special Projects NHQ

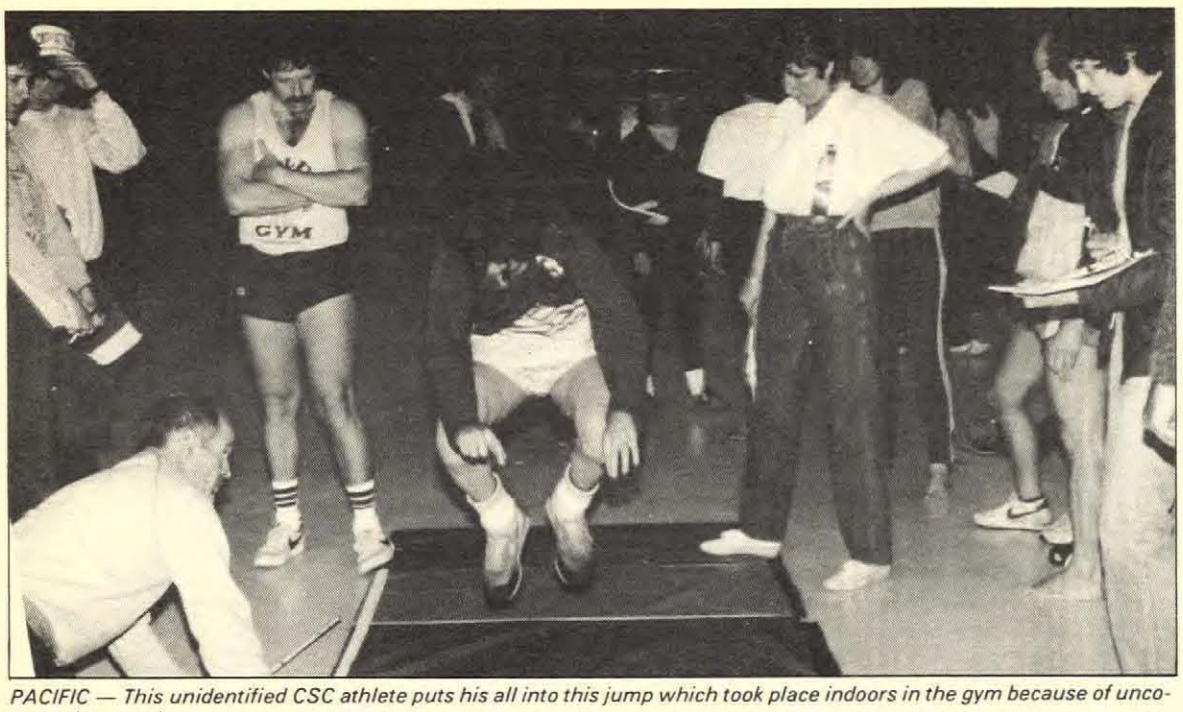
OTTAWA — First-time visitors to the Ottawa youth hostel get quite a surprise when they discover jails are not used only to hold inmates. The Nicholas Street Hostel, located in the centre of town, just moments from Parliament Hill, is the former Nicholas Street jail.

When first opened in 1862, the jail was the last word in modern, secure, yet humane correctional facilities. One hundred years later it was closed in response to demands of penal reformers. The jail, it was reported, lacked sufficient space, light, air, and heat, and was completely devoid of rehabilitation programs.

On August 2, 1973 **Prince Phillip** officiated at the formal re-opening of the jail — reincarnated as a hostel. Extensive renovations, many of which were completed by the residents of the Ottawa Carleton Detention Centre, had transformed the dated and unhealthy structure into a living museum providing a unique experience for visitors to the National Capital Region. Although brighter, airier and cleaner, the basic structure of the jail was maintained. The massive doors, each of which required six men to remove it from its hinges for restoration, open onto the cell ranges. The cells, that were enlarged by removing some walls and making two cells into one, are still barred and lined with bunks. Visitors use the dining hall/chapel/debtors' prison for meals, the exercise yard for barbeques and baseball, and the holding cell area for laundry. Apartments that once housed the warden, assistant warden and their families now accommodate house-parents who are available 24-hours a day in case of emergencies. Death row and the hangman's noose are still intact. These grim reminders of different times are the high point of interest during public tours. The jail was the site of the last public hanging in Canada — that of its most infamous resident, **Patrick Whelan**, convicted murderer of **D'arcy McGee**, one of the Fathers of Confederation.

The hostelling movement

The hostelling movement, which was started in Germany to meet the needs of poor city youth for cheap, clean accommodation away from their unhealthy urban environment, has grown throughout the world, but is no longer restricted to "youth". The Nicholas Street Hostel provides accommodation for thousands of tourists every year. It offers private rooms for families, and reduced rates for such diverse groups as cub packs and political conventioneers. It is enjoyed also by retirement-age travellers who appreciate the hostel's reasonable rates and its proximity to so many of Ottawa's attractions. Volunteers and staff conduct canoeing, skiing, snowshoeing, camping and hiking trips and the hostel rents skates, canoes and bicycles at very reasonable rates.



PACIFIC — This unidentified CSC athlete puts his all into this jump which took place indoors in the gym because of unco-operative weather.

Understanding stress:

A celebration of fitness

CSC Stress awareness

Pacific Participation meet

PACIFIC — "Rain did not dampen the spirits of 150 enthusiastic staff who took part in the 11th biannual fitness participation meet at CFB Chilliwack, May 10. But when some of the events scheduled to be held on the outdoor track had to be moved into the gymnasium because of heavy rain it caused a little confusion that was compounded when a power failure over half of the base darkened the gym for awhile," said **Sonya Chupick**, acting Communications officer, Pacific Region.

"In spite of the weather the 8.4 mile bicycle race, 400 meter swim, 1.5 mile run, shot put, baseball throw and the team relay race were held outside."

One hundred and three competitors made up 21 teams; four from Mission Institution and one or two from most of the other facilities.

The winners

Kelly Sweet, Matsqui, "A" team, took the award for top female athlete with a score of 710, while **Bob Bell**, William Head #1 team, was the top male athlete, with a score of 761. Other winners that day included: *Male winner of the pushup trophy* — **Jacques Bertrand**, Matsqui "A" team; *Female winner of the pushup trophy* — **Heidi Sheehan**, William Head #2 team; *Open Category winner* — **Bob Bell**, William Head; *Most Improved personal score winners — male* — **Jacques Bertrand**, Matsqui "A" team, and *female* — **Suzette Cartier**, Mission #2 team; *"A" division team trophy* went to William Head #1 team while the *"B" division trophy* was presented to Matsqui Security; *The All Star team top senior winner* was **Myrna Sweeth**, Matsqui "A" team.

During the dinner and dance at the end of the meet, Deputy Commissioner, Pacific, **Jim Murphy**, presented a plaque to Base Commander Captain **Ken M. Benoit** in appreciation for the years CSC Pacific has used CFB Chilliwack for participation meets. Murphy also assisted **Walter Grenkow**, regional vice president USGE, in presenting the awards.

PACIFIC — Getting prepared for the big race.

The great Bowden trek

PRAIRIES — Bowden Institution, with support of Bowden Union Local 30129 really started off this year's Stress Awareness/Physical Fitness month on the right foot. Entering a staff team, the institution took part in the first annual Banff to Calgary, 132 kilometer, Road Racing Relay on Saturday May 4th, says **Brian DeMong**, Bowden Institutional recreation officer.

The event which started at 7:00 a.m. in Banff's Central Park consisted of teams of 10 running in relay segments ranging from 9.1 to 18.7 kilometers. the Bowden team completed the grueling trek arriving in downtown Calgary in an impressive 10 hours and 17 minutes, for an average pace of 7½ minutes per mile.

The event was a very successful staff morale booster and was enjoyed by all who took part. The team is very thankful to the Institution and fellow staff for the support they received. Bowden Union Local 30129 was also very supportive by paying for the team's accommodation, entry fees and a bulk pledge to Theatre Calgary, who initiated the event to raise funds for their operation.

Readying themselves for next year's relay race the Bowden Institution has already extended a challenge to other institutions and parole offices in the Alberta area to get into the action!

photo: Les Shand

PRAIRIES — Give some people a park and a raincoat — and wow! Judy "the flasher" Mason, RHQ staff training officer, says hi to her friends at NHQ.

Saskatoon fitness competition

PRAIRIES — Gusty winds and cloudy skies didn't deter this year's activities for Saskatoon's annual fitness competition meet held May 30.

Teams representing the Regional Psychiatric Centre, Saskatoon area Parole Office and Regional Headquarters (Prairies) vied against each other in various outdoor activities.

photo: Les Shand

PRAIRIES — Calling it a day! Tired but still with team spirit — l-r — Bev Crick, Louise Levesque, Greg Botting, Della Yaroshka, and Debbie Tatartyn from Regional Psychiatric Centre.

Fitness Day Ontario

ONTARIO — More than 300 people participated in the 1985 CSC Participation Fitness Day held May 29, on the grounds of the Staff Induction Centre, Kingston. Forty-six teams registered as well as a number of people from the Institutional Recreation Departments and staff from the various institutions and offices helping to officiate and organize a BBQ supper.

The day began with a 2.4 k run/walk followed by seven fitness stations and a team relay for the final event. It finished with refreshments, a supper and the awards presentation by Kingston Penitentiary warden **Mary Dawson**, which took place on the patio of the Staff Induction Centre.

The results for the day were:

Outstanding IERT — Warkworth Institution

10th Place Team — Parole Patrol, *Manager:* **Dorothy Parks**

Participation Award — Joyceville — *Major Inst.*, Pittsburgh-*Small Inst.*

Outstanding Team — Frontenac Institution, *Manager*: **Glen Benson**

Outstanding Male — **Jim Painchaud**, Warkworth Institution

Outstanding Female — **Bonnie Bradley** Treatment Centre, Kingston Penitentiary.

Outstanding Senior Male — **John Golemic**, Frontenac Institution

Outstanding Senior Female — **Linda Casselman**, Collins Bay Institution

Because everyone seemed to enjoy the day of exercise there is already talk for an even bigger and better event next year.

photo: Dave Bryant

ONT. — Mike Chinnery, educational courseware design technician, NSCS, in action.

NHQ's Participation Meet

OTTAWA — NHQ's Participation Meet held at the RA Center and Carleton University pool, May 28, drew more than 300 participants.

Senior Deputy Commissioner, **Roma Bertrand** and Senior Policy Advisory Communications, **Sheila Henriksen** presented plaques to the winners Jun. 14. *Outstanding team* was team 24 — Offender Programs Branch, made up of **Willie Gibbs**, **Norm Radford**, **Tom Townsend**, **Liz Baylis**, **Anna Paquete** and **Désirée Zalatan**. *Outstanding female award* — **JoAnn West**, *Outstanding male award* — **Peter Frayne**. **Jack Cadieux** was named the *outstanding senior*.

Michel Moher, Correspondence quality control and standards, representing the Executive Secretary team accepted the *ninth team award*.

A three way tie for the award presented to the branch with most participants went to Personnel, Policy Planning Systems and Administration.

photo: Jim Murdoch

ONT. — Joan Hudson, left, and Lori Hunt, both Kingston Penitentiary staff, seem to be enjoying the exercise.

ATLANTIC — Jeannie O'Keefe shows the men how it's done. She is helped by Dick Steele, while Walter Newcombe watches.

QUE. — Réal Benoit, warden of Ste-Anne-des-Plaines Institution and Danyel Richer, Quebec regional manager, Administration and Planning were winners of the fitness day held at the Laval nature centre. They proudly display the trophies presented to them by Quebec RDC, Jean-Paul Dugas, centre.

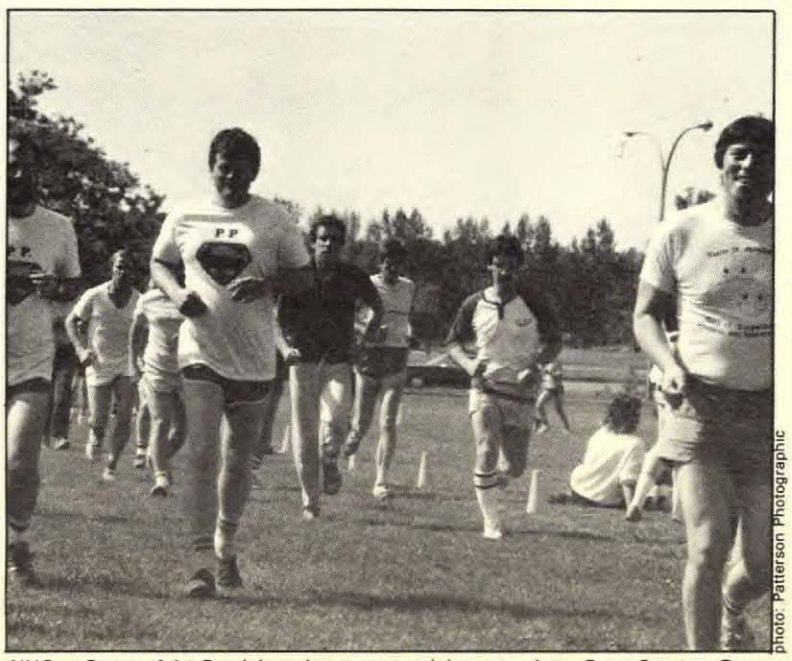


photo: Patterson Photographic

NHQ — Some of the Participaction meet participants — l-r — Dave Connor, Gerry Bauder, Mike Provan, Henri-Louis Saint-Martin, Sylva Marchesseault, Jacques Belanger.

photo: Louis Genest

NHQ Gord Pinder was one of at least three stress awareness month "casualties" from Offender Programs. The other two were Liz Baylis and Christina Powers.

In Quebec SAM is alive and well

by Michel Lauzon
Regional Communications Officer

QUEBEC — Many stress awareness month (SAM) activities were held at the operational units of Quebec Region to help staff develop an awareness of stress.

Stress Awareness Month at RHQ started in a unique way. It involved improvisation teams from every division. Improvisation is a popular parlour and tavern game being played in Quebec these days. Resembling both hockey and charades, the game recently brought together, in Quebec City and Montreal, French, Belgian and Swiss teams to compete for the first world cup. Using this game idea the RHQ CSC teams challenged each other by fighting great battles of wits over stress-related themes, using the rules of the provincial governing authority, the Lingue nationale d'improvisation.

In institutions across the province, staff was invited to use sports facilities during breaks and participated in badminton, volleyball and mini-golf tournaments. Hiking trips, fitness tests and lectures on stress illustrated with audio visual material, were also organized.

On May 15, wardens and regional managers participated in a series of sports activities at the Ville-de-Laval nature centre. The meet, organized by **Jacques Dyotte**, warden Drummond Institution, included runs, a shotput, agility run and team relay. Quebec Regional Deputy Commissioner, **Jean-Paul Dugas**, presented a trophy to the best performing warden and to the best regional manager.

ATLANTIC — The plank walk was tried by Ed MacKay, Offender Programs, RHQ; Claudine Bourque, Pauline Richard, Personnel; Camilla Johnson, Renous; Bob Childs, Personnel. Watching is Eleanor King, coordinator of the plank walk.

The intrepid Halifax Squads

ATLANTIC — "Fearful of a repetition of the agonizing aches, pulled muscles and general pain that haunted us for weeks after the 1984 May fitness challenge, the intrepid Halifax Squads engaged in the following intense physical preparation in anticipation of this year's Participation meet, described by **Stephen Cann**, Halifax area office.

"On Apr. 30," he recalled, "a pitiful crew of four staff and one manager set out on a one mile run/walk, to do some stretching and one broad jump, followed by some strenuous elbow bending at a local watering hole. This pattern was followed for the next four weeks, with our participants swelling to a high of eight with three coaches. At this point we were sure our coaches would outnumber the participants.

"On the fateful day we were eager to get going — that is until we were exhausted by the warmup! We recovered enough to drown in the water relay, shuffle off to Buffalo in the plank walk and have a ball in the soccer dribble. Our hard work paid off. We all managed to finish and still remain ambulatory. We also knew what to do after the physical activity... a basketball throw, an obstacle course, standing relay race, soccer dribble and an agility run."

Participants enjoyed a salad plate at the Amherst, Nova Scotia Legion following the day's activities. Certificates — unique creations by **Karen Comeau** and **Lillian Cassie** — were presented to the winners.

The Overall Winning team was composed of **Marlene Donaster** — manager, **Gord Helm, Denise Gionet, Anne-Marie Drisdelle, Dave Pelham** and **Jean Vautour**.

Participaction team (which accummulated the least number of points but participated in all events) — **Cécile Fournier, Pat Murphy, Don LeBlanc, Karen McLellan** and **Thérèse LeBlanc**.

Female winner 29 years and under — **Denise Gionet;**

Male winner 29 years and under — **Gene Murphy;**

Female winner 30-39 year category — **Heather Hurley;**

Male winner 30-39 year category — **Brian McKenzie;**

Female senior 40 years and over — **Lynn Belliveau;**

Male senior 40 years and over — **Gord Helm.**

Communications branch, RHQ Atlantic, was responsible for organizing this year's meet. According to feedback received to date, it was a very successful event — thanks to the 204 participating staff, some of whom travelled close to 200 miles to attend — and the organizing committee. Committee members included **Eleanor King** — last year's organizer; **Ron Lawlor, Karen Commeau, Lillian Cassie, Fred Kapusta, Omer Bourgeois, Bob Mitchell** and **Brian Dawson** — tabulators; **Bud Morrison, Mendel Greenblatt, Jimmy Lowerison, Doug Dobson, George Beaton, Terry Crow, Tricia Haley, Eleanor King** — event coordinators and **François Besset** — overall coordinator.

CSC Stress awareness

Atlantic's Participation Meet

ATLANTIC — Two hundred and four high spirited Atlantic Region staff met at Mount Allison University's varsity field, May 31, to take part in nine challenging physical activities for the region's second annual Participation Meet.

Tricia Haley, Dorchester Penitentiary recreation officer, led the group through a warm-up of stretches, kicks, jumps and other semi-aerobic moves that were performed to tunes eminating from her ghetto blaster. "At this point," recalls **Francine Phillips**, assistant RMC Communications, Atlantic, "everyone's muscles were ready to be put to the test in the standing long jump, the plank walk, a relay race with water (the object was to transport as much water from a water-filled cooler to an empty one in three minutes), sit-ups,

Atlantic's fun run

ATLANTIC — This year's fun run was held in conjunction with the National Physical Activity Week, May 25 — June 2. Twenty-five staff turned out May 29 for a two-mile run/walk that participants covered at their own pace, followed by cold refreshments and prizes for participants. "Everyone who took part was presented with a certificate," reports **Jean LeBlanc**, Dorchester Penitentiary recreation officer.

Western Quebec Office goes to the Laurentians fair

by Christian Langlois
Quebec Communications

QUEBEC — Five thousand visitors from the Laurentians area were able to improve their awareness of the prison system through the involvement of 15 staff members from Western Quebec District Parole Office at the Commercial and Industrial Fair, held in St-Jérôme, May 2-5.

Visitors were able to ask questions on themes as diverse as the cost of incarceration, the contents of community projects and the future opening of the Laferrière community correctional centre. Officials said that the contraband items displayed stimulated the curiosity of visitors and encouraged them to inquire about the role of CSC.

CSC's participation at the fair was made possible through the collective efforts of **Louise Dubreuil**, living unit officer at CCC B-12; **Claude Lemieux**, case management officer, Ste-Anne-des-Plaines Institution; **Jocelyn St-Laurent**, case management officer in the Laurentides area and **Paul-Henri Perreault**, area manager, Laurentides Office.

It was the first time that Ste-Anne-des-Plaines Institution staff took part in the exhibition. **Réal Benoit**, warden of the institution offered the Western Quebec District Parole Office help from his institution next year, if it is needed.

Paul-Henri Perreault, area manager, Laurentides Office, explains the threats of contraband arms to a young visitor.

photo: Jim Murdoch

*The four authors of **Kingston Penitentiary: The First Hundred and Fifty Years** signed copies of the book at Kingston bookstores June 20 and 21. (Left to right) First row: Lou Kelly, Dennis Curtis and Tony Patterson. Second row: Andrew Graham, and managing editor John Vandoremalen.*

A best seller!

— *continued from page 2*

Prisoners worked 12-hour days, six days a week, usually cutting limestone into large blocks for penitentiary construction. They were fed a coarse and monotonous diet, seldom allowed to bathe, and never allowed to talk or communicate with each other. They were surrounded by bugs and other vermin and lived in cells as small as a modern single bed.

There were three major riots in Kingston Pen's long history — 1932, 1954 and 1971. Troops with bayonets were called to subdue the '54 riot, and in the '71 riot, 14 inmates, all informers or sexual deviants, were pulled from their cells and tortured, two to the death, in a night of horror.

There were also tales of heroism. In the '54 riot, guard **Leslie McCallum** refused to give up his keys, barracaded himself in a cell, risked being burned to death — and managed to escape to safety by putting on the cell occupant's clothes, and walking out unrecognized through the inmate population!

Through the long march of the years, KP slowly passed from an era of brutality to one of rehabilitation and opportunities for education, learning trades and earning wages. Today, there's health care as good as you'll get on the "outside," nutritious meals, family visiting, temporary absences and leisure after work to take courses, watch TV, or play a wide variety of sports. KP has come out of the dark ages.

Kingston Penitentiary: The First Hundred and Fifty Years, is on sale across the country for $24.95. If your bookstore doesn't have a copy, you can order by mail from the Canadian Government Publishing Centre, Supply and Services Canada, Ottawa, K1A 0S9.

Commissioner wins silver medal

— *continued from page 1*

coveted silver medal in the 5km. run."

Congratulations are also in order to the Kingston Penitentiary Spitfires, the 1985 champions and winners of the CSC peace officers team cup.

Ontario Region Deputy Commissioner, **Art Trono**, once again officially started the jog-a-thon, held at the National Correctional Staff College (Kingston Campus). Two hundred Operation Courage team members and their families enjoyed a day of fun, competition, good food and good fellowship.

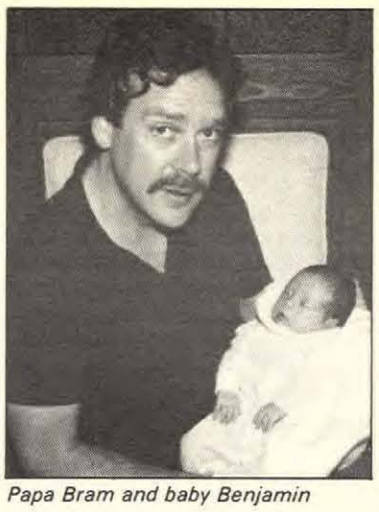
An Operation Courage marathon reminder

ONTARIO — The Operation Courage Marathon will take place Sept. 8, between Kingston, Ontario and Watertown, New York. Six American correctional facilities, military and police organizations will take part in the event as well as eight CSC teams and four other Canadian teams.

"Remember when one of our runners or workers calls on you in August, that Operation Courage is CSC's way of helping handicapped children," reminds **Dennis Halsall**, who has helped organize the event for a number of years.

New responsibilities

Challenge of relocating and beginning a new job as regional manager, Offender Programs (Ontario) is not the only new responsibility facing **Bram Deurloo**, former module chief, Prairie Region, Wardens Information System. Besides beginning his new position at the end of May, Bram and his wife **Karen** became the proud parents of their first child, **Benjamin Christian Deurloo**, (5 lbs. 2 oz.) April 11. Congratulations Bram and Karen and good luck in your new home and position.



Papa Bram and baby Benjamin

Let's Talk will have three fewer issues

Budget cuts seem to be in fashion this year. No one can escape — not even your favorite newspaper, *Let's Talk*. Communications Branch financial cutbacks have forced us, reluctantly, to cancel three issues of *Let's Talk*. This year there will be no *Let's Talk* July 30, Aug. 30, or Dec. 30. We will continue to produce two issues a month during the other months of the year, however. We hope you will continue to submit news and views of corrections and the people who work in corrections. We will, of course, continue to print news items we receive, but for the previously mentioned dates, the news will be a little later than usual.

lets talk

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June Coxon
Editor

ISSN 0715-285X

In Memoriam

Let's Talk was saddened to learn of the death of **Harold Paquette**, 41, in Port Colborne, Ont., June 3. "**Chink**", as he signed the Knuckles cartoons that appeared in *Let's Talk* for a number of years, first started drawing the popular prison character for Odyssy Group newsletter while he was an inmate at Millhaven Institution. While at Millhaven the editor of *Toscin*, a magazine distributed by the Collins Bay chapter of the John Howard Society, encouraged Paquette to develop his love of drawing and he began to develop Knuckles. Since Paquette's release in 1981 his cartoons have been published in the Kingston Whig Standard and a number of private agency publications and newsletters.

Knuckles was first published in *Let's Talk* in February 1982.

In memory of Harold Paquette and his lovable cartoon character Knuckles.

Answers to health and safety quiz

1. **Answer: Work accidents.** Last year CSC had 1,440 accidents/injuries of which 86.5 per cent were work accidents. Only 13.5 per cent were caused by inmate assault.
2. **Answer: Work accidents.** Of 11,905 days lost last year, 75 per cent were because of work accidents, and only 25 per cent because of inmate-related injury. The figure of 25 per cent is higher than it should be, says Boucher, because of days lost to trauma and disability following the two staff murders by inmates in Prairie Region last summer.
3. **Answer**: Fall on the same level; over exertion; fall from an elevation.
4. **Answer**: Greatest number of accidents: 1) S5 with 20.2 accidents per 100 employees; 2) S6-7 with 14 accidents per 100 employees; 3) Multi-level with 10.4 accidents per 100 employees; 4) S3 with 8.6 accidents per 100 employees; 5) S4 with 7.7 accidents per 100 employees; 6) Administration offices & training with 6.8 accidents per 100 employees; 7) S2 with 2.7 accidents per 100 employees; 8) S1 with .82 accidents per 100 employees.
5. **Answer**: Greatest lost time: 1) S5 with 290.4 days per 100 employees; 2) S6-7 with 89.5 days per 100 employees; 3) Multi-level with 44.7 days per 100 employees; 4) S4 with 13.2 days per 100 employees; 5) S3 with 12.7 days per 100 employees; 6) S1 with 8.1 days per 100 employees; 7) Administration offices & training with 6.2 days per 100 employees; 8) S2 with 4.8 days per 100 employees.
6. **Answer**:
   Atlantic — 26.4 accidents per 100 employees
   Ontario — 17.7 accidents
   Prairies — 17 accidents
   Pacific — 15.6 accidents
   Quebec — 13.5 accidents
7. **Answer**:
   Prairies — 174.3 days per 100 employees*
   Atlantic — 64.1 days
   Ontario — 59.5 days
   Quebec — 45 days
   Pacific — 36.6 days

* Prairie Region rate is high this year because of trauma and disability leave following the two staff murders by inmates.

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Vol. 10 No. 13 July 15, 1985

Crime and Punishment

A pictorial history: Part IV of VI

By Cecilia Blanchfield

The keepers and the kept

A man appears behind the barred door. He is wearing a uniform. His eyes are wary, his manner tense and alert.

How long has he been here? How can he stand it, day after day, month after month, year after year? What has it done to him?

The visitor tries to forget all the books, the movies and the magazine articles about prison life. This man must be more than a stereotype.

The man in the uniform takes out his keys and unlocks the door.

He is a prison guard

Guards are now known officially as correctional officers, unofficially among the inmates as bulls, pigs, hacks or screws. They do one of the most difficult jobs in our society: holding against their will, those whom society (and the courts) have rejected for their crimes.

There has always been a stigma attached to the servants of justice. As G.K. Chesterton wrote: "Though some punishments are more inhuman than others, there is no such thing as humane punishment. As long as 19 men claim the right in any sense or shape to take hold of the 20th man and make him even mildly uncomfortable . . . the whole proceeding must be a humiliating one for all concerned."

Since the earliest times, the jailers and the torturers, the headsmen and the hangmen have been regarded not merely with fear, but also with contempt. Even in the 20th century, correctional officers are often reluctant to reveal their occupation.

Jailers as businessmen

Until the 18th century, jails were just way stations on the road to the gallows or the stocks. Jailers did not require any special skills in dealing with prisoners — their only duty was to keep the wretches from escaping before sentence could be carried out.

Jailers were businessmen then, and prisons were franchise operations acquired by purchase or political patronage. There was usually no salary involved — the jailers' income was squeezed out of the prisoners. For this reason, jails were often called 'sponging houses.'

Prisoners in 18th century jails paid for their own food, water and straw. They paid for light, space and privacy. They paid for the right to receive visitors, to send messages and to receive rudimentary medical treatment. In the worst jails, they paid to avoid being beaten, whipped, chained, or 'forgotten' in the subterranean cells.

The jailers had many ways of turning an extra penny. Some used the inmates as slave labour, farming them out to the highest bidder. Women prisoners could be forced into prostitution. The jailer took his cut from every transaction. He even claimed a percentage of the alms the prisoners received at the streetside 'begging grate.'

But the biggest moneymaker was the prison tavern or 'taproom,' where both inmates and their visitors were served. In the 1700s the infamous prison of Newgate in London, England, had at least three of these groggeries. The old custom died hard: in 1844 the custodian of the Toronto Jail was still selling ale to inmates.

The rapacity of jailers was legendary, and so was their indifference to the prisoners' behaviour. As long as the inmates paid their bills, the jailers let them do as they liked. If that included robbing and raping weaker prisoners, it was of no concern to the turnkeys.■

The jailer as soldier

prisons become paramilitary

Kingston Penitentiary in the 60s.

In the eyes of the reformers it was hard to say which was more shocking — the callousness of the keepers or the moral anarchy among the kept.

This was not the sort of jailer that the founders of the penitentiary wanted to employ in the new, improved prisons. John Howard, writing in his *State of the Prison in 1777*, said that the first care in selecting a jailer must be to find "one that is honest, active and humane."

The reformers wanted the new jailers to be civil servants who were accountable to the state and worked under official supervision. The rule of law would be extended to cover both the keepers and the kept.

In the penitentiary, jailers had much less power and much more responsibility. They still had to keep inmates from escaping, but now they were also expected to control the prisoners' conduct. The reformers believed that the penitentiary would provide a perfectly ordered environment to help jailers reshape the prisoners' psyche.

Of course the old-style jailers were utterly unsuitable for this task. The penitentiary authorities were looking for men who were used to discipline and accustomed to giving and taking orders. They looked for soldiers.

The penitentiary became a paramilitary institution. The staff wore uniforms, paraded for duty, saluted their superiors, and were drilled in the use of weapons. The prison hierarchy was a pyramid with the warden at the top and the inmates at the bottom. Ideally, the paramilitary command structure ensured instant obedience and a quick, concentrated response to crisis.

Role models

Prison management had been revolutionized, but the reformers were not really satisfied. Strict discipline, in itself, was not enough to change the attitudes of inmates. They needed the right role models.

In Canada, in their report of 1841, the inspectors of Kingston Penitentiary indicated their concern about this. They insisted that "the great importance of the trust committed to these officers, and the dangers arising from the least relaxation of discipline on the part of those entrusted with the care of convicts during the hours of labour, renders it imperative that the keepers and guards should be selected from the most respectable persons in their line of life."

In fact, it was hard to get good people, largely because the wages offered were so low. Prison administrators were always complaining about the quality of the available candidates, and they had little confidence in the officers on their staff. ■

Staff and officers of St. Vincent de Paul Penitentiary in Quebec pose for a formal picture in 1934. They could be mistaken for a regimental gathering.

Hard time

for guards as well as inmates

In the 19th century, Canadian penitentiary guards were almost as restricted as the inmates. Their working lives were ruled by unvarying routines and inflexible regulations which precluded any exercise of personal judgment.

For wardens, the problem of disciplining the officers was almost as much of a headache as controlling the inmates. Guards were often described by their superiors as lazy, lacking in initiative, sloppy in their dress and posture, and too much given to gossip and backbiting among themselves.

They were constantly being punished for coming in late, being absent without leave, failing to lock up properly, forgetting to wind the clock, smoking on duty, fraternizing with inmates, being careless with their keys, not loading their guns, leaving prisoners unsupervised, and bringing newspapers into the prison.

For minor offences there was a system of fines. A major dereliction of duty, like trafficking in contraband, would bring instant dismissal.

If a prisoner escaped, the guard on duty at the time might face an investigation, and perhaps criminal charges. Sometimes the warden's suspicions were justified. In 1877, one Kingston guard was caught helping a pair of convicts escape over the back wall when Warden John Creighton showed up unexpectedly and foiled the plan. The guard made his own escape before he could be prosecuted.

Even off-duty, guards could not forget their role. In 1888 the warden of Kingston posted a notice reminding staff that they would be sacked if they were guilty of "immoral conduct," frequenting taverns, hanging around with "loose characters," or any other behaviour unbecoming an officer. It was hard to have a private life for those who lived on or near the penitentiary reserve.

When a guard was fired for misconduct, there was usually no appeal. Some guards retaliated against high-handed wardens by complaining to the minister of justice or by writing anonymous letters to the newspaper, but no one paid much attention.

The 'noble officer'

Despite their real-life personnel problems, penal reformers still cherished their vision of the 'noble officer' who would set a good example to the inmates. Father Joseph Leclerc, the first chaplain at St. Vincent de Paul, had an almost mystical conception of the guards' role. In 1874 he wrote: "To be a good penitentiary officer requires as it were, a special call." The service required "men capable of combining the spirit of charity with the spirit of justice."

The guards themselves could have used a little justice and charity. In the 1880s, guards were paid little more than sweatshop factory hands. Even with subsidized housing and free lunches, their standard of living was low.

In 1892, the officers at Kingston appealed to the justice minister for an increase. "Our present salary of $500 per annum is wholly inadequate to meet the demands of our ever-increasing needs, many of our number being barely able to subsist upon the allowance as paid to us at present."

The letter continued: "Our duties, when compared with guards similarly employed in the various penitentiaries under your control are, if anything, more pressing; so much so that we are frequently compelled to be absent from our families from 24 to 36 hours without relief."

They reminded the minister that they were constantly in danger and that "in the event of disability or death we are unable to make provision for our families."

Because of the lack of pensions, many guards worked until they dropped, rather than sink into destitution in their old age. Many ignored the rules against the hiring of close relatives, and contrived to get their sons hired on at the same institution. This was a form of retirement insurance: when the father broke down, the younger man's wages could keep the family afloat.

> In the 19th century, guards were almost as restricted as inmates, ruled by unvarying routines and inflexible regulations.

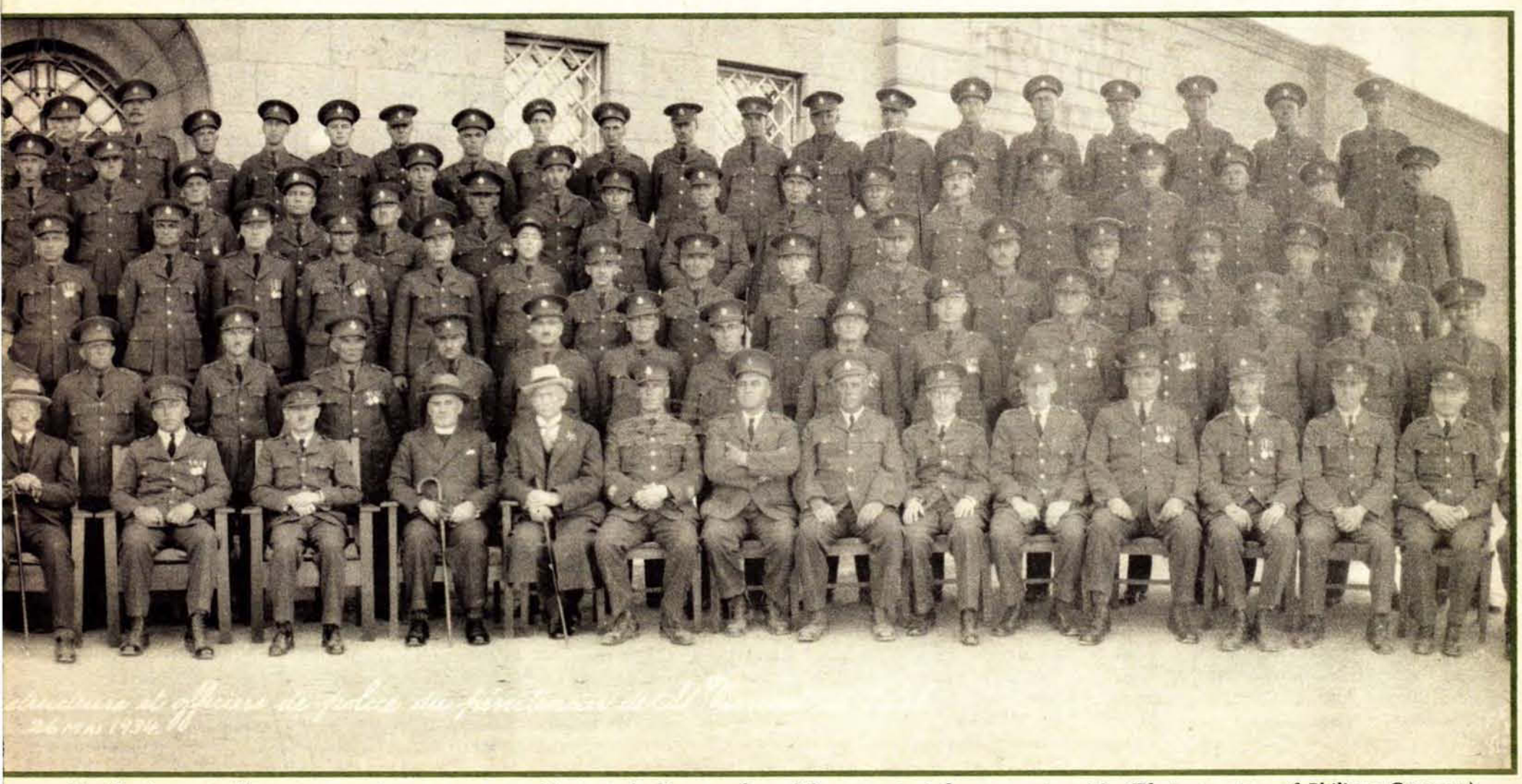
J.G. Moylan, Inspector of Penitentiaries from 1875 to 1895, did not think the guards were worth much. In his 1892 report, he had some scathing things to say about them. "There are of course, many competent and deserving men as guards and keepers in the service, but they are in the minority."

This B.C. Penitentiary guard in the 1880s is missing two buttons. (Tony Martin photo collection.)

The Kingston guards were outraged. They fired off the following salvo:

"We, the undersigned keepers and guards of this penitentiary, having learned with surprise and indignation that in your report... you have characterized a very large number of us as intellectually unfit for the positions we hold, unreliable and remiss when not under the eye of a superior officer, mere eye servants, and men who are incapable of earning a livelihood in any other capacity.

"We would respectfully ask, how can you, who have no personal knowledge of our private lives as men and citizens, or the manner in which we perform our duties as officers of this institution, conscientiously make such serious and sweeping charges against us?" ■



Ideally, the paramilitary command structure ensured instant obedience and a quick, concentrated response to crisis. (Photo courtesy of Philippe Garreau.)

Fighting the system: guards vs. administrators

The bad blood between Moylan and the guards was symptomatic of the guards' perennial image problem. The administrators of the penitentiaries tended to see the guards as the weakest element in the hierarchy. The guards themselves felt they were being used as convenient scapegoats for the system's inadequacies.

The authorities wanted the best people, but they were not willing to pay for them. In 1911, a guard on probation made about $50 a month. At that time, the Department of Labour estimated that a family of five needed at least that much just to cover food and rent. In 1924, the starting salary for a guard was only $88.50 a month, plus uniform and boots (compared with $192 for a skilled tradesman). This was hardly enough to attract the sort of man Warden W.H. Cooper of the B.C. Penitentiary was looking for. In his 1926 report, he described the qualifications of his ideal guard:

"The vital essential for the penitentiary work is character... The faculties of leadership and self-control are important. To take over a gang of 20 or 30 men of different nationalities and temperaments, keep them steadily at their work, guard against escapes and violations of prison rules, be prepared at any moment to endanger one's life or ready to grapple with a refractory prisoner, and yet bring these men back at the evening closing a little better for having been under one's supervision, demands high qualities not only of manhood but of physique."

In 1892, a salary for guards of $500 a year — and no pension.

Guards' duties changed very little in the first century of the Canadian penitentiary system. A guard from 1835 would have felt right at home in the cell blocks of 1935. Only the guns and uniforms were different. Although inmates had more privileges, guards were still hemmed in by rules and regulations. The daily life of a guard still consisted of long stretches of monotony, occasionally punctuated by panic.

Under constant threat

Violence was a constant threat. Guards were warned they must never turn their back on a convict. Despite all precautions, inmates showed amazing ingenuity in slipping their bonds and burrowing out of their cells. They could turn almost anything into a weapon — shop tools, athletic equipment, tableware and furnishings. They even sharpened toothbrushes.

Virtually every inmate carried a shiv (homemade knife). The penitentiary staff college museum at Kingston has many exhibits from the inmate arsenal: daggers, clubs, bombs, blackjacks, stilettos, garottes, guns — even a collapsible bow and arrow.

These weapons were usually meant for other inmates, but guards could be targets too. An inmate who attacked a guard incurred terrible reprisals, but he also won tremendous prestige among his fellows.

In the 1930s, penitentiary officers still had to work 11-hour day shifts and 13-hour night shifts. Conditions were grim. A guard on tower duty, for example, had to spend his whole shift aloft and he was only allowed to take shelter during his lunch break. Meals were hauled up by rope. So was the 'honey bucket,' which served for toilet purposes.

Tower duty was so detested that it was sometimes used as a punishment. Delinquent guards at the Saskatchewan Penitentiary were sometimes forced to do tower duty for as long as 18 months.

During the 1930s, both guards and prisoners became increasingly discontented. The prisoners rioted, but the guards were in a weak position to demand attention. During the Depression, jobs of any kind were scarce, and officers dreaded the little note in their pay packet announcing that they had been "retired to promote efficiency."

Wardens frequently lived in beautiful Victorian mansions close by the penitentiary. This one is at St. Vincent de Paul. (1924).

In 1938, the Archambault Commission found that many former officers did not even know why they had been fired. No one had bothered to tell them the charges against them, much less give them the chance to defend themselves.

When confronted with this, the Superintendent of Penitentiaries, General D.M. Ormond, said that though it was "decidedly unfair," it was "the practice of the service."

Given such practices, it was not surprising that institutional morale was at an ebb. At the Saskatchewan Penitentiary the commissioners found that "the guards do not appear to respect the senior officers and the attitude of the senior officers toward the guards does not appear to merit respect.

"The whole institution seems to be seething with distrust and intrigue. Members of the staff appear to believe that they are constantly being spied upon, both by their associates on the staff, and by the prisoners, and that senior officers are willing to accept the stories that are told by prisoners about them."

The guards at Prince Albert were "terrorized" according to the commissioners, and desperately wanted some way of submitting their grievances to an authority higher than the warden. But they were not allowed to act as a group, and individuals who complained were singled out as 'agitators.'■

Unions – a third force

Despite the risks, guards were beginning to talk seriously about forming a union. They were hampered not only by the hostility of the wardens, but also by the provisions of the Penitentiary Act. It was technically illegal for officers in one institution to discuss prison business with anyone outside the walls — including their colleagues in other penitentiaries.

The officers of the B.C. Penitentiary were the first correctional employees to acquire a collective voice. In 1942, they joined the Amalgamated Civil Servants of Canada with the goal of "improving the service, promoting loyalty, efficiency and esprit de corps among the staff." Guards at other penitentiaries soon emulated them, but these early employee associations were not recognized as bargaining units.

During the war years, many officers joined the armed forces, creating an acute staff shortage. Admission standards were lowered, but wardens still had trouble attracting applicants. Part of the problem, reported Warden R.M. Allen of Kingston was that "the duties of a penitentiary officer are exacting in their nature, and while interesting, cannot be classed at any time as pleasant."

In 1943, prison officers finally got an eight-hour day, but they still worked six days a week. (They did not get a regular 40-hour week until 1955.)

Although many Canadians supported the right to collective bargaining for civil servants, some wanted to make an exception of prison guards. The idea of a guards' strike that would leave the prisons unsupervised was too terrifying to contemplate.

Even so, correctional officers refused to be put off. In 1967, the Public Service Alliance was certified as the bargaining agent for federal government employees, and correctional officers were the first group to sign a collective agreement.

Unionization created a third force in the prisons, a counterweight to the formal power of the administration and the informal influence of the inmates' lobby.

The guards were unionizing just as the media searchlight began to sweep over the prisons. In the old days the penitentiary had been a closed world. The public knew little and cared less about correctional policy. Prisons were only newsworthy when there was a riot or an escape.

Everyone a penal expert

Suddenly everyone became a penal expert, and once again, guards were convenient culprits. Because they were sworn to secrecy, individual guards could not be interviewed. There were many inmate memoirs, but no autobiographies of guards. The ironic result is that the history of Canadian correctional officers has been written by inmates.

They were by no means objective historians. Andreas Schroeder, who served time in B.C. in the early 1970s, points out that guard-hating is the essential glue of inmate solidarity. He wrote that, for the prisoners he met, "a guard is possibly the lowest imaginable form of humanoid life, a species somewhere about the level of a gorilla."

Schroeder himself found few "gorillas" in the correctional system. Unfortunately, the bully-boy stereotype has been accepted and perpetuated by people who have never been in a prison.■

Social science shock troops

In 1947, the first 'classification officers' were introduced into the penitentiaries. Their job was to interview and assess newly-admitted prisoners. They monitored an inmate's progress and gave counselling when necessary.

Classification officers were the shock troops of the social sciences wave that swept through Canadian penitentiaries. At first they encountered great resistance. Experienced officers were irritated by idealists who thought they could quickly "cure" hardened criminals.

The reformative ideal, however, could not be ignored. The Officers' Handbook of 1952 gave as much weight to "treatment" and rehabilitation as it did to safe custody.

Guards were now known as correctional officers. The new job title reflected the conflicting and ambiguous nature of their role. How could anyone be reformed by force? This was a question no one could — or would — answer.

Guards' duties had always been carefully defined, and there was a certain security in going by the book. But this changed in the 1960s. The new social climate of liberalism and permissiveness affected penitentiary management and posed new problems for guards.

The administrators eliminated many of the rules, routines and rituals which had traditionally reinforced the guards' authority. Many guards felt that the emphasis on rehabilitation and the new concerns about inmates' rights were undermining discipline and encouraging unrest. The abolition of corporal punishment, in 1967, and the increasing reluctance of wardens to order solitary confinement left guards with few means of maintaining control.

This led to increasing friction between the bureaucracy and the rank and file. Line officers were outraged by the new disciplinary boards where an inmate's word might be taken over that of an officer. They felt their superiors were no longer backing them up.

A warden's court at Kingston Penitentiary. Wardens had complete power in their prisons, and could discipline inmates as they saw fit. Today, an independent judge or lawyer, usually retired, comes in from the outside to hear major cases.

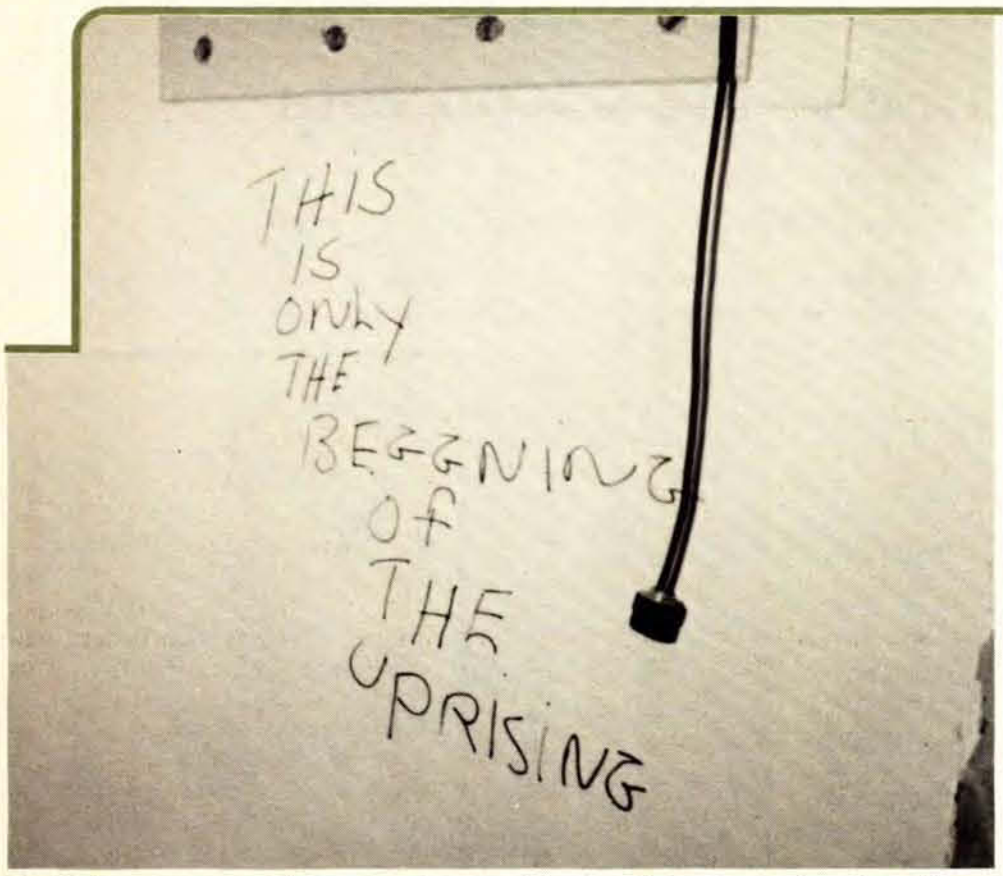
Women join the ranks

Penitentiaries were abandoning the paramilitary mode. Officers no longer had to drill and salute. Even their uniforms were redesigned to seem less soldier-like. The old barracks-room camaraderie of the keepers' hall was unsettled by the introduction of female employees in 1965.

Matrons had always cared for the female prisoners, and the Prison for Women, opened in 1934, had a female warden, but male and female personnel were kept strictly separate. Now women were working with men in nursing and clerical positions. In 1978, the first women were hired as correctional officers for the all-male psychiatric centre in Saskatoon. By the next year, there were 23 female officers in male institutions.

When the first female officers appeared in the cell blocks, there was consternation among the males, both prisoners and guards. Some feared that the women would be too vulnerable. But to everyone's relief, the presence of females actually seemed to reduce the level of hostility on both sides of the bars.

But an old problem remained: Guards felt they were still undervalued and underpaid, compared to the growing number of "professional" staff — the psychologists, social workers, trade instructors, etc. Guards complained that they had to moonlight or find other ways to supplement their salaries. Unionization, they thought, would help solve their financial problems and give them a voice in the correctional system. (See "Unions" — opposite page.)■



As high stress occupations go, prison work is one of the worst. Guards are "open season" for convicts, the media, their superiors and the public. Above, a riot at B.C. Penitentiary in which inmates tore up their cells and provided good copy for the media. (Tony Martin photo collection.)

Open season on the guards

In the 1970s, the news media were quick to record any incident of guards using unreasonable force against inmates, but far less interested in the provocations guards faced. Some stories about prison violence even hinted that inmates were justified in taking out their frustrations physically.

But what about guards' frustrations? As high-stress occupations go, prison work was one of the worst. A 1978 study in the United States found that prison guards had a higher stress level than police officers. Guards had an abnormally high incidence of heart disease, high blood pressure and ulcers. Their divorce rate was twice the national average and they were particularly vulnerable to alcohol and drug abuse. Few made it to retirement age. (In 1981, the life expectancy of an American prison guard was only 59.)

In the 1970s, correctional authorities became increasingly concerned about the high rate of turnover and "burnout" among correctional officers. (Burnout is a form of psychological breakdown caused by too much stress.)

Correctional officers face heavy demands. They are expected to turn rapists and murderers into model citizens in what Schroeder calls "an environment that ranks among the most caustic in the social landscape, in an atmosphere so corrosive it often breaks down not only its intended victims but their keepers as well."

In the last 15 years, guards have had ▷

to work in overcrowded institutions. They have also had to deal with a different, more dangerous class of inmate.

A series of riots

Sometimes it seemed like open season on guards. A series of riots, assaults and hostage-takings persuaded many guards to look for safer work. In 1975, three penitentiary employees were murdered while on duty, and officers across the country staged a one-day walkout in protest. The Public Service Alliance appealed — unsuccessfully — to Cabinet to stop commuting death sentences for killers of police and prison guards.

In the 10 years between 1974 and 1984, 13 penitententiary employees have been killed in the line of duty — two more than were murdered in the previous 104 years. In all, 24 staff have met their deaths at the hands of inmates.

If the guards thought of the prison as a jungle, then they were out of step with the latest theory in correctional psychology: the concept of the therapeutic community. In such an institution, guards and inmates work as a team, sharing power.

This collaborative approach, based on experiments in California, evolved into the living unit program. In 1972, living units for small groups of inmates were set up in five penitentiaries. The living unit program sought to integrate the twin goals of penitentiaries — security and treatment within the person of the living unit officer. But this was difficult to achieve in all cases. The living unit officer evolved into more of a counsellor than a custodian. Many officers who had been trained solely for custody wondered if they would be welcome in the living units.

In 1977, the staff was reorganized. Guards were divided into two groups: correctional officers, who would have little contact with inmates, and living unit officers, whose major role would be reformatory. Some administrators thought only professionals should deal directly with inmates. Others thought that, with the right training, guards could make excellent front-line therapists. ■

Visiting in prisons used to be a grim business. Here at St. Vincent de Paul, families and prisoners could shout — but not touch each other through two barriers and the bored presence of two guards. Today families can spend up to 72 hours, and in special cases even longer, visiting in special trailers inside the walls.

Keeping track of the whereabouts of inmates in Kingston Penitentiary was done on a "count" board. Today it's all computerized.

Women guards

... and the silicon chip

In the 1980s, there have been several important trends. One is the increasing importance of women in the correctional service. In 1980, the first female warden was appointed in an all-male institution. By 1984, women made up 11.5 per cent of the security and living unit officers in the service, and there was an intensive campaign to recruit more. Of the 648 new recruits trained in 1984, 332 were women.

The 1980s also brought hi-tech to corrections, with the introduction of sophisticated computer information and accounting systems and electronic surveillance. These new tools will relieve guards of many menial duties, but they won't make them obsolete.

Over the past 150 years, the guards' approach to inmates in Canadian penitentiaries has shifted from absolute regimentation to cautious cooperation. Nevertheless, the guards' basic responsibility has not changed: They have to keep people in who would rather be out.

As long as there are places of confinement, there will always be an uneasy relationship between the keepers and the kept. ■

The first women guards in male penitentiaries came in the late 70s.

After 100 years — training for guards

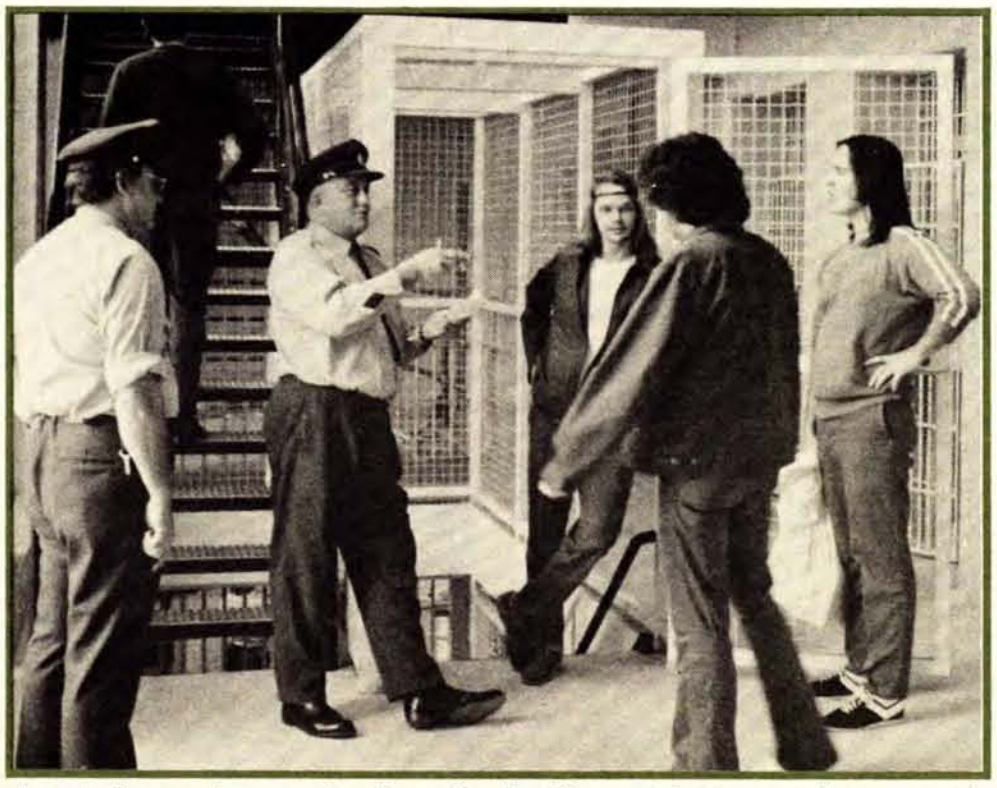
Since the beginning of the Canadian penitentiary system, critics have been saying that some of the problems in the prisons could be avoided by giving guards better training. However, it took more than 100 years before formal instruction was offered.

The first recorded instance of any training whatever for Canadian penitentiary guards was in 1859. The warden of Kingston Penitentiary at that time, Donald A. MacDonell, ordered his guards to take target practice. Good marksmanship was important not only for bringing down escaping prisoners, but also as insurance against Fenian guerrillas breaking *into* the prison.

For the first 100 years of the Canadian penitentiary system, weapons handling and military drill were the only formal training guards received. They had to learn everything else on the job (such as which rules could be taken seriously and which ones could be ignored).

Penal reformers thought the lack of training was a shocking oversight. How could rough, untutored men be agents of reform? Many of the guards could not even read the regulations they were expected to enforce. There was an obvious need for better education of officers.

In 1888, Warden S.L. Bedson of the Manitoba Penitentiary suggested that occasional lectures be given for junior officers so they could better understand their duties. But it was not until the 1930s that such lectures were instituted.



A typical scene in a penitentiary. By the 70s, guards were no longer merely turnkeys. They were expected to communicate with inmates, assist and guide them in a helpful way. These new skills were reflected in longer training periods for recruits.

The first formal officer training course began in 1948 in improvised facilities at the RCMP barracks in Rockcliffe, Ontario. As late as 1946, new penitentiary employees were spending only nine days in orientation.

The new course lasted six weeks and featured physical training, military drill, small arms handling and the duties of a penitentiary officer. As well, there was a smattering of psychology, sociology and penology. There were examinations and a certificate for successful completion.

A permanent institution for training opened four years later, in 1952. The old Calderwood property in Kingston became home to the first penitentiary staff college in Canada.

In 1962, the service commissioned the National Film Board to produce the world's first set of correctional staff training films. Even before these films were officially approved for use in Canada, other governments were clamouring for them.

By 1970, there were two more staff colleges, at Laval, Quebec, and at Mission, B.C. The staff induction program now took 12 weeks, and it was supplemented by various in-service refresher courses.

During the early years of the penitentiary service, many of the guards were illiterate. In the 1980s the service began to recruit university graduates and subsidize officers who wanted to upgrade their education. In 1985, a learning research centre was set up in Kingston, leadership training courses were offered to correctional officers, and computer-assisted learning programs for staff were on the way.

The push for better preparation through education for correctional officers goes on. Many of them, however, say that there is a limit to book learning, and that there is no substitute for experience and intuition.■

Staff surgeons — The all-purpose practitioners

Staff surgeons in the 19th century Canadian penitentiary faced formidable medical challenges. Typically, they handled problems like malnutrition, food poisoning, dysentery, scurvy, typhoid fever and lice. They had to protect the crowded inmates from deadly epidemics of influenza and smallpox introduced from the outside.

They tried to isolate patients with serious contagious diseases like tuberculosis and advanced syphilis. They patched up the victims of shop accidents and convict attacks. They dealt with alcoholics, drug addicts, imbeciles and psychotics. They examined new inmates, attended the staff and their families, delivered babies, pulled teeth and performed autopsies.

And they usually had to do all this in dark, dirty, damp, cramped quarters without the assistance of antibiotics, x-rays, lab tests, effective anesthetics, specialized equipment, trained nurses or sufficient funds. In 1886, the staff surgeon at the British Columbia Penitentiary had to amputate a prisoner's leg on a makeshift operating table in a spare room cleared out for the occasion. (The patient survived.)

And if battling dirt and disease were not exhausting enough, doctors also had many important administrative duties. They were responsible for testing the water, inspecting the kitchen, adjusting the diet and verifying the cleanliness of the dormitories. By law they had to be present at the infliction of any corporal punishment — and they had the authority to stop it if the prisoner's health was endangered.

In their spare time, they served on committees, kept accounts, compiled statistics and prepared reports and recommendations for the inspectors. One surgeon was even asked to come up with a better method of brewing coffee.

Some penitentiary doctors were genuinely sympathetic toward their patients and championed their interests. (Kingston's first physician, Dr. James Sampson, was a star witness against the warden at the Brown Commission hearings in 1848.)

Some, however, were lazy, corrupt and irresponsible. One surgeon at St. Vincent de Paul in the early 1900s, was censured for lavishly dispensing narcotics to inmates.

Most doctors were not so indulgent. They usually erred on the side of severity and prided themselves on catching malingerers. Some of their suspicions were justified. Prisoners, then as now, reported imaginary illnesses and faked symptons so they could enjoy the relatively easy life of the infirmary.

New inmates often in poor shape

Nevertheless, there were many who were genuinely ill. During the period 1885-1935, many of the people admitted to penitentiaries were in very poor shape. In 1926, 25 per cent of incoming inmates were judged unfit for ordinary labour — they needed immediate medical attention. One prisoner received at Kingston in 1927 was simultaneously suffering from tuberculosis, venereal disease and scabies. He was also a morphine addict.

Despite hard labour, coarse food and primitive hygiene standards, many inmates actually recovered their health in prison. In the 1920s, penitentiary records show that 80 per cent of those discharged were in better physical condition and weighed more than when they had arrived.

There was one group of patients with a very poor prognosis, however: the "criminal lunatics." Some of these were convicted criminals, but many were simply demented people who could not be safely housed anywhere else.

Mental illness was not well understood right up to the 1930s, and penitentiary officials regarded the victims with a mixture of pity and exasperation. No one quite knew what to do with them. Wardens wanted to be humane, but raving madmen were too disruptive to be kept with the general population. They often ended up in solitary confinement, sometimes in dark, subterranean cells.

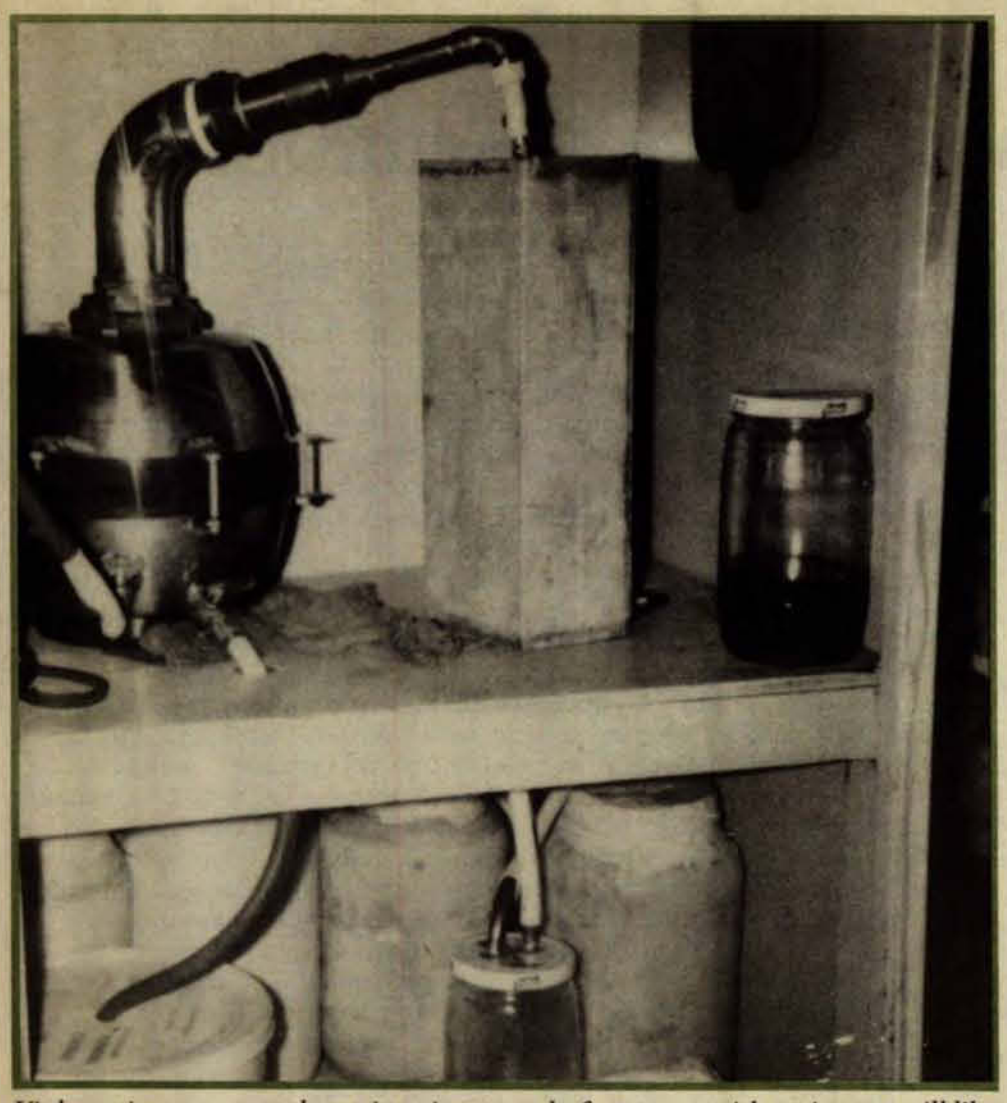
At Kingston a special ward for the insane was built in 1885, but all doctors could do was keep the inmates controlled and quiet. The few "treatments" available — like frigid baths — likely did more harm than good.

In the 1930s, medical care in the penitentiaries was still substandard, but there were signs of improvement. Operating rooms and dental offices were opened, and prisoners benefited from recent medical discoveries. Prison doctors were more successful in controlling infectious diseases, but they noted with alarm the increase in "social" pathologies, such as drug abuse.

By the 1980s most prisons had their own health care units, and the goal was health care of the same standard as the public received. There were three psychiatric hospitals — and drug abuse had become a major problem.■

Streetside begging grates at a debtor's prison in London in the early 1800s. Families — or alms — paid for the prisoner's upkeep. (Illustration courtesy of The Fabrication of Virtue: English Prison Architecture 1750-1840, *by Robin Evans. University of Cambridge Press.)*

Begging grate

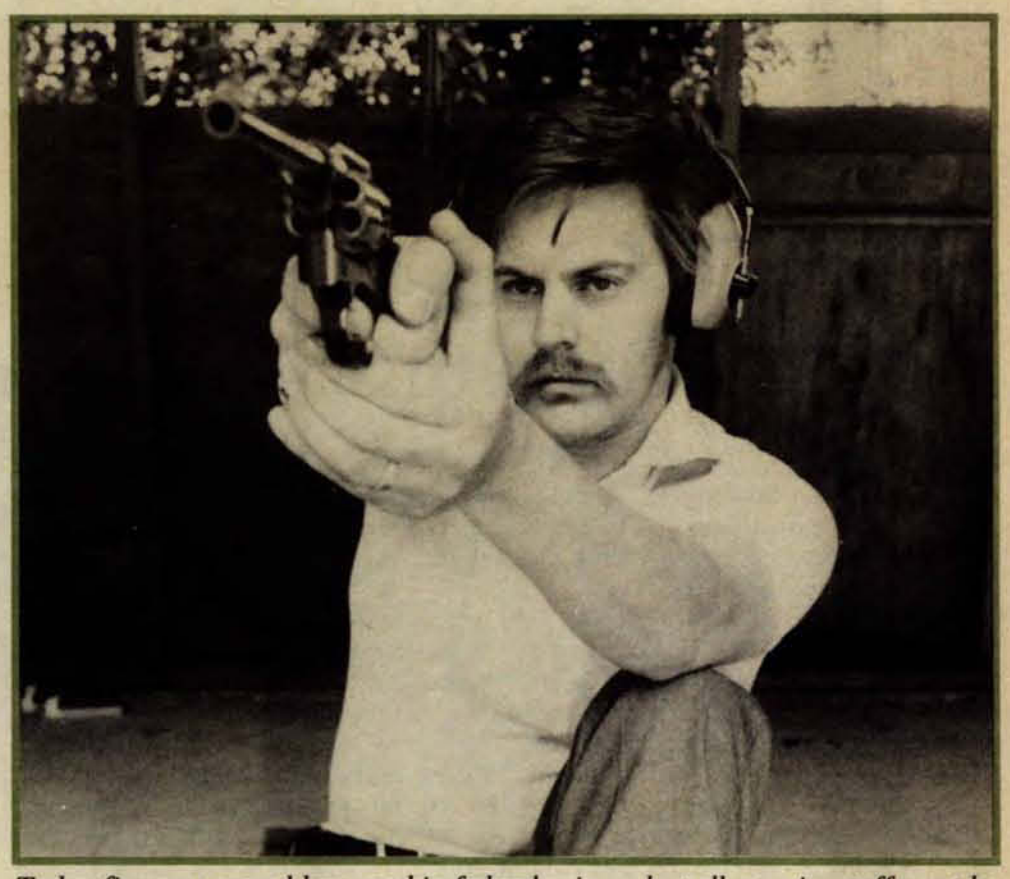


Violence is a constant threat in prisons, and often starts with an inmate still like this one found at B.C. Penitentiary in the 30s. Home brew and drug abuse continue to be a serious problem. (Tony Martin photo collection.)

Brewing violence

Mounted guards called outriders were armed with revolvers and patrolled the perimeters and farm areas. They were a terrifying sight for an escaping convict. The last outriders were retired in the late 50s.

The outriders



Today firearms are seldom used in federal prisons but all security staff must be trained in their proper use in case of a major disturbance or riot. (CSC photo — Eila Loughlin, Pacific.)

Learning about weapons

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Crime and Punishment Part V: August 15 issue: *Caught in the Machinery*: the story of the minorities — Native people, the Doukhobors, women, sexual offenders and the insane.

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Parole Board Given Greater Power

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Solicitor General introduces changes to mandatory supervision

OTTAWA — New legislation was tabled in the House of Commons by Solicitor General **Elmer MacKay**, June 27, giving the National Parole Board power to deny release on mandatory supervision and to retain in custody until warrant expiry those inmates considered to pose a continuing risk to public safety. The legislation also gives inmates, convicted of violent offences (see box) only one chance for release on mandatory supervision. If revoked from MS, these inmates will serve the remainder of their original sentence in penitentiary unless paroled.

The specific legislative amendments are as follows:

1. NPB will be able to order detention until warrant expiry of inmates who meet the criteria set out in the legislation.

2. Inmates identified as posing a high risk to public safety must meet the following criteria to be set out in the Parole Act:

- current offence(s) for which the offender has been convicted is one of those listed in the Bill (see box);
- current offence(s) resulted in death or serious harm to another person;
- reasonable grounds exist to conclude that the person is likely to commit, prior to expiry of sentence, a violent crime that will result in death or serious harm; or,
- where the inmate does not meet the first criterion above, if the Commissioner of Corrections has reasonable grounds to believe that an inmate is likely to commit, prior to the expiry of sentence, a violent crime that will result in death or serious harm, he may refer the case to the Chairman of the National Parole Board for a review and hearing.

3. Inmates who meet the first criterion above but are not judged to pose a high risk, may be released on MS. But, if their MS is revoked, they will not be entitled to be released on MS again during the remainder of the sentence they were serving when released. In other words, they'll be given only one "shot" at MS.

4. For inmates convicted of one of the offences listed in the Bill (see box) but who are released on MS, the Parole Board will be able to specify, as a condition of release, residence in a "community-based residential facility" which will include, with the consent of CSC, community correctional centres.

5. The Parole Act will be amended to entitle all inmates under detention order to a yearly review to determine if the detention order should be varied.

6. The Parole Act will be amended to permit the lifting of the detention order.

7. The initial and yearly reviews will include a hearing before a panel of Parole Board members (the number of required members will be established by regulation).

8. The Regulations will establish the guidelines to be used for making decisions in these cases.

9. The following procedures will be set out in the Parole Act:

- not later than six months prior to possible release date of an inmate who meets the criteria, the Correctional Service of Canada will send to the Parole Board information about that inmate which addresses possible release plans, the information upon which it is felt the criteria would apply and other information the Board may require.
- two months prior to the possible release date the inmate will have received in writing the decision of the Parole Board, the reasons for the decision and detailed conditions of release if such is the decision.

10. Authority will be provided in the Parole Act to make regulations necessary for such matters of pro-

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lets talk

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Saskatchewan staff honored for exemplary service

by Linda Lee
Regional Manager Communications, Prairies

PRAIRIES — For some it was their first paid job. For others it held the attraction of a steady government pay cheque to smooth over or replace the financial ups and downs of farming.

For still others it offered an opportunity to use military or police training in what was considered a civilian job. For some new university graduates, with the ink still wet on their diplomas, it was a chance to practice some of the theories they had been studying in psychology and sociology.

For at least one it was a way of serving his God. Somehow, in all cases, it became a career.

At the end of May, at Saskatchewan's Government House, nine CSC staff in Saskatchewan and 13

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W'worth's new warden is impressed

ONTARIO — **Dan Kane** officially took over his duties as warden of Warkworth Institution during a 45-minute change of command ceremony June 11.

Andy McIntosh, assistant warden security and Kane signed the transfer of command document and took part in the passing of the symbolic key to the institution. The key was passed from Senior Keeper **Jack Anderson** through the hands of outgoing acting warden McIntosh, Ontario Deputy Commissioner **Art Trono**, to Kane and back to the senior keeper.

Warkworth warden, Dan Kane.

McIntosh had acted as interim warden for four months between the departure of former warden **Hank Neufeld** last December and the arrival of Kane in April.

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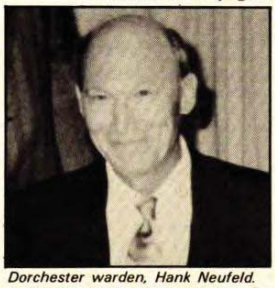
Change of Command at Dorchester

ATLANTIC — In a military-style change of command ceremony, June 18, Dorchester Penitentiary's new warden **Hank Neufeld** received a symbolic key of security which was piped into the institution's auditorium. An honor guard was put in place for the ceremony and the Princess Louise 8th Hussars Military band from Sackville, NB added to the 45-minute ceremony.

Neufeld told the several hundred staff and guests gathered for the event that he was glad he had had the opportunity to get to know the institution a little better before the change of command ceremony took



Dorchester warden, Hank Neufeld.

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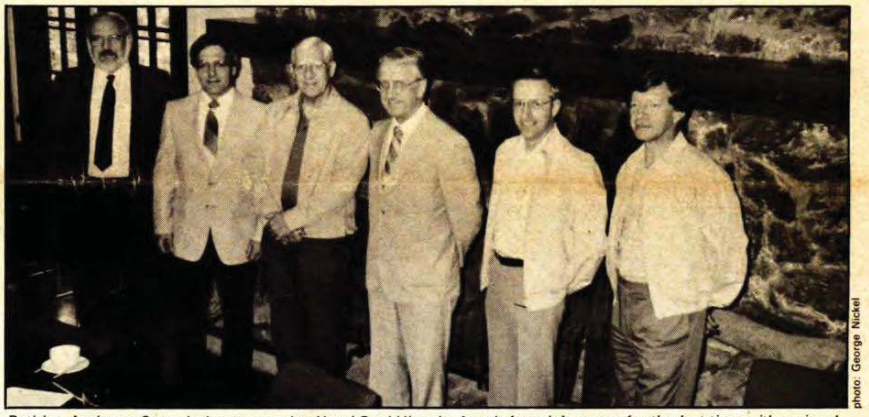

photo: George Nickel

Retiring Assistant Commissioner, security, Henri-Paul Vignola, fourth from left, poses for the last time with regional managers, security.

Farewell to Vignola

NHQ — Regional managers of security, meeting in Ottawa the week of June 17 for one of their twice-yearly workshops, took the opportunity to say goodbye to **Henri-Paul Vignola** who retires this month as assistant commissioner, security.

At the workshop and at the dinner, attended by branch directors and regional managers; Vignola was thanked for the humanitarian and person-oriented style of management he practised during his two-year term of office, said **Howard Mansfield**, director security planning. At a time when the Service was grappling with systems and automation he found time to ensure that the human and career concerns of the correctional officer did not take second place.

For his part, Vignola admitted that the fine organization in place when he arrived allowed him to concentrate more on matters affecting staff. He said that the recent years of innovation and experimentation, he feels, will now give way to a period of consolidation allowing CSC to capitalize on advances that have been made.

Before coming to CSC Vignola was director of the Montreal Urban Community Police which was formed from an amalgamation of 28 suburban police forces and the Montreal City Police. During his five years as director his major concerns included the improvement of staff working conditions

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Eleven Quebec staff honored

QUEBEC — Eleven CSC staff from Quebec were honored, June 7, at the Laval campus National Correctional Staff College.

Regional Deputy Commissioner **Jean-Paul Dugas** presented the Commissioner's Citation for Bravery to **André Lapointe**, living unit officer, Leclerc Institution, for the part he played during an escape attempt at the institution July 26, 1984. Lapointe fought with an armed inmate and was wounded during the incident.

Dugas also presented **Michel Raymond**, living unit supervisor, Ste-Anne-des-Plaines Institution, with a Service Commendation to honor his remarkable contribution to fund-raising drives for the Leucan Society, which aids leukemia-striken children.

A Service Commendation went to **Richard Roy**, assistant director administration, Laval Institution, as well, for establishing the annual blood donor clinic in the Quebec Region.

A third Service Commendation and a Merit Award were presented to **Marcel Beauchesne**, assistant director, finance,; Federal Training Centre, acknowledging his involvement in the development and implementation of the FINFO project.

— continued on page 2

These eleven staff from Quebec region were honored recently for a variety of achievements in the Service. They received their awards from RDC Jean-Paul Dugas, fifth from right.

Eleven Quebec staff honored

— continued from page 1

Seven certificates of appreciation

Seven staff received a Service certificate of appreciation: **Manassé Bambonye**, psychologist, Laval; **Thérèse Gascon**, case management officer, **Odette Charron-Lecorre**, psychologist, Montée St. François and **Lise Turcotte**, psychologist, Archambault.

They were given a certificate of appreciation in recognition of their assistance in strengthening the morale of Archambault Institution staff after the tragic incidents of July 25, 1982.

Dugas also honored **Marcel Lévesque**, instructor, Leclerc Institution, whose performance has always been exemplary despite serious health problems he has had for a number of years.

In addition, **Alain Lepage**, instructor, National Correctional Staff College (Laval) and **Raymond Racine**, admission and discharge officer, La Macaza, were recognized for their work as initiators of Quebec's Marathon Courage.

Saskatchewan staff honored for exemplary service

— continued from page 1

employees of the Corrections Division, Saskatchewan Department of Justice, received Corrections Exemplary Service Medals for more than 20 years exemplary service, from the Hon. **Frederick Johnson**, lieutenant-governor of Saskatchewan.

It was the first such ceremony held outside of Ottawa.

Each recipient was given a brief introduction by Saskatchewan's Minister of Justice and Attorney-General **J. Gary Lane**, Q.C., who hosted a luncheon following the ceremony for all recipients and their guests.

CSC staff receiving medals recognizing 20 years of service were: **Paul Oleniuk**, regional executive officer, RHQ; **Bob Gillies**, executive director, Regional Psychiatric Centre, Saskatoon; **Bill Fowler**, senior keeper, Saskatchewan Penitentiary, Prince Albert; Father **Gus Gaudet**, chaplain, Saskatchewan Penitentiary; **Jerry Receveur**, administration and supply officer, Saskatchewan Farm Institution; **Gary Skotheim**, farm manager, Saskatchewan Farm Institution; **Roman Siwak**, assistant farm manager, Saskatchewan Farm Institution; **Knute Hemstad**, superintendent, Saskatchewan Farm Institution; **Dan Rooney**, special advisor, regional executive officer RHQ Saskatoon.

Hemstad and Rooney recognized for 30 years service

PRAIRIES — During a special ceremony at Saskatchewan's Government House, at the end of May, two CSC staff were recognized for 30 years of service. **Knute Hemstad**, superintendent, Saskatchewan Farm Institution, received a bar to add to the medal he had already received from the Governor General last October. **Dan Rooney**, special advisor to the regional executive officer RHQ Saskatoon, received a medal and bar.

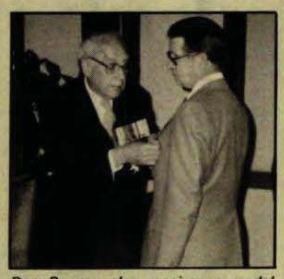
In 1955, Hemstad had a new diploma in agriculture and knew the Saskatchewan Penitentiary had a farming operation. He had been part of the family farming operation for years and had worked part-time while he was going to school, but he had started a family of his own and needed a job. He applied for a job as guard grade one at Saskatchewan Penitentiary as a way of getting into the system.

He was lucky. Five months later there was an opening for a fieldman with the then Farm Annex.

Ten years later Hemstad was promoted to assistant farm manager, followed quickly by another promotion to farm manager, and in 1980, superintendent. At the end of June he retired with over 30 years of service. His immediate retirement plans call for a tour of duty with a CIDA project in Tansania.

Although a 30-year career was the last thing on his mind when he joined CSC, Hemstad says he's "certainly pleased with how it worked out. I was in the right place at the right time.

Knute Hemstad receives medal from Lieutenant Governor of Saskatchewan, Frederick Johnson.



Dan Rooney also receives a medal from Lieutenant Governor Frederick Johnson.

"Agribusiness is a very rewarding part of corrections, growing and changing during my years here. I feel privileged to have been part of it."

Asked if he would recommend a career in corrections, he said he'd have no qualms about it. "I've enjoyed it."

When Rooney started work at Saskatchewan Penitentiary in 1955 as a guard grade one, he did not intend to start a career that would span more than three decades. "I needed a job, and that regular government cheque sounded pretty good."

What he really wanted was a clerical job similar to the one he had done for the RCMP in the early '50s when he had been one of 10 people hired as a "civilian reader" to maintain records and files. He viewed the custodial job as "a stepping stone".

It worked. After about two years as a guard Rooney moved into classification as a clerk — with duties similar to those he had performed with the RCMP. Like many correctional staff, before and since, he found one position led to another, one challenge to a greater one. Thirty years later, Rooney is still with corrections. He has worked in classification, inmate training, transfers and security.

"If I had the choice to make again, knowing what I know now, I'd go after it again. But I wouldn't want my kids to do it. It's too frustrating. Too many inmates you think will make it, come back. And with others, when you think you might have an answer that will work — something you can't control messes it up. There are too many hurts.

"But it's a career that grows on you. It's a very human business."

Parole Board Given Greater Power

— continued from page 1

cedure and time requirements to ensure fairness in the decision-making process, and to establish provisions for re-examination of the decisions.

11. The Parole Act will be amended to make organizational changes needed to bring into effect the other recommendations of this proposal:

- increase the size of the Board from 26 to 36;
- expand the term of Temporary Board members to a maximum of three years;
- Temporary Board members will be appointed during good behavior as a regular Board members

12. A certain number of changes will make supervision more effective and efficient:

- all inmates will be entitled to a review of their case by the Parole Board, and a hearing, prior to their first parole eligibility date (usually day parole eligibility after one-sixth of the sentence has been served),
- the Parole Board will be relieved of its obligation to grant inmates a hearing when they first become eligible for full parole if the inmate has received a hearing for day parole within the previous six months,
- the chairman of the National Parole Board will be authorized to prescribe terms under which designated persons may exercise their delegated authority,
- the execution by peace officers of warrants of apprehension issued by the Parole Board will be enlarged and facilitated,
- the Governor-in-Council will be authorized to make regulations prescribing that certain conditions be mandatory upon release on parole or mandatory supervision with provision for individual cases to have exemption.

Inmates who committed these crimes may be denied MS

Inmates serving sentences for the following criminal code offences could be denied release on mandatory supervision:

- manslaughter
- attempt to commit murder
- causing bodily harm with intent
- overcoming resistance to commission of an offence
- assault
- assault with a weapon or causing bodily harm
- aggravated assault
- unlawfully causing bodily harm
- assaulting a peace officer
- sexual assault
- sexual assault with a weapon, threats to a third party or causing bodily harm
- aggravated sexual assault
- kidnapping
- robbery with violence, threats of violence or assault
- conspiracy to commit murder

The following offences under the criminal code as they read before January 4, 1983:

- rape
- attempt to commit rape
- indecent assault on female
- indecent assault on male
- common assault
- assault with intent

W'worth's new warden is impressed

— continued from page 1

Speaking to officials and guests, Kane said he was looking forward to working at Warkworth. Although he has only been at the institution a short time, he said he was "impressed by the effort for communication" that exists among staff and inmates. He also stated that he was encouraged by the remarks on the prison's staff by his predecessor who noted "I've never served with finer people."

McIntosh formally welcomed the new warden, saying Kane's arrival marks the beginning of a new era at Warkworth. "Dan has brought a new style of leadership ... and we're enjoying it," he said.

Deputy Commissioner Ontario, Art Trono, told those attending the ceremony that "Warkworth has achieved much" over the years and is considered "one of the more progressive" institutions in the country.

Dorchester Change of Command

— continued from page 1

place and he took advantage of the situation to dispel some of the stories about the Penitentiary. He also vowed to maintain an "open door policy" when it comes to the media. "We're accountable to the public about what goes on here."

Outgoing warden **Eugine Niles** admitted when he agreed to take on the job four years ago, he did so with a great deal of hesitation. "But it's a decision I've never regretted... It's been the most satisfying and rewarding experience of my working career."

Coming soon...

United Way of Canada

Campaign kick-off Sept. 16

Together we care

New program coming...

Employee well-being? What is it?

by Helen Gooderham
NHQ Communications

Employee well-being. It's a new term we're hearing more frequently these days. Basically the idea is that healthy, happy, well-motivated employees are more productive, have fewer accidents, and fewer days off. Employers are finding that maintaining health and safety programs for staff is a lot cheaper than the bill for lost time because of employee illness and disability.

In fact, Health and Welfare Canada is now working with CSC to develop a comprehensive employee well-being program due in about two years time.

How is CSC involved in the new principle of employee well-being? To find out, *Let's Talk* asked **Bob Boucher**, CSC's chief, occupational health and safety.

Employee well-being is much wider in scope than the territory covered by the Employee Assistance Program (EAP). It involves four separate areas:

- Fitness
- Employee Assistance Programs
- Stress management
- General health

"Managers", Boucher says, "are becoming interested in the social and psychological aspects involved in managing employee relations. The ultimate aim is to have a workforce who are well-motivated and feel responsible for their own health and well-being.

"Employees who feel good about themselves and their work are not so susceptible to stress and the diseases that come with it. They cope easily with their bosses and with changes in their jobs, and workloads."

A whole new atmosphere of helping

The employee well-being program involves both CSC and Health and Welfare working together. Previously employees who attracted their supervisors' attention because of poor work performance could be sent to Health and Welfare authorities for an interview. This had unfortunate connotations in employees' minds. "Now," says Boucher, "Health and Welfare and ourselves are trying to create a whole new atmosphere of helping — to establish what the employee's problem is, and how the employee can be assisted to correct it. Everything is kept entirely confidential, including any medical information.

"That's why," says Boucher, "Health and Welfare only forwards to management three conclusions: whether an employee is fit, unfit, or fit with limitations."

If a supervisor notices an employee is having problems, the supervisor can request help from the Employee Assistance Program with its system of referrals. Or, there is the option of asking Health and Welfare to assist in the solutions to the emplooyee's problem.

Previously this was a 'reactive' program, and it didn't work very well because employees saw it as some sort of punishment. "What we are interested in now at CSC is a 'proactive' approach — working with employees to help them avoid problems before they become serious. We can do this by promoting stress management and fitness programs, and by interesting staff in taking active responsibility for their own well-being, mental and physical. This means getting employees to think about good health habits, proper exercise and nutrition, and also thinking about such bad habits as alcohol and drug abuse, and what they can do about them."

This can result in a real sense of belonging for staff.

"We tell people stress is not necessarily bad. But stress can become distress if you don't cope with it effectively. Everybody has to learn for themselves how to control stress and to be aware when their anxiety levels are too high. You have to teach yourself stress control. Nobody can do it for you," notes Boucher.

Managers cause stress

"Managers must also be aware that they are often part of the problem," says Boucher. They often create stress for their employees without realizing it. Part of a manager's job is to know when people can't handle any more work stress without help.

Trauma teams

For CSC, trauma teams are a new aspect of the employee well-being program. The teams go into institutions after a severe disturbance or a murder, and assist staff through the bad parts. "This might be psychological or psychiatric help for the employee immediately, or it might involve the employee's family if that's needed," says Boucher.

If you would like more information about this program, contact Bob Boucher at (613) 992-0165.

Individuals and agencies involved in corrections are invited to order copies of *Coping with Stress in Corrections*, a series of four newsletters published in May as part of CSC's Stress Awareness Month.

The first eight-page newsletter describes stress and how it affects the body, mind and relationships. The second edition talks directly about stress in correctional work — safety, self-esteem, tedium.

The third newsletter is 12 pages and gets down to the basics of coping with stress — self-assessment, building resistance, relaxation techniques. The final edition describes CSC's programs for staff and ways the Service as a whole can reduce and manage stress.

Copies, singly or in bulk, are available without charge by writing or phoning: Communications Branch, Correctional Service Canada, 340 Laurier Ave. W., Ottawa, K1A 0P9. (613) 995-3031.

photo: J.E.J. Petit Inc.

A Commissioner's Citation for Meritorious Service went to (from left) Granby citizen Gérard Menard, Cowansville Living Unit Officer Jean-Yves Cyr, and Granby citizens Gérald Laflamme and Yves Mongrain. Regional Deputy Commissioner, Jean-Paul Dugas, centre presented the citations.

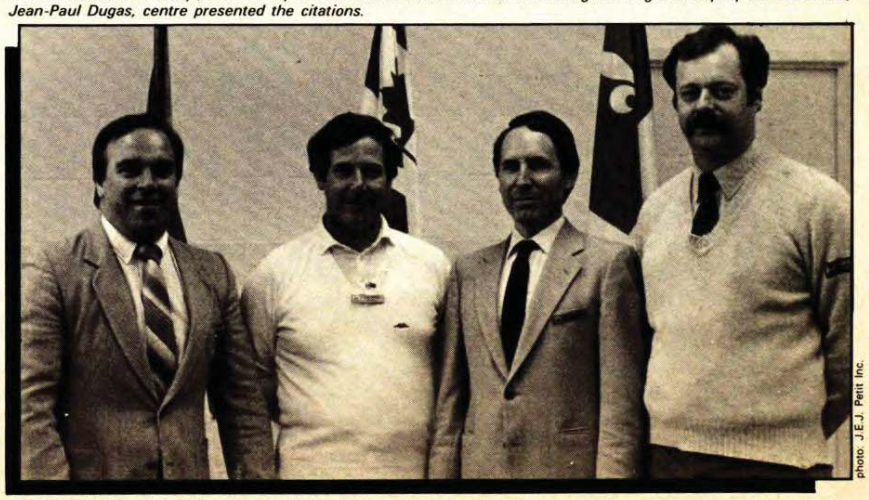


photo: J.E.J. Petit Inc.

Quebec staff, from left, Gilles Rhéaume, Marcel Poirer, Roger Benoit and Pierre Loiselle were honored for their contributions to the Service.

Three citizens help recapture inmates

by Gaston Pelletier
RMC Quebec

QUEBEC — Three Granby citizens, who pitched in to help a Cowansville Institution living unit officer recapture two escaped inmates, were honored June 11 at a special ceremony at Cowansville.

Gérard Ménard, Gérald Laflamme and **Yves Mongrain**, all from Granby, Quebec, and Cowansville living unit officer **Jean-Yves Cyr**, each received a Commissioner's Citation for Meritorious Service from Regional Deputy Commissioner **Jean-Paul Dugas**.

On June 14, 1984, the three citizens responded to a cry for assistance from living unit officer Cyr, who, at the end of an escort, suddenly noticed two Cowansville inmates who had escaped from the institution the night before. With the help of the three citizens, Cyr was able to recapture the fleeing inmates and return them safely to the institution.

"I am particularly happy to be here in Cowansville, said RDC Dugas, "since it allows me to acknowledge the judgement, professionalism and competence of Jean-Yves Cyr and the sense of civic responsibility displayed by Gérard Ménard, Gérald Laflamme and Yves Mongrain."

The Correctional Service of Canada has decided to thank you publicly by honoring you the same way it does employees. You helped us insure the safety and protection of the public and we thank you."

Other staff honored

The Regional Deputy Commissioner then presented a Service Commendation and a Merit Award to **Gilles Rhéaume**, assistant warden, finance for his contribution to the successful implementation of FINFO. He also presented a Service Certificate of Appreciation to **Marcel Poirier**, sports officer, for his contribution to the funding of the Operation Courage marathon.

Pierre Loiselle, formerly from Laval Institution, received a Suggestion Award with $250 in cash for suggested changes to improve security at the institution.

Cowansville Warden **Jean-Paul Lupien** presented 25-year plaques to **Guy Ballargeon**, sentence administrator and **Vital Jean**, plant superintendent.

Gord Kohut provides music for the singalong.

Mission's one dollar family day

PACIFIC — "Who says a dollar doesn't go far these days?," asks **M.L. Tokarek**, AW Administration, Mission Institution. "Not the staff at Mission Institution who only had to pay a token fee of one dollar a family to attend Mission Institution's seventh annual family activity day, at Neilson Park in Mission, Fathers' Day June 16." This was possible because of the generous financial support of the institution's social committee and the USGE Local.

Eighty staff, their families and friends, totalling 237 people, took part in novelty events for children and adults, a scavenger hunt for children and a singalong. Prizes were awarded to children who won the most ribbons.

Kent Institution wins James M. Murphy trophy

Pacific's weapons competition

PACIFIC — Forty-nine competitors took part in the regional weapons competition June 7. **Doug McGregor**, regional executive officer, officially opened the competition that saw Kent Institution capture the *James M. Murphy trophy* that was initiated in 1983. Last year the trophy was won by Matsqui and the year before that it went to William Head.

Aggregate scores for the various institutions were: Kent Institution — 1778, Matsqui — 1770, William Head — 1729, Mountain — 1668, Regional Psychiatric Centre — 1613, Mission — 1412.

Individual winners during the competition went to the following staff:

Non-security rifle — **George Girling**, Kent Institution — 380
Non-security revolver — **Myles McCarthy**, Kent Institution — 444
Security Rifle:
Masters — **Al Peters**, Kent Institution — 386
Sharpshooter — **Neil Thiessen**, Kent Institution — 375
Marksman — **Larry Dufloth**, Elbow Lake Institution — 376

Security Revolver:
Masters — **Ed Byholt**, Kent Institution — 524
Sharpshooter — **Ken Nicholls**, William Head Institution — 520
Marksman — **Celeste Faessler**, William Head Institution — 469

The *Big Wheel trophy* was captured by **Dan Norton**, assistant warden security, Regional Psychiatric Centre, with a score of 240/300. **John Lakusta**, assistant warden security, Mountain Institution, was the runner-up with a score of 239/300.

The Range Officials, from left — Colin Marshall, Al Faulk, Charlie McGraw, Gerry Enright, Glen Wilson, Gord Gondek, Orst Zuck, Fred Dorman, and George Nelmes.

Prairies host national Native workshop

PRAIRIES — About 64 people representing CSC and various Native Contract Agencies across Canada, took part in a two-day National Native Liaison Workshop, in Saskatoon, last spring. It provided them with a forum for exchanging information, updating the current status and learning future plans for Native programming.

Presentations, by representatives from various Native Agencies providing Native Liaison services to CSC institutions, stressed the need for more communications between Native organizations, gave suggestions for more financial support and stated the need to further develop the Elder program.

Representing CSC were, **Mary-Ellen Gillan**, director Native and Female Offender Programs, NHQ; **Jim Phelps**, regional deputy commissioner, Prairies; **Tony Frank**, regional manager Offender Programs; **Henry Parker**, acting regional chief Community Resources and workshop organizer **Wayne Hill**, coordinator Program Design.

In addressing the workshop Gillan indicated that the Natives are extremely over-represented in CSC institutions when one considers they make up only three percent of the Canadian population but nearly 10 percent of CSC's offender population.

Each day of the workshop Elders performed the Pipe ceremony to open and close the sessions. Left to right — host Elder Lawrence Tobacco talks with Fred Nadeau and John Stonechild.

Noting that the number of Native offenders is increasing, she stated that CSC will continue to implement Native Awareness programs as we seek out the different approaches to accommodate the law and the Native offender.

Representing their Native organizations were **Cliff White**, director Allied Indian and Metis Society (AIMS), BC; **Chester Cunningham**, director, Native Counselling Services of Alberta (NCSA); **Christopher Lafontaine**, assistant director, Gabriel Dumont Institute (Sask.); **Clifford Summers**, director, Burwash Native Peoples Project, Kingston, Ontario; **Lylee Otter**, Para-Professional Courtworker Service of Quebec; **Wanda Thomas**, MicMac Friendship Centre, Halifax, NS; and **Al Chartrand**, Native Courtworkers Program, Native Clan Organization, Manitoba.

Special workshop guests included five Elders from across the Prairie Region — **John Stonechild**, serving Stony Mountain; **Joe Cardinal**, Saddle Lake, Alberta; **Fred Nadeau**, Hobbema, Alberta; **Harley Crowchild**, Sarcee, Calgary, Alberta; and host Elder, **Lawrence Tobacco**, serving the Saskatchewan Penitentiary and the Regional Psychiatric Centre.

Native Spirituality kits go to regions

NHQ — Information kits on Native Spirituality to help institutional staff recognize sacred articles used during Native Spiritual practices, are being distributed to CSC regions and Native organizations as this issue of *Let's Talk* goes to press. The Kits were prepared by CSC in consultation with Elders and Native Brotherhoods and the Prison For Women Native Sisterhood. The kit contains six photographs of pipes and sacred articles.

"Although it was a long time in the making, we hope it is just the first step in providing valuable information about Native Spiritual practices in institutions," says **MaryEllen Gillan**, director Native and Female Offender Programs, NHQ. "A short film, complimenting the kit, is scheduled for completion late this year. Both will be used for future CORP training courses."

According to Gillan, the kit and commissioner's directive are based on a paper entitled *Traditional Aboriginal Spirituality and Religious Practice in federal prisons* prepared for CSC by Dr. **Joe Couture**, professor University of Alberta, Edmonton.

lets talk

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June Coxon
Editor

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photo: Louis Genest

photo: Louis Genest

NHQ'S 1985 open

Debbie Burrows, second low net (female) winner at NHQ's annual golf tournament. Mike Munroe accepts award for Al Ryan for second low gross (male) and, left, first low gross (male) winner, Alain Marcil.

Marathon Courage: Sept. 15

Quebec staff give $13,000 after 1984 run

QUEBEC — As a result of Marathon Courage 1984, CSC Quebec staff collected $13,000 for the Quebec Society for Handicapped Children. The money, which went toward the purchase of a motor boat for the Society's summer camp for children, was presented to Society officials at their annual meeting in Montreal, June 18.

The new motor boat, christened during an open house for CSC staff and the children, was named after **Sylvie Prévereau**, who was chosen during the Sept. 16, 1984, marathon to represent the children of the summer camp.

The balance of the proceeds from the marathon was used to pay part of the land development costs of the summer camp incurred through repairs done last fall to septic tanks.

Marathon Courage 1985

The organizing committee has been working since February to prepare this year's marathon to be held Sept. 15. Marathoners will again run the distance between La Macaza and Laval before being welcomed at the Laval townhall and hosted at the Laval Staff College.

The post of honorary president has been created and **Jean-Claude Perron**, regional executive officer, has agreed to be the first incumbent. He hopes 250 marathoners will join the 1985 marathon, some of them accompanied by their spouses and children (over 14-years-old).

Beaver Creek volunteers help

CSC aids tornado victims in Barrie

ONTARIO — When south central Ontario was devastated by the effects of a serious tornado May 31, Barrie was dealt a particularly harsh blow. Hundreds of people suffered property damage, some lost their homes and personal belongings, others lost their lives and relatives.

When the local media asked for assistance from Barrie's neighbors to aid in property clean-up and financial backing. Beaver Creek Institution staff and inmates accepted the challenge.

Don Thur and **Graham Surgenor**, forestry supervisors, and **Fred Sabean**, living unit officer, escorted approximately 16 inmates to the area daily for a week. The crew of volunteers cleaned up about 22 acres of demolished bush owned by Barrie's Royal Victoria Hospital.

The Beaver Creek Institution volunteers also cleaned the area allowing for a commercial logger to enter at a later date.

Bob Garrett, a Barrie parole officer, and his wife **Jackie**, also drove trucks and delivered food to people in need.

Farewell to Vignola

— continued from page 1

and training standards and enhancing the public perception of the police.

Later, in his position as CSC's assistant commissioner security, he maintained his wide contacts with police departments throughout Canada and endeavoured to bring the police and corrections community closer.

As a member of the National Joint Council of the Canadian Association of Chiefs of Police and Federal Correctional Services, he stressed the need to take into account the rights of inmates as citizens as well as the more obvious rights of the public to be protected.

When Vignola retires he will return to his home town, Montreal.

Janice Buckberry hugs a furry friend at Mission Institution.

Operation Trackshoes

PACIFIC — "More than 180 handicapped people from six 'clubs' in the Fraser Valley and Lower Mainland, and 40 workers attended the 6th annual Operation Trackshoes Pre-Meet sponsored by the Jaycee's unit of Mission Institution," says **Greg Robertson** of Mission.

Inmates organized events, purchased prizes and trophies, and paid for and prepared the food. Each participant received a ribbon for participation.

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Vol. 10 No. 14 August 15, 1985

Crime and Punishment

A pictorial history: Part V of VI

By Cecilia Blanchfield

Sons of Freedom Doukhobors [illegible] hymns while torching an [illegible] Doukhobor home in [illegible] 1950. (Canapress [illegible] page 2.

Caught in the machinery

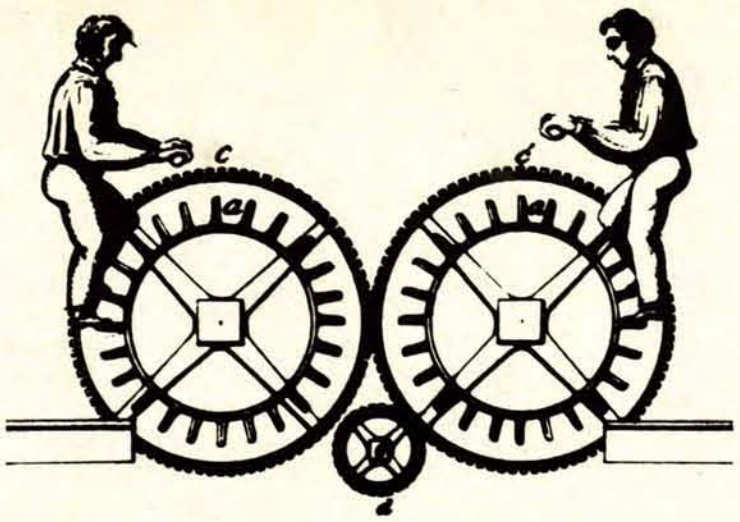
No allowance was made for individual differences.

In 1818, a man named Samuel Cubitt offered the magistrates of Ipswich, England, a new device for keeping convicts busy. It was the treadwheel.

It consisted of an iron frame of steps around a huge revolving cylinder. Convicts gripped a bar to keep their balance and mounted the steps of the wheel, making it turn. The wheel was set to turn at the rate of 50 steps a minute. While it was in motion, prisoners could never get a firm tread, since the steps kept dropping under their feet.

The work was so exhausting that many of the weaker prisoners collapsed. Pregnant women miscarried. By 1824, at least three people had been crushed to death between the gears.

If anything symbolizes the early penitentiary, it is the treadwheel. Like the treadwheel, the 19th century penitentiary was an impersonal machine. Like the treadwheel, it produced nothing of value, except the illusion of discipline. Like the treadwheel, the early penitentiary system reduced its prisoners to unthinking automatons, mere cogs in the machinery.

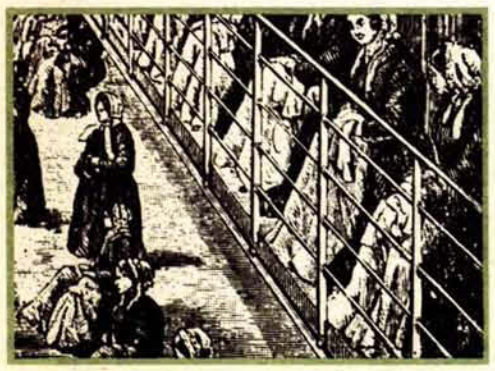


A treadmill showing a section of interlocked wheels and the awkward tiptoe posture. Illustration courtesy of The Fabrication of Virtue: English Prison Architecture, 1750-1840, *by Robin Evans, University of Cambridge Press.*

The system made no allowance for individual differences or special needs. It was set up to handle a typical prisoner — a healthy, white, Anglo-Saxon male. No adjustments were possible.

But in Canada, as elsewhere, correctional authorities had to deal with many prisoners who did not fit the stereotype. Women, Natives, religious minorities, drug addicts, sex offenders and mentally and physically handicapped people were some of the exceptional groups that could not be processed in the conventional way.

Some of them tried hard to stall the institutional wheel, but many were drawn in and mangled by it.



19th century female convicts (See Women, page 6).

Chief Big Bear (See Native prisoners, page 3).

The insane (See Patients or Prisoners?, page 4).

The Chinese (See page 7).

The spirit wrestlers

The toughest convicts the Canadian Penitentiary Service ever had to deal with were the "naked hymn-singers."

They were members of the fanatical Sons of Freedom sect of the Doukhobors, and doffing their clothes was their way of defying authority.

Nudity was one of the least disruptive of the tactics used by Freedomite prisoners. They tried everything to defeat, discredit and paralyse the prisons, and if they did not exactly beat the system, at least they were never cowed by it.

The Doukhobors originated in 18th century Russia. Their name means "spirit wrestler" — a term of derision conferred on them by the Orthodox church. The Doukhobors rejected Orthodoxy. They also rejected all forms of earthly government: they acknowledged no authority but God.

The Doukhobors' independence made them a thorn in the side of the Tsars, and the Russian government was glad to let them move to Canada. In 1899, the first immigrant Doukhobors arrived in Halifax. Immigration officials offered them land on the Prairies and exemption from military service if they would agree to abide by Canadian laws.

Only a year later, the Doukhobors reneged on their promise. They announced that they had no intention of registering births, deaths and marriages. This, they felt, would conflict with the dictates of "divine truth." They claimed they were the victims of religious persecution, and they dramatized their stand with hunger strikes and protest marches. In 1903, they staged their first nude demonstration near Elbow, Sask.

By 1908, the Doukhobors had forfeited most of their Prairie land grants because they had refused to swear allegiance to the Crown. Their leader, Peter "The Lordly" Verigin, decided to make a new start in the Grand Forks area of British Columbia.

By this time, there was considerable dissension among his followers. The 'Independent' Doukhobors were disenchanted with the traditional communal farming system, and wanted to live like other Canadians. They registered their land, and sent their children to school.

Mafia-style intimidation

But the Svobodniki, or 'Sons of Freedom' Doukhobors, rejected any compromise whatsoever with Canadian society. Using Mafia-style methods of intimidation, they forced other Doukhobors to support their campaign of civil disobedience.

The Freedomites were particularly opposed to public schooling, and in 1923, they burned down a school in Brilliant, B.C. This sparked a wave of burnings and bombings in Doukhobor communities. Most of the violence was directed at government institutions, but the Freedomites also preyed upon each other. In 1924, Verigin himself was blown up by a Freedomite bomb.

The authorities were baffled. Freedomite terrorism seemed utterly senseless. The nude parades became so irritating that in 1931 the Criminal Code was amended, and the penalty for public nudity increased to three years.

What the lawmakers did not realize was that many Doukhobors were eager to be arrested. Their new leader, Peter Verigin II, had told them that "through the jails we will migrate." Many Doukhobors believed that if they made themselves troublesome enough, the Canadian government would pay to get rid of them.

In 1929, a crowd of unclad Doukhobors converged on the town of Brilliant. In one of the largest "collars" in Canadian history, 725 men, women and children were taken into custody. The children were sent to foster homes and industrial schools. In 1932, some of the adults were incarcerated in a special penal colony created especially for Doukhobors on Piers Island in the Strait of Georgia.

The new inmates refused to do any work, except to provide for their own needs. Even corporal punishment had no effect. Except for their aversion to labour, the Piers Island Doukhobors were relatively well-behaved. They did not set any fires, and they gave up nudism after the sting of the wasp population made itself felt.

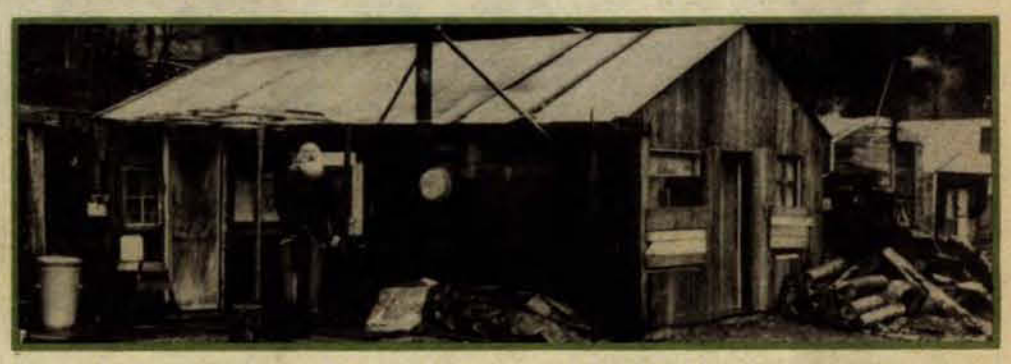
By 1935, most of the prisoners were eligible for parole, and the Piers Island colony was closed. For the next 15 years, Freedomite convicts were sent to the B.C. Penitentiary.

In 1950, several hundred inhabitants of the Doukhobor settlement of Krestova torched their homes. There was another round of mass arrests and this time a special Doukhobor compound was built on the grounds of the B.C. Penitentiary.

But the Freedomites continued to set fires — both in and out of the prison. Finally, the federal penitentiary service decided to design a prison that would be Doukhobor-proof.

An arsonist's nightmare

Agassiz Mountain Prison, built in three months during 1962, was an arsonist's nightmare. The buildings were metal huts on cement-slab foundations. Inside there were metal beds, metal cupboards, and metal stools. The blankets and mattresses were treated with fire-retardant chemicals. The overall effect was grim: *The Columbian* called the facilities "gorilla cages."



Sporadic hunger strikes: Doukhobor "Sons of Freedom" prisoners at the Agassiz Mountain Prison camp — "an arsonist's nightmare." (RCMP photo).

When the Freedomites arrived they immediately stripped. They refused to pick up their bedding, to cook, or split wood for their stoves. They expected the guards to do everything for them. But Warden Tom Hall had experience dealing with Doukhobors on Piers Island. He ordered the staff to ignore them. The Freedomites slept cold and went to bed hungry. Their strike ended after 11 days.

In September 1962, about 1,200 Doukhobors left the Grand Forks area to march on Agassiz and show their support for the prisoners. They set up camp outside the fence, hoping to intimidate the authorities. Meanwhile, the Freedomites on the inside went on sporadic hunger strikes.

In the summer of 1963, the fasters got serious, and the Commissioner of Penitentiaries, Allen J. MacLeod, came to investigate personally. He ordered tube feedings. Unfortunately, the decision came too late for 22-year-old Paul Podmorrow, who died of starvation in August.

After Podmorrow's funeral, the strikers lost heart. The Freedomite camp dwellers stayed for several years, awaiting the release of their friends and relatives. Many of them got jobs in the neighbourhood and sent their children to local schools. Almost without realizing it, they were becoming assimilated.

The last of the Doukhobors

In August 1983, three elderly Doukhobor arsonists, all women, began a protest fast in the B.C. Regional Psychiatric Centre. They were offered parole, but they refused to abide by any of the conditions. They would not even promise not to set any more fires. By October, their physical condition was so bad they were all granted conditional pardons. Eight months later, in June 1984, two of the women set fire to the Doukhobor Museum in Castlegar. They were arrested and immediately started another hunger strike. In July, they were released and put on probation for three years.

Today there are no more prisoners classified as Doukhobors in federal penitentiaries.

Over more than 50 years, Freedomite terrorism in Canada had caused more than $20 million in damage and cost at least 23 lives.■

Orthodox Doukhobors await removal from the Kootenay after their homes were burned by the Sons of Freedom. (Public Archives Canada/PA-93948 Acme photo)

The plight of Native prisoners

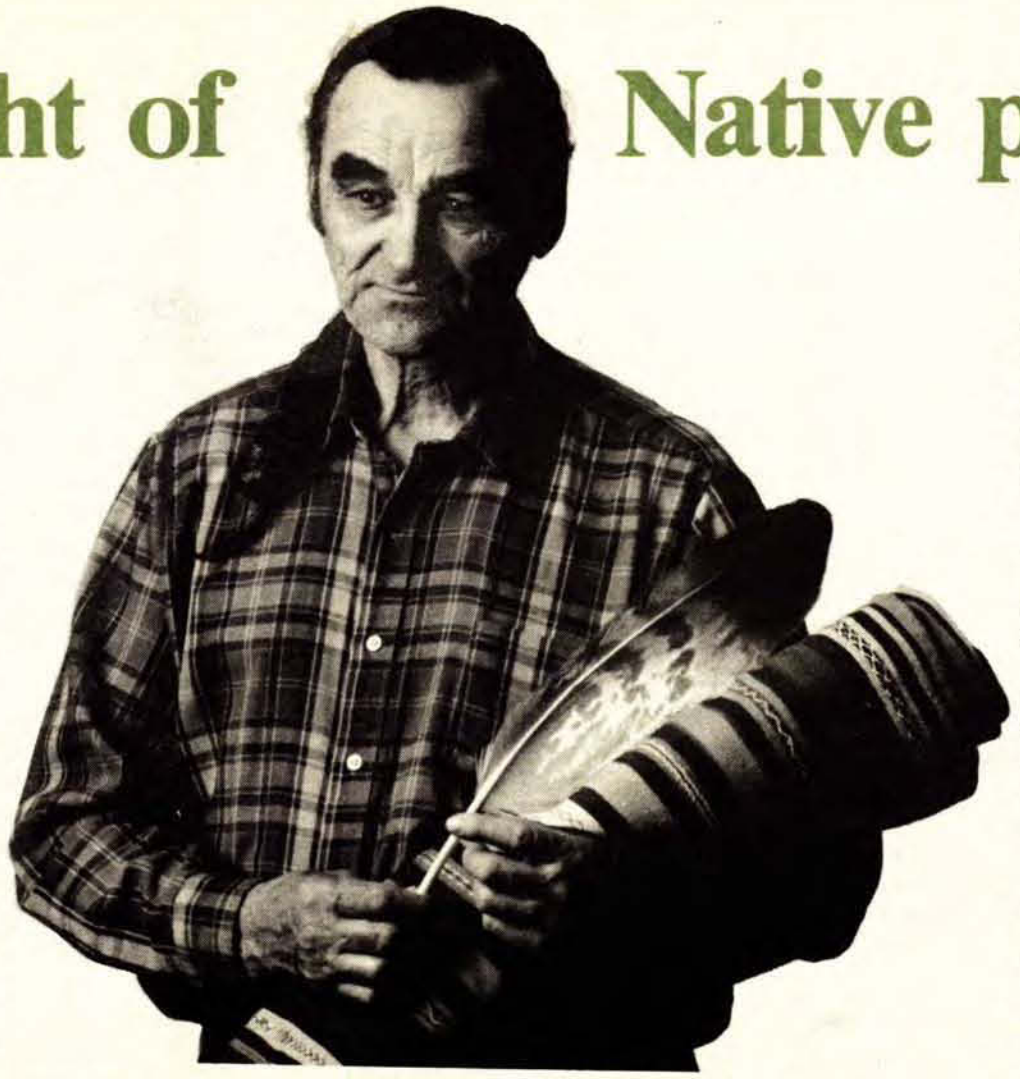
When Chief Big Bear of the Wood Cree tribe heard that he had been sentenced to three years' imprisonment for his part in the Riel Rebellion of 1885, he shouted: "I would rather be hanged."

Big Bear was treated indulgently at the Manitoba Penitentiary — the warden even let him keep his long hair — but the experience left him a broken man. He died shortly after his release in 1887.

For many Canadian Indians in the 19th century, a stretch in prison meant a sentence of death.

The reasons were both physical and psychological. Native people had less resistance to some diseases. In the cold, damp and drafty atmosphere of the cellblocks they often died of lung disease. The surgeon at the Manitoba Penitentiary regularly reported scrofula and consumption among Native prisoners. Many of them were too sick to work.

In 1882, J.G. Moylan, the Inspector of Penitentiaries, noted that it was common for Native inmates to sicken and die in prison. Many whose cases were hopeless were pardoned so they could die at home.



A new respect for Native spirituality in the 80s: Ojibway elder Art Solomon with sacred eagle feathers and medicine bundles used in sweat lodges and sweet grass ceremonies behind the walls. (CSC photo).

Spiritual malady

But a more subtle, spiritual malady was affecting Native prisoners.

When the Manitoba Penitentiary was erected in 1876, the Native people were in disarray. They had lost virtually all their land to European settlers. Their traditional way of life was vanishing. They were being herded onto reserves where they lived a marginal existence as wards of the government. Legally and politically, they were treated like overgrown children who had to be guided and controlled for their own good.

The government of the time was indifferent to Indian culture. Natives were regarded as "savages" who had to be Canadianized, Christianized, and above all else, "civilized."

This campaign extended to the penitentiaries. In 1877, the school at the Manitoba Penitentiary was full of Natives being taught to abandon their "superstitions." In 1883, the admission of 11 Sioux to Manitoba Penitentiary prompted Warden Samuel Bedson to hire a blacksmithing instructor. The authorities hoped the horse-loving Natives would take to the trade and accept a lifestyle of manual labour.

Native prisoners did not seem to appreciate the efforts made on their behalf. Bedson remarked that the Indians "languished in confinement, sorely missing the freedom of their outdoor life." Most could speak neither English nor French and the prison rules made no sense to them.

In 1883, two Natives were caught trying to escape from the B.C. Penitentiary. At their trial, Mesatchee Sam said he was "sick of irons" and did not like living in a stone house. Hydah (sic) Johnny spoke just as frankly: "Well, the work was hard, the food bad, and I was tired."

Native prisoners tried so hard to escape that a special restraint, the Oregon Boot, was introduced to slow them down. The boot was a metal frame with a 20-pound weight.

The saddest aspect of the Native prisoners' plight was that often they did not understand why they were in prison. Frequently, they had been convicted for deeds their own people did not consider criminal.

Different system of justice

The Natives had their own system of justice, radically different from the one the Europeans had imposed on them. Native societies were communal: everything of value was shared. Since the concept of private property scarcely existed, there could be no theft.

Murder was a private matter to be settled between families. Theoretically, the relatives of the victim had the right to vengeance, but they often agreed to accept compensation instead. Sometimes they even adopted the murderer as a substitute for their lost kinsman.

The principle of compensation was so ingrained that when some Blood Indians died in the Manitoba Penitentiary in the 1880s, their tribe sought a financial settlement from the government.

In the 19th century, the Native crime rate was low. In 1906, the Inspector of Penitentiaries, Douglas Stewart, pointed out that only 1.5 per cent of federal inmates were Natives. He thought "that the aborigines were more law-abiding than the average white man" because of "the extra surveillance exercised by the government over its wards."

Alarming rise

Official paternalism was not enough, however, to counter the effects of alcohol and unemployment, and the percentage of Native inmates rose alarmingly. By 1979, approximately nine per cent of all federal penitentiary inmates were Native, at a time when they made up only four per cent of the general population.

Most were in prison for relatively minor offences, but even short-term imprisonment had a devastating effect. Offenders from remote northern settlements had to be transferred to southern institutions where they lost contact with their friends and family. Some Indian and Inuit prisoners became so profoundly depressed by culture shock that they committed suicide.

But an Indian renaissance began in the 1970s. Native people started to rediscover their culture and demand their rights as full citizens in Canadian society.

The plight of Natives in conflict with the law became a major concern for organizations like the National Indian Brotherhood. In 1975, the Brotherhood declared: "For many of our people, life is a continuous series of arrests and jails." The Brotherhood said "The general feeling among Native inmates is one of hopelessness and despair."

Innovations in criminal justice and corrections over the last 10 years have eased some of that hopelessness. In the 1970s, the courts introduced alternatives to imprisonment for Native offenders. Sometimes Native convicts have been allowed to serve their sentences in their own community by doing volunteer work.

In the penitentiaries, the attitude toward Native culture has changed dramatically in the last 100 years. Penitentiary authorities now recognize the value of cultural programs in increasing the Native offenders' self-esteem. Native lawyers, courtworkers and correctional liaison officers are beginning to bridge the gap between the Native offender and the white man's laws.

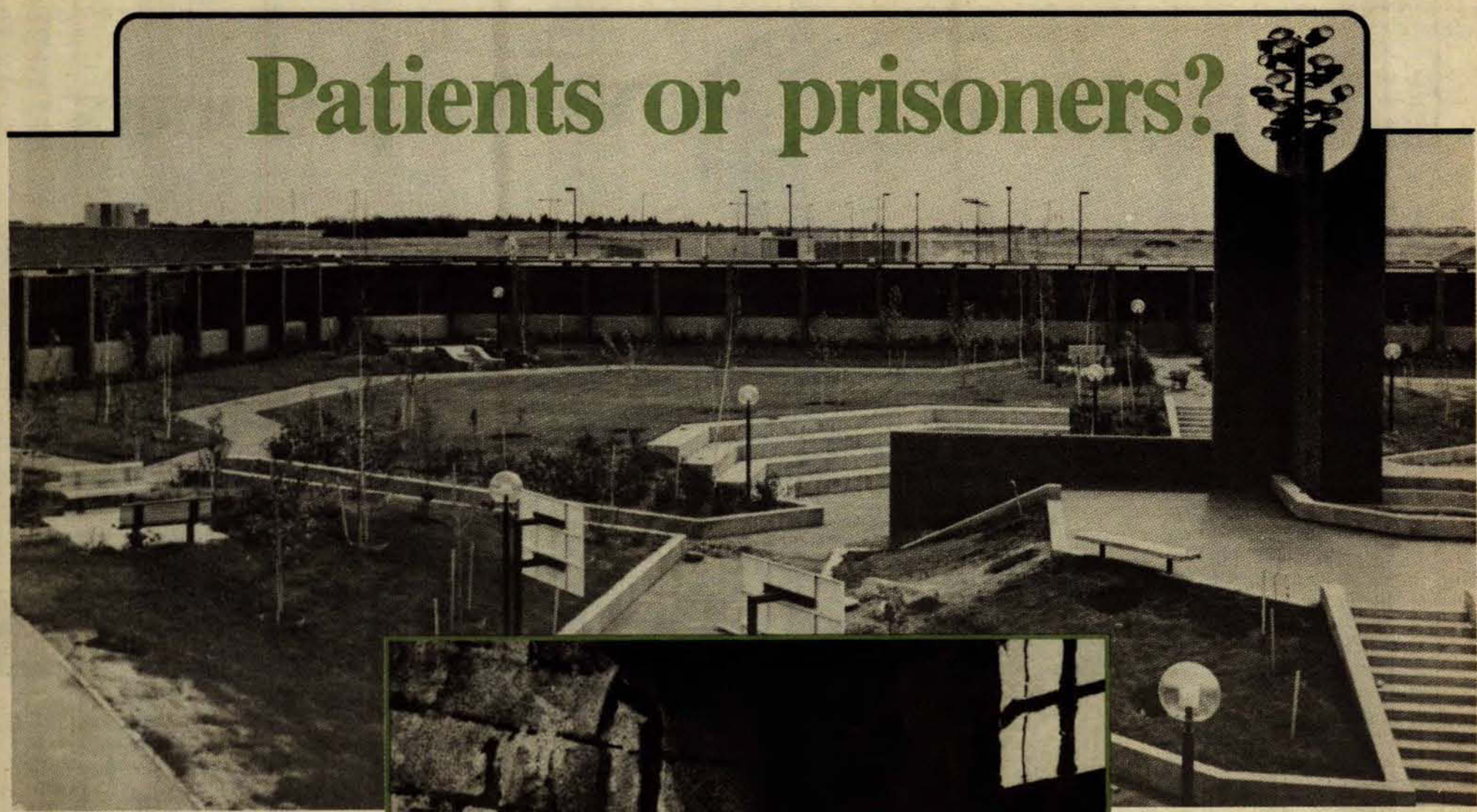
Encouraging signs

The most encouraging sign is that Native prisoners are emerging from their traditional dependence and passivity, and undertaking their own rehabilitation. Native offender self-help groups now operate on both sides of the walls. Native friendship centres in most major cities offer practical help and counselling to parolees. They try to make sure that a Native's first brush with the law is also the last.

The Correctional Service, too, has been emphasizing programs focusing on the special needs of Native prisoners. Natives now have the right to practice their own religion (sweat lodges, sweet grass ceremonies) inside the walls. Both staff and inmates are encouraged to sign up for cross-cultural awareness programs. There are also courses in life skills, finding a job, Native culture and literacy training, some of them in Native languages. ■

Chiefs Big Bear and Poundmaker both did time in Manitoba Penitentiary for their part in the Riel Rebellion. "I would rather be hanged," said Big Bear. (Photo courtesy of Manitoba Archives.)

Patients or prisoners?



Above: the Psychiatric Centre for Prairie Region, at Saskatoon, was opened in 1978. Left: Treatment of insane prisoners used to be horrific. This madman was permanently attached to the wall of his European medieval prison. Illustration courtesy of Punishment, An Illustrated History, *By P.N. Walker, David and Charles Publishers, Newton Abbot, Devon, England.*

In the 1850s, a visitor to Kingston Penitentiary would have encountered the silence of a tomb — had it not been for the blood-curdling screams from the cellars. The insane confined there could not be quieted.

Some of these unfortunates had been mad when they committed their offence. Some became insane while imprisoned. But others were only harmless lunatics, guilty of no crime, but considered too dangerous to be at large. Even the mentally retarded were sent to the penitentiary when they became a nuisance to their community.

These people were difficult to manage. The retarded could be put to work at simple tasks like rock-breaking, but the truly insane would not submit to any discipline. Their raucous cries made sleep impossible for other prisoners. Even repeated whippings would not subdue them. Wardens had no choice but to chain them up in the dungeons.

The insane had been imprisoned since medieval times, but the practice became widespread only in the 18th century. During this period mad people were routinely hauled off to jail where they were confined in the darkest, deepest, dampest parts of prisons.

They were starved, beaten, tortured, and often killed by their keepers, who considered them subhuman. Even in the private, middle-class madhouses, inmates were cruelly treated. This shocked no one; most people believed that mad people were insensitive to pain.

The development of state-run insane asylums coincided with the birth of the penitentiary, and the two institutions had much in common. Just as the prison reformers believed that criminals could be rehabilitated, so doctors thought mad people could be cured in special institutions.

Doses of moral treatment

Unfortunately, no one really knew what mental illness was, or how to handle it. Some doctors thought mental patients were irresponsible and they advocated "moral treatment" to improve their self-discipline. Other specialists relied on physical methods like bleeding and purging, hot and cold showers, and shaving the head.

Nothing worked. When the noted British specialist Dr. J.H. Tuke visited Canada's first asylum in Toronto in 1845, he called it "one of the most painful and distressing places I have ever visited. There were perhaps 70 patients upon whose faces misery, starvation, and suffering were indelibly impressed .... Everyone looked emaciated and wretched."

As asylum populations increased, even the most rudimentary treatments were abandoned, and asylums degenerated into warehouses for the unwanted. Since the inmates could not be cured, they had to be controlled, and asylum directors adopted many of the methods of the penitentiary.

As in the penitentiary, there was a strict code of discipline, and punishments were remarkably similar. For minor infractions, inmates of the asylum could lose their tobacco rations. For more serious offences, they could be beaten, put in restraints or sent into solitary confinement.

Such was the lot of the ordinary lunatic. The criminally insane were actually better off, even in the dungeons at Kingston Penitentiary. As prisoners, mad people could at least look forward to the expiration of their sentence. As patients, they had little hope of release.

Nevertheless, the authorities felt that criminal lunatics should be in asylums. In 1857, the government of Upper Canada passed legislation to create a special institution for the criminally insane. By 1865, all the insane inmates from Kingston Penitentiary were transferred to the new Rockwood hospital adjacent to the penitentiary.

No one was sure which convicts needed to be in mental hospitals. In ▷

1866, the medical superintendant at Rockwood, Dr. Litchfield, said that there were not enough criminal lunatics to justify a specialized asylum.

In 1868, Rockwood began accepting ordinary lunatics, who were kept strictly separate from the criminal cases. Rockwood became a regular asylum in 1877, under provincial authority, and the criminally insane went back to the penitentiary. Four years later a new asylum for them was constructed within the penitentiary walls.

It was a sordid place. Many patients were kept in mechanical restraints. Those who could move were not permitted any exercise outdoors. They were confined in a day room directly over the penitentiary grist mill. The vibration of the floor and the constant racket from the grinding machinery did not improve their disposition.

Dr. Tuke, who inspected the premises in 1884, said "the patients were treated with almost as much rigor as convicts. This is wrong. Either they are, or are not, lunatics. If they are, they ought to be differently cared for."

Despite its inadequacies, the Kingston Penitentiary asylum was the only institution of its kind in the country, and other penitentiaries had to send their most serious cases there.

In 1914, a royal commission "unreservedly condemned" the insane ward at Kingston, and it was closed the next year. Some prisoner-patients were sent to provincial asylums, but these institutions were reluctant to accept them. Frequently, insane prisoners were simply kept in the prison infirmary, where they vegetated.

One of the greatest problems in dealing with insane prisoners was defining insanity itself. In 1871, John Creighton, the warden of Kingston, had reported that 15 per cent of Kingston inmates were "half-witted." In 1885 Inspector J.G. Moylan claimed that 25 per cent of Kingston inmates were either "imbeciles" or "lunatics."

No standards for mental soundness

Daniel Phelan, the surgeon at Kingston in 1901, deplored the lack of a "recognized standard of mental soundness" by which criminals could be judged. The relation between crime and insanity became even more controversial when Sigmund Freud published his revolutionary theories in the 1930s and 1940s.

The justice system began to wrestle with the question of criminal responsibility. In the 1940s some psychiatrists began to assert that all criminals were crazy, and that legal concepts of guilt and innocence were old-fashioned and irrelevant. Either criminals should be sent to mental hospitals, they said, or the prisons themselves should become hospitals.

Canadian correctional authorities rejected this all-encompassing view of criminal insanity, but they recognized the need for psychological assessment and counselling for inmates. In 1947, the Canadian Penitentiary Service hired its first classification officers. It appointed its first full-time psychiatrist in 1958.

By the 1960s, it had become obvious that mental illness was a far more subtle and pervasive problem in the penitentiaries than anyone had previously suspected. Mental health care was now accepted as an essential element in rehabilitation, but the demand for psychological services far outstripped the available resources.

The first of three regional psychiatric centres opened at Abbotsford, B.C., in 1972. These centres, also at Saskatoon and Kingston, relieved some of the pressures caused by the presence of deranged inmates in the general population. But could they really cure the criminally insane?

These institutions have adopted — and abandoned — many different forms of therapy in the past few years. Some methods, such as behaviour modification and group therapy succeeded better than others, but there have been no startling breakthroughs.

Some inmates in distress can think of only one way to escape. In 1984, 16 of them committed suicide in Canadian penitentiaries. There were also 51 unsuccessful attempts, as well as incidents of self-mutilation.

These figures do not mean that the system has failed. Disturbed prisoners are treated with much more compassion today than they were a century ago. But the criminally insane still live in medical and legal limbo, with ill-defined diagnosis and treatment needs. ■

The outcasts

Prison is not a classless society. Inmates have their own informal hierarchy and their own unwritten law, enforced by ostracism and violence.

The most skilful and intelligent criminals have the highest status in the prison subculture. Bank robbers, safecrackers and confidence men are at the top; petty thieves, burglars and street thugs at the bottom.

Then there are the outcasts: the tobacco debtors, bankrupt gamblers, informers, former prison guards and police officers. These inmates usually need protection from their fellow prisoners: in the general population, they are often in physical danger.

But the most vulnerable people in prison are the sex offenders. They are detested by almost all inmates and even some guards. In the community of captives, they are at the very bottom of the heap.

They are insulted, humiliated and harassed from the moment they arrive. Other inmates steal or destroy their possessions and adulterate their food. At any moment, someone might stick a blade between their ribs or try to set fire to their cells.

For their protection vulnerable inmates are isolated in "protective custody" cells in three prisons: Saskatchewan Penitentiary, Kingston Penitentiary and Laval Institution.

When a riot erupts, the most likely victims are not guards, but sex criminals. Roger Caron, a prisoner who witnessed the Kingston riot of 1971, later wrote about the savage climax:

"Fourteen diddlers, rapos and stool pigeons were tied with chains to chairs in a circle in the centre of the dome. Under ghostly illumination, they were ritualistically tortured while hundreds of convicts lined the four circular galleries pounding rhythmically with steel clubs... By daybreak, 12 of the "undesirables" were horribly mutilated and in critical condition; two others were dead."

Sexual offenders have no allies. In the Kingston Penitentiary riot of 1971, 14 "outcasts" — informers and sexual offenders — were ritually tortured in a night of horror that left two of them dead. (CSC photo).

Sex offenders have no allies. Even among the outcasts, there are caste lines which cannot be crossed. The ordinary protection cases — informers, for example — will not associate with them. Sex offenders themselves have a hierarchy: rapists reject child molesters.

Passing on the pain

Why are sex offenders singled out for so much abuse? Andreas Schroeder, a former inmate, thinks "the prison population has created for itself a Judas goat, a method of passing on the pain, the anger, the outrage. A primitive sort of lightning rod, if you will."

Informers and other offenders against the inmate code have always been stigmatized, but the persecution of sex offenders is relatively recent.

In the 19th century, sexual offenders were rarely segregated from other inmates. The demand for protective custody began to rise in the 1930s. In the last 10 years, the problem has become acute. A report to the Solicitor General in 1977 recommended separate institutions for sex offenders and other outcasts.

Special institutions for sex offenders would provide more than just protection. They might also make it easier to rehabilitate them.

In the 19th century, the only treatment for sex offenders was corporal punishment. The courts often ordered that they be whipped during their term in prison. This kind of sentencing reached a peak around the turn of the century. (It was not legally abolished until 1972.)

In the 1950s, sex offenders could get counselling occasionally from a classification officer or a psychologist. Specialized treatment programs began in the early 1970s at the regional psychiatric centres in Ontario and British Columbia.

Deprived backgrounds

Researchers found that sex offenders were usually young men from deprived backgrounds who had never learned how to relate to women. Treatment options included behaviour modification, self-help groups, sex education and training in social skills. Some of the more drastic measures that other countries have adopted — such as surgical castration — have never been used in Canada.

Even with intensive treatment, cures have been elusive. Until 1979, any prisoner judged to be a dangerous sexual offender could be held in prison indefinitely.

Definitions of dangerous are more strictly applied now, but sex offenders still have a hard time getting parole. Well-publicized outrages by ex-convicts have hardened public attitudes: Few people want former sex offenders in their community. They are outcasts even in the outside world. ■

Women

In January 1812, the women inmates at Newgate Prison in London had an unexpected visitor. She was Elizabeth Fry, a wealthy Quaker matron who was active in various philanthropies.

Fry was horrified by what she saw: a horde of filthy, ragged, drunken women stacked on top of each other. (It was "almost like a slave ship" she later told the House of Commons.) The women's quarters had no heat, and several newborn babies lay naked and blue with cold. There was such a shortage of clothing that when a child died, the body was immediately stripped.

The women at Newgate lived by begging and whoring. During the day, they thrust wooden spoons through the iron railings, and screamed for alms. At night, they sold their bodies for food, warmth and gin.

Fry went back to her comfortable home, but she could not get those hellish scenes out of her mind. She immediately organized a sewing bee to whip up some baby clothes for the Newgate children. As soon as she could, she returned to the women's ward with hampers of food, soap and Bibles. In time she convinced the authorities to let her start a prison school and to establish rules of order.

Fry's visit to Newgate marked the beginning of a lifelong commitment to prison reform. Like her male counterpart, John Howard, she inspected prisons all over Britain. She boarded convict ships before they sailed for Australia. She found that women prisoners were treated even more cruelly than the men: besides all the usual privations and brutalities that all prisoners had to endure, the women faced the additional horror of sexual exploitation.

Fry insisted that women prisoners be kept separate from men, and that they be supervised by other families. That was only the first step: Fry wanted the jails to rehabilitate women convicts through education and job training. In 1822, she helped to open the first halfway house for female ex-convicts.

No chivalry

Fry's influence was evident in the British Prison Act of 1823, which ordered jailers to separate the sexes and hire female guards for female prisoners. Otherwise, few concessions were made. Women were still kept in solitary confinement and set to work at hard labour, just like men.

Victorian chivalry did not extend to women convicts. In spite of — or perhaps because of — their sentimental concept of womanhood, the Victorians judged female criminals far more harshly than males. A man who broke the law was contemptible, but a criminal woman was a monster.

Fry was one of the few people who subscribed to the theory of social determinism: she believed that women broke the law because they were in desperate circumstances.

Most Victorians however, considered female crime so masculine and unnatural that they looked for a biological explanation. Many scientists believed that women offenders had abnormal hormones or a suppressed maternal instinct.

If female criminals were innately corrupt, there was, of course, no hope of reforming them. A woman, once "fallen," could not be raised up. All the justice system could do was to keep them off the streets as long as possible. During the 1800s, women convicts got indeterminate sentences more often than men. ■

Women prisoners in Canada

In 19th century Canada, women prisoners suffered more from official indifference than official contempt.

Although a women's prison had been included in the original design of Kingston Penitentiary, it was not considered a priority. When the first three women prisoners arrived unexpectedly in September 1835, there was no accommodation for them. Some male patients in the infirmary had to be moved out to give the women some space.

A matron was hired the next year. She had the lowest salary in the institution: even the messenger made more.

That same year, John MacCauley, president of the Penitentiary Board of Inspectors noted that "the sentencing of females to the Penitentiary causes some inconvenience . . . and although their labour as seamstresses can always be turned to good account, they cannot be effectively subjected to the particular discipline of the penitentiary."

The women were certainly not coddled. In 1843, the inspectors noted that nine women were confined in a walled-off section of the dining hall. Their quarters were cold, cramped, and crawling with bugs. In 1846, the vermin problem became so acute the women refused to work.

Insect attacks were the least of their problems. They also had to fend off advances from the warden's son, Frank Smith. The warden himself, Henry Smith Sr., did not flinch at flogging women, even girls of 12.

Besides flogging, the women lived in terror of the "box," a coffin-like container with airholes in which a woman was forced to stand, hunched over, for hours at a time. This torture, invented in the Australian penal colony of Van Diemen's Land, was used on women before men.

After Warden Smith left, things improved a little. In 1853, a women's ward was built. It had three levels: a day room on the ground floor, sleeping quarters in the basement and punishment cells in the sub-cellar.

The Prison for Women, opened in 1934, was considered "unfit for bears" by the 1977 Parliamentary Sub-Committee Investigating Prisons. Women prisoners were not numerous enough to warrant attention until the 1980s. Today all but two provinces have agreed to house female inmates in provincial prisons close to their communities. (CSC photo).

Floggings diminished considerably, especially for women. But females could still be chained, submerged in ice water, put in a dark cell or kept on bread and water. Rebellious women were also humiliated by shaving their heads.

The well-behaved female prisoner was supposed to be quiet, industrious and devout. She dressed like a domestic in a blue dress with a white cap and checked apron. Her duties were intended to prepare her for a respectable job as a servant. Women prisoners made all the clothing, bedding and linen for the institution — including burial shrouds.

Other than visits from the Sisters of Charity or curious Kingston socialites, the women prisoners had few distractions from their needlework. In the 1870s, Kingston Warden John Creighton occasionally organized little Christmas and New Year's parties where privileged prisoners of both sexes sat at separate tables and stared at each other longingly. Although male and female inmates sometimes managed to correspond, they had almost no opportunity for physical contact.

Pregnant prisoners

The authorities were determined to prevent romances. They had enough trouble with prisoners who arrived pregnant. When a baby was born in the women's quarters, the mother was ▷

usually allowed to keep it until it was weaned. Sometimes, women were even admitted with their young children, because alternate care was not available.

The presence of women was hardly felt in the other penitentiaries. Dorchester had a small department for women from 1880 to 1923, but sometimes there was only one woman in it. Although women could be sent to any penitentiary they were usually transferred to Kingston as soon as possible.

In 1913, the women at Kingston finally got their own building. The new prison had 32 regular cells.

Only one year later, a royal commission recommended that women convicts be imprisoned in their own province. Unfortunately, there were so few female federal prisoners (usually less than 50) that it seemed more economical to keep them in one place. By 1923, all women sentenced to more than two years were sent to Kingston.

In the 1920s, the Penitentiary Service began planning a separate women's prison outside the walls of Kingston Penitentiary. The design for the Prison for Women was conservative: a gothic fortress surrounded by 16-foot walls topped with barbed wire. Inside, there were 100 barrier cells with no outside windows. Except for the absence of guard towers, the Prison for Women looked just like a prison for men.

For a while it was. In fact, the first occupants of the Prison for Women were men. The 1932 riot at Kingston Penitentiary had forced the warden to transfer 100 male inmates to the then uncompleted women's penitentiary.

In 1934, the Prison for Women was officially opened for females. Four years later, the Archambault Commission harshly criticized the prison, noting, among other things, that the institution lacked a school and sufficient space for outdoor exercise.

From the 1930s to the 1960s, the attitude toward female inmates was one of absent-minded paternalism. Women prisoners were not dangerous enough to be feared, nor numerous enough to warrant much attention.

Inside the Prison for Women, the staff tried to foster a boarding-school atmosphere. Prisoners were rewarded for being passive and child-like. Shaming replaced corporal punishment. Women were trained to be homemakers, and sometimes told that all they needed was a good man to straighten them out.

In 1939, the first Canadian branch of the Elizabeth Fry Society was formed in British Columbia, to help women offenders after their release. Ten years later, another branch was established to work with inmates in the Prison for Women.

The Elizabeth Fry Society, in the tradition of its namesake, championed the special needs of female inmates, and emphasized the importance of rehabilitation. Unfortunately, economies of scale made it difficult for the Penitentiary Service to provide female inmates with the facilities and programs available to men. Correctional planning was geared toward the large male population, and women were lost in the shuffle.

In 1948, an ex-inmate of the Prison for Women wrote an article in the *Ladies Home Journal* about her prison experiences. "The truth about conditions," she said, "is not a sordid tale of physical maltreatment, or even unkindness, but the perhaps more dangerous one of people with nothing to do."

Female prisoners at Kingston Penitentiary. Conditions were terrible. In 1843, an inspector noted that nine women were confined in a walled-off section of the dining hall in quarters that were cold, cramped and crawling with bugs. (Kingston Penitentiary Archival Collection).

Unfit for bears

Since the Archambault Report, 13 more reports have recommended that the Prison for Women be closed. In 1977, a parliamentary subcommittee investigating the Penitentiary Service described the prison as "unfit for bears, much less women."

In 1981, the Canadian Human Rights Commission ruled that The Correctional Service of Canada discriminated against women prisoners, because it did not provide equal services and facilities.

Since then the Service has tried to treat women more fairly. An important reform would be complete if all the provinces agree to keep women in institutions closer to their own communities. As of September, 1984, the federal government has entered into transfer agreements with every territory and province except Ontario and Prince Edward Island.

Social scientists are also beginning to show an interest in the psychology of the female offender. Recent studies have disproved the theory that the new female criminal is a "liberated" woman. Interviews with women offenders indicate that most of them hold traditional views about the place of women. They do not see themselves as rebels, but as victims.

Women, it is interesting to note, commit far fewer crimes than men. In June 1985, 106 women were serving sentences in the Prison for Women and 73 were serving federal sentences in provincial prisons in eight provinces. There are over 12,000 men in federal prisons.■

The Chinese in B.C.

Inmate number 10 at British Columbia Penitentiary was a Chinese immigrant, the first of many who ran afoul of the law after being brought to Canada to build the trans-Canada railway. As a concession, he was allowed to keep his braid. (Tony Martin photo collection).

The Chinese came to British Columbia during the goldrushes of the mid-1800s. At first there were only a few. Then, in 1881, 17,000 Chinese were brought to Canada to work on the Rocky Mountain section of the trans-Canada railway.

At that time there were only about 50,000 people in British Columbia, most of them Natives. The whites worried about the economic effect of the Chinese who were ready to work for slave wages.

Considering their large numbers and the discrimination against them, it was not surprising that many of the Chinese ended up behind bars. Of the 23 prisoners who entered B.C. Penitentiary when it opened in 1878, only four were Chinese. In 1888, seven years after the mass immigration, that number shot up to 38 — one-third of the prison population of 113.

Once the economy of B.C. had time to adjust from the unsettling mass immigration, there was a continuous drop in their numbers in the penitentiary and by 1894, only one-quarter (26 of 108) of inmates at B.C. Penitentiary were Chinese. Thereafter the Chinese posed no particular problem for the penitentiary system.■

Historic photo showing two famous Indian chiefs admitted to Manitoba Penitentiary in 1885 as prisoners, after the Riel Rebellion was crushed — top row from the left: Father Lacombe, Chief Big Bear, warden Samuel Bedson and in the centre, Chief Poundmaker, flanked by an unidentified priest and (right) Father Cloutier. (Photo: Glenbow Archives, Calgary.) *For more on Native prisoners, see page 3.*

A century after Riel: progress for Native inmates

Female convicts at work during the silent hours, Brixton Prison, England. Photo courtesy of A Just Measure of Pain: The Penitentiary in the Industrial Revolution, 1750-1850, *by Michael Ignatieff, Pantheon Books, 1978.*

Women convicts working

How to deal with the "naked hymn-singers" was one of the toughest problems the Canadian Penitentiary Service ever faced. Here, a Sons of Freedom Doukhobor woman is led off to prison by the police after a demonstration against the Canadian government. (Canapress Photo Service).

A challenge

Crime and Punishment Part VI: (the last of a six-part series)
Not In My Back Yard: the Prison and the Community
August 15 issue

Let's Talk Special Report:

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lets talk

Volume 10 Number 15 September 15, 1985

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CSC is being audited

OTTAWA — CSC is being audited. Those words do not need to strike fear into your hearts. The comprehensive audit being conducted throughout the entire Service, that began in July, is a regular occurrence that happens in every federal government department every four to five years.

According to **Harry Bezanson**, who was acting Inspector General the week *Let's Talk* spoke with him, the objectives of such an audit are to provide Parliament with constructive, comprehensive evaluations of departments, agencies and crown corporations on a cyclical basis and to coordinate the audit activities of the office and external auditors in these entities. "This in-depth audit," he explained, "is a broad-based examination that provides an objective and constructive assessment of

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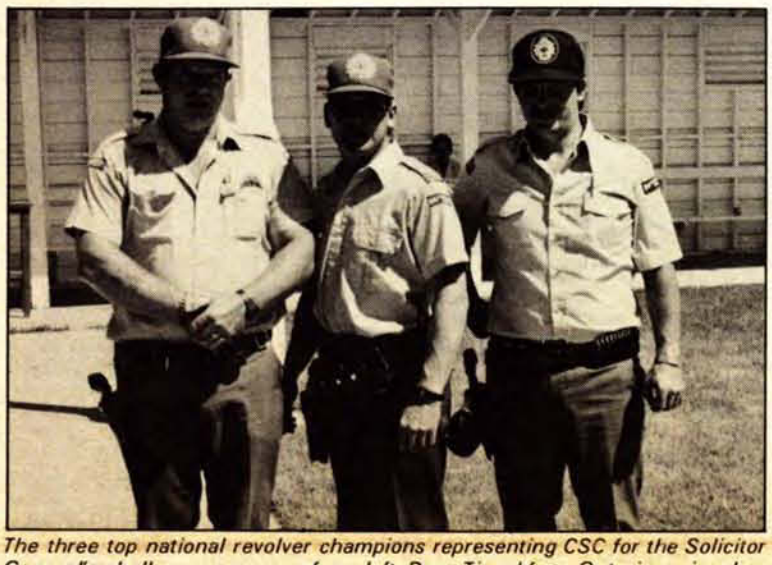

The three top national revolver champions representing CSC for the Solicitor General's challenge cup were, from left, Dave Tizard from Ontario region; Luc Beauregard, Quebec region and Alex Lubimiv, Ontario region.

Perrin Beatty named Solicitor General

OTTAWA — The Honorable **Perrin Beatty**, MP for Wellington-Dufferin-Simcoe, was appointed Solicitor General Aug. 20. There are no CSC facilities in his riding.

Minister of National Revenue since Sept. 17, 1984, he was first elected to the House of Commons in 1972. When he was appointed Minister of State for Treasury Board in 1979, he was the youngest person to serve in the Federal Cabinet.

In 1978 he served as a member of the Special Joint Committee studying the Constitution and was also appointed chairperson of the Progressive Conservative Caucus Committee on Supply and Services.

After the 1980 election, he served as the Conservative party's spokesperson on Communications, as co-chairperson of the Standing Joint Committee on Regulations and Other Statuatory Instruments and was a member of the Special Joint Committee on the Constitution of Canada. He is currently the chairperson of the Commonwealth Delegated Legislation Committee.

Perrin Beatty was appointed chairperson of the Caucus Committee on Federal-Provincial Relations and Caucus spokesperson on Revenue Canada in September 1983. He was subsequently named chairperson of the Progressive Conservative Caucus Task Force on Revenue Canada.

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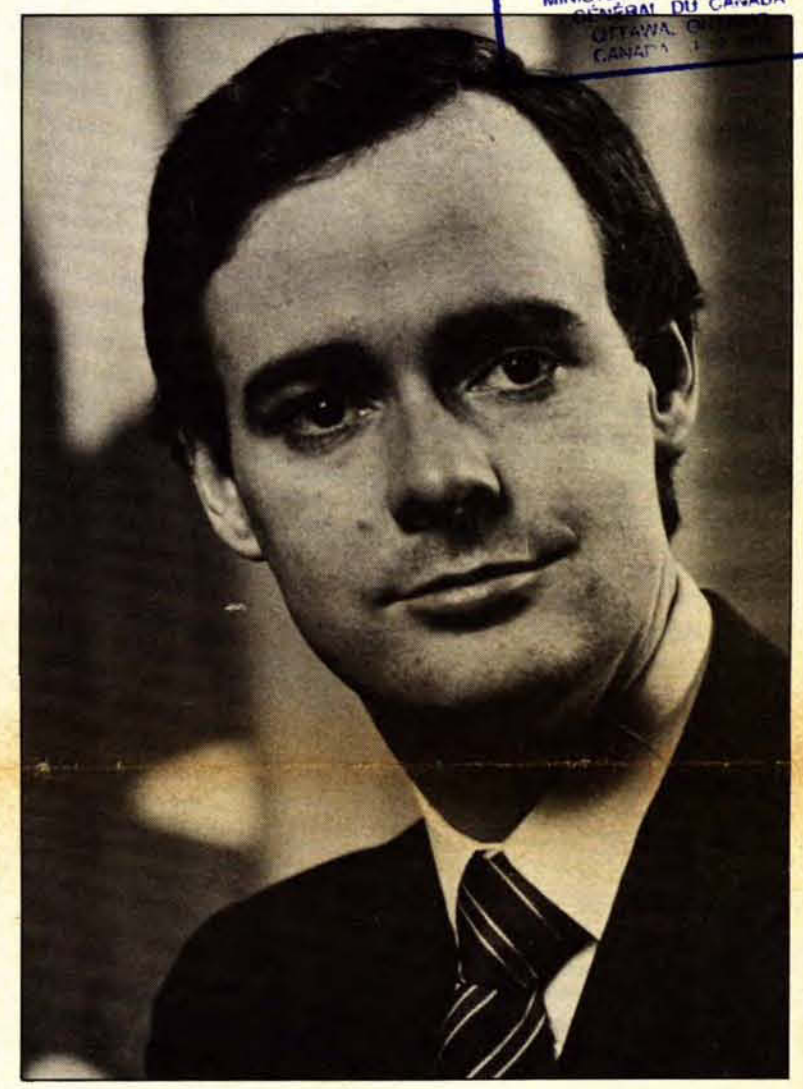


The new Solicitor General, Perrin Beatty.

Hot competition for Solicitor General's Challenge Cup

REGINA — The three top CSC National Revolver champions went head to head against the three top RCMP Connaught Cup Champions in close competition for the Solicitor General's Challenge Cup, held at RCMP "Depot" Division, Regina, Saskatchewan, June 17-19.

Although the RCMP won the Cup, CSC won the "X" count for the most bullseyes. As the competition progressed, CSC was winning until the second last stage. The final results were RCMP 1728-63x; CSC, 1695-64x, a difference of only 33 points out of a possible 1,800.

CSC was represented by **Alex Lubimiv**, Frontenac Institution, Ontario Region; **Luc Beauregard**, Cowansville Institution, Que. Region and **Dave Tizard**, Millhaven Institution, Ontario Region.

Ontario Region won the Tom

— *continued on page 2*

Réjean Arsenault receives André Therrien prize

by Christian Langlois
Communications Branch, Quebec Region

QUEBEC — **Réjean Arsenault**, superintendent of the newly-opened Laferrière CCC, has been awarded the 1984-85 André Therrien prize, one of the most celebrated awards in the field of criminology. It was presented June 13 by the Quebec Professional Criminologists Association.

The award recognizes the work of criminologists who distinguish themselves among their peers for the quality of their work, persistent involvement in their work environment, their credibility and high standard of professionalism.

The award acknowledges Arsenault's contribution. He was instrumental in designing and implementing the first community projects in

— *continued on page 4*

United Way of Canada

Campaign kickoff Sept. 16

Together We Care is the United Way slogan

When the United Way began in the United States in the 1890s the idea then, as now, was that it's better for one organization to raise funds for many groups than for the groups to compete with each other for contributions.

— *continued on page 2*

photo: Erik Gustafsson

Hank, played by Rick Jones ponders his fate before delivering the files to CSC in ***The Twelve Files***.

The Twelve Files takes top award

Not a sheepish tale

OTTAWA — If you have seen it you will not be surprised. *The Twelve Files*, the video program used to introduce the new Offender Records System (ORS) won an outstanding achievement award from the Association for Media and Technology in Education in Canada, June 16.

Produced by **Erik Gustafsson**, Communications Branch and **Susan Finestone** of Corvideocom for the Administration Branch, ORS, *The Twelve Files* took a unique approach for training films. The video featured sheep, burning bushes, thunder and lightening and the voice of God.

The Twelve Files, along with other award-winning videos will be shown at the Canadian Education Association conference, in Quebec, this month.

Some of the Westmorland staff who took part in the badminton tournament are, from left, John Vautour, Anne-Marie Drisdelle, Marlene Doncoster, Denise Gionet, Gordon Helm and Dave Pellam.

Westmorland concludes badminton tournament

ATLANTIC — Since Westmorland Institution converted a stores building into a gymnasium staff have taken advantage of the facilities to squeeze in a few badminton games during the noon-hour break. This year, as part of Stress Awareness Month activities, 24 staff took part in a double-elimination badminton tournament organized to further encourage staff participation in such activities, states **Anne-Marie Drisdelle**, of Westmorland.

The tournament, which began May 27, came to a surprising conclusion the first week of July after many hard-fought matches. Congratulations to first-place winners **Jean-Guy Bourque** and **Anne-Marie Drisdelle**, and second place finishers **Jim Davidson** and **Percy Best**. Trophies were presented by DC Atlantic, **Robert Clark** at the staff assembly, July 11.

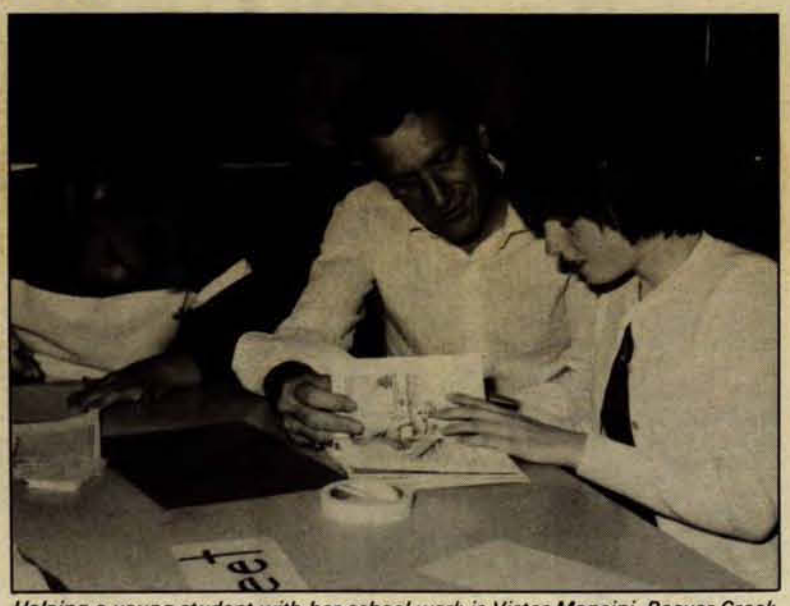
Beaver Creek inmates help mentally disabled students

ONTARIO — "The volunteer program Beaver Creek Institution staff and inmates began with the Muskoka Board of Education late in April will resume with the commencement of the new school year", states **Cecil Vrieswyk**, coordinator Inmate Programs.

The program involves limited day parolees assisting the teaching staff at Victoria Street School — a school for the mentally disabled — with the students.

Before the program stopped for summer holidays **Victor Mancini** and **Donald Harvey**, inmates from the institution, assisted at the school three half days a week. Their involvement centred around helping with individual tutoring, physical education and conducting exercises in vocational training.

"The inmates are a great aid to the staff", says school principal **Don Snider**.



Helping a young student with her school work is Victor Mancini, Beaver Creek inmate who is a volunteer worker at a school for mentally disabled children.

CSC and L'Annonciation hospital share community project

QUEBEC — Two La Macaza inmates trained in horticulture, are taking part in a community project designing flower beds for the L'Annonciation hospital grounds in the Laurentians. The project was designed to allow the community to benefit from the in-house education given to inmates and to facilitate resocialisation of La Macaza residents, states **Christian Langlois**, Communications Branch, Quebec Region.

This first part of the project took place between June 6-19. The managers and staff from the L'Annonciation hospital are very satisfied with the work done to date. As *Let's Talk* goes to press, talks are underway for the implementation of the second part of the project — maintenance of the flower beds during the summer.

The following La Macaza staff, made the project possible — **Carl Lessard**, Institution case management officer; **Ginette Gendron** and **Brigitte Bazinet**, case management officers; **Denis Lalande**, instructor and **Marie-Ghislaine Éthier** and **Réjean Rudis**, of the L'Annonciation hospital.

United Way

— *continued from page 1*

Few people have not been touched by one of the many social problems United Way agencies address — retardation, blindness, deafness, single parent responsibilities, old age isolation, alcholism, mental illness, family discord, crime, delinquency. The success of the agencies depends on you — for time and donations.

This year's Public Service campaign will be launched across Canada Sept. 15. Because it's an organization composed of volunteers, it needs your time. Volunteering is familiar to CSC staff and many of you, no doubt, are volunteers for a United Way agency. Agency volunteers, those who organize the campaign and canvassers who approach people for contributions are the backbone of the United Way.

It needs your donations to fund the agencies. At NHQ the goal for 1985 is to raise $33,300. Each region allocates its own target. **Bob Osterhout** is NHQ's chairperson. Other NHQ committee members are: assistant campaign coordinator — **Earl Singue**; information officer — **Art Hasler**; supply officer — **Richard Lajeunesse**; training officer — **Alicia Taylor**; treasurer — **Liz Carroll**.

When your United Way canvasser comes to call, remember the 1985 slogan — **Together We Care**.

Employees of the month — for May and June

Alice Walsh
Stony Mountain Institution

PRAIRIES — The Employee of the Month program, well under way at Stony Mountain Institution, chose **Alice Walsh**, registered nurse, Health Care Centre, as the institution's first Employee of the Month for May.

Walsh, who commenced employment at Stony Mountain in July 1975, was instrumental in the design and implementation of a procedure for sterilizing operating room surgical instruments. She arranges for inservice staff training for the Health Care staff and has shown outstanding abilities in handling medical emergencies during crisis situations. Nurse Walsh always reacts immediately, calmly and efficiently in medical situations.

Her extra-curricular activities include being secretary for both CSC's Curling Club and Gun Club. She also plays slow pitch baseball.

As "Employee of the Month" she receives a parking space directly across from the main entrance of the institution, an engraved "gold" pen presented by the warden, a CSC mug presented by the officers' canteen and a dinner voucher for a local restaurant presented by the USGE", says **Pat Newton**, acting assistant warden Administration.

Cal Croy
Stony Mountain Institution

Cal Croy, a recreation specialist at Stony Mountain Institution was named Employee of the Month for June. He was commended for his work both within and outside the walls of the institution. Officer Croy demonstrates a positive attitude toward his work and other staff and gives freely of his time and talents. One of his recent programs includes a series of stress management seminars. This year as well as last he coordinated fitness week. He is concerned about staff stress and is striving to make the institution a better place to work. Away from work, he is serving his third term as an elected trustee of the Interlake School Division #21 and is also vice-chairman of the Board. He coaches minor baseball and conducts clinics for players, coaches and umpires. He is also an avid baseball player. Croy is past president of the Balmoral Hockey and Skating Club and the Highway 6 & 7 baseball league.

Hot competition for Solicitor General's Challenge Cup

— *continued from page 1*

Hall Trophy for Top Region in Canada with a grand aggregate score of 1865/2000. Runners up were *Quebec* — 1854; *Prairie* — 1765; *Pacific* — 1722 and *Atlantic* — 1632.

Alex Lubimiv, won the non-security revolver competition with a score of 575/600. Other results in the event were: *Quebec*, **A. Patenaude** — 555; *Prairie*, **L. Kurytnik** — 481; *Atlantic*, **W. Millard** — 461; *Pacific*, **M. McCarthy** 454.

Luc Beauregard, Cowansviller competition with a score of 575/600. Other results in the event were: *Quebec*, **A. Patenaude** — 555; *Prairie*, **L. Kurytnik** — 481; *Atlantic*, **W. Millard** — 461; *Pacific*, **M. McCarthy** 454.

Luc Beauregard, Cowansville.

Wayne Langille, Springhill Institution, won the non security rifle competition with the incredible score of 388/400. Other results were: *Pacific*, **C. Girling** — 378; *Prairie*, **R. Stoesz** — 377; *Ontario*, **E. Kemp** — 367; *Quebec*, **M. Ares** — 354.

Clansey Casey, Springhill Institution, won the security rifle competition by scoring 378/400. Other scores were: *Quebec*, **M. St-Aubain** — 376; *Prairie*, **D. Matheson** — 374; *Pacific*, **A. Peters** — 373; *Ontario*, **D. Bradley** — 366.

Wayne Kelly, Staff Induction Centre, Kingston, the national coordinator of the shoot was assisted by **Larry Luedtke**, Regional Psychiatric Centre, Saskatoon.

Competitors were welcomed to the shoot by the Commanding Officer "Depot" Division. Later the same day revolver and rifle practice followed at the indoor and outdoor ranges.

Trophies were presented Tuesday evening following a banquet, and the Challenge Cup award was presented at the Depot Division Mess the following evening.

All competitors agreed that the shoot was a huge success and emphasis was placed on the comradeship that developed between the various regions during after-hour conversation in their quarters. This uniqueness was evident in the way officers discussed problems they had experienced, corrective action and ways of coping with work in CSC.

Congratulations to those who competed in the Nationals. They represent the cream of CSC marksmen; however they are only a small fraction of the many staff across Canada who spent a tremendous amount of practice on their own time, hoping to represent their particular region.

Perrin Beatty named Solicitor General

— *continued from page 1*

The new Solicitor General was educated at Upper Canada College and the University of Western Ontario, graduating with a BA in 1971. He was president of the University of Western Ontario Conservatives and secretary-treasurer of the Ontario PC Students' Association.

He served on the Committee on University Affairs, an Ontario government body advising the Minister of Colleges and Universities on education policy. Following his graduation he worked as special assistant to the Honorable **Bert Lawrence**, then Ontario's Minister of Health.

Born in Toronto, Perrin Beatty is married to the former **Julia Kenny**. They have one son.

photo: Regina Leader Post

Jeff Hill, 17-year-old son of Wayne Hill, coordinator Special Programs Design, RHQ Prairies, Saskatchewan Amateur Boxing Association's boxer of the year, has been boxing competitively for five years.

A winner!

Jeff Hill named boxer of the year

by Les Shand
Assistant Regional Manager
Communications, Prairies

PRAIRIES — **Jeff Hill**, 17-year-old-son of proud CSC father, **Wayne Hill**, coordinator, Special Programs Design, RHQ, has plenty to smile about. He was named the Saskatchewan Amateur Boxing Association's boxer of the year in a presentation at the Saskatchewan Sports Hall of Fame in Regina, Sask., June 17.

Jeff is a left-handed flyweight who boxes out of the Indian Metis Friendship Centre in Saskatoon. Despite a birth defect leaving the right side of his upper body, including his arm and hand, considerably smaller in bone and muscle structure than the left side, Jeff has overcome any concern about his handicap. In an interview with the *Regina Leader Post*, Jeff explained, "I guess when I was young, I was told I wouldn't go far in boxing. I just wanted to prove that I could go far with a handicap."

Wayne Hill said his son's boxing has actually helped develop the right side of his body and made Jeff more confident about his boxing future.

Farm institutions mark farm safety week

The first National Farm Safety Week, July 25-29, sparked a variety of events at farm institutions across the country.

In Ontario, activities at Frontenac Institution included a farm safety presentation to farm staff by **Marilyn Sewell**, an Ontario Farm Safety Association consultant, a safety inspection of the farm and a safety video program for Agribusiness staff and inmates employed in the livestock and machinery enterprises. Pittsburgh Institution also had an active program, including the Ontario Farm Safety presentation by Sewell and a safety inspection of the farm machinery and facilities by Labour Canada Safety Officers **Jacques Robert** and **Simon Potvin**. Other activities included a farm safety meeting and a tractor operators' course for prospective inmate tractor operators.

In Prairie Region, Rockwood Institution invited industrial representatives from the Stony Mountain area to give a presentation on safety of equipment, a Labour Canada safety officer held a two-day farm safety course on workplace safety for staff and inmates and discussed back injury prevention and causes, and a Manitoba Department of Agriculture representative from Winnipeg gave a safety presentation. At Saskatchewan Farm, a Labour Canada safety officer spoke to staff about new legislation for Part IV (Occupational Health and Safety) of the Canada Labour Code, a video on farm safety was shown to staff and inmates and a safety inspection of the farm complex was conducted by Labour Canada.

Bowden Institution Agribusiness staff and inmates were visited by **Solomon Kyeremanteng** and **Eric Jones**. Alberta Agriculture officials presented a two-day safety program consisting of safety films, a hands-on safety workshop and a lecture on the 14 most common causes of farm accidents.

At Mountain and Ferndale institutions, Pacific Region, staff and inmates observed farm safety week with activities centering around the greenhouse program. Agricultural safety films were shown and instructions on the safe use of hazardous materials provided to inmates in the Agribusiness program.

Agribusiness staff and inmates employed in livestock enterprises at Westmorland Institution, Atlantic Region, were shown safety films and the institutional fire safety officer gave a presentation on fire safety regulations. A farm machinery operators' safety rodeo, to test inmates for safety skills, took place with trophies awarded the best and runner-up operators.

La Macaza and Cowansville Institutions, Quebec Region, participated in the week by inviting a safety equipment manufacturer's representative to demonstrate the use of safety equipment for application of pesticides in greenhouses. First-aid demonstrations were performed for Agribusiness staff and inmates by institution medical staff as well and a film on safety in the workplace was shown.

The inauguration of National Farm Safety week was coordinated by **Fred Cameron**, Agribusiness, NHQ, who anticipates, from the enthusiasm shown by Agribusiness staff and inmates, that the week will become an annual event. "It will contribute greatly to reducing farm accidents that have hitherto been kept to a minimum because of the diligence of farm staff", he stated.

Warden O'Sullivan jailed

Arrest aids Big Sisters'

PRAIRIES — At 0742 on Thursday, June 13, Warden **James O'Sullivan** was arrested in downtown Prince Albert. Warden O'Sullivan was brought to justice quickly and found guilty of impersonating an Irishman. He stated at his trial that the charge was false and he had been framed. The judge replied "Yeah, that's what they all say", and passed a sentence of several hours in the "slammer".

Why is Warden O'Sullivan behind bars?

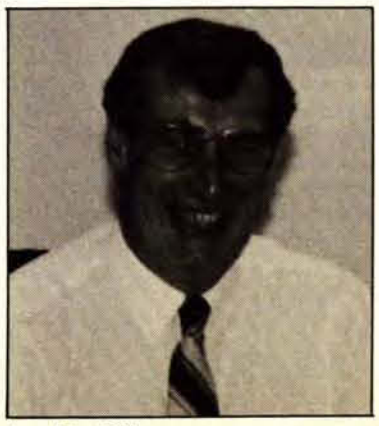
All this fun was in aid of the Prince Albert Big Sisters' Organization. For the price of a dollar a minute members of the organization would lock up a celebrity of your choice. The staff at Saskatchewan Penitentiary contributed generously to the worthy cause and the warden served his time well. Later that morning he was released on "parole" to return to his regular duties.

MacMillan named NHQ's director of Inmate Resource Management

by Les Shand
Assistant Regional Manager,
Prairie Region

PRAIRIES/OTTAWA — In July, **Lee MacMillan**, regional manager, education, training and employment Prairie Region, took over the reins as NHQ's new director of inmate resource management, Education Training and Employment, in July.

Born in Montreal and raised in Toronto, MacMillan's career includes being principal of St. Georges College, a boys' private school in Toronto; an instructor in the humanities at Toronto's York University and executive officer for the Centre of Continuing Education. Joining CSC in 1981, he became assistant warden, Education and Training, Drumheller Institution, Alberta. In May 1984 he was named regional manager, ETE, Prairie Region.



Lee MacMillan

In accepting a challenging job in Ottawa, MacMillan, his wife, **Roberta**, and their two children leave behind many friends and coworkers in the Prairie Region who wish them well.

Operation Courage gives wheelchair to hospital

ONTARIO — Approximately 36 representatives from the 1984 "Operation Courage" marathon, including **Rob Pirie**, Ogdensburg Correctional Facility, attended a special luncheon and wheelchair presentation at the National Correctional Staff College, June 13.

Robert Seaby, executive director Ongwanada Hospital, Kingston, **Bette Torrible** physiotherapist and Information Officer **Anne Simpson**, received a Mulholland growth assessment wheelchair that will enable handicapped children to be fitted properly for their own wheelchair. It was purchased with proceeds from the 1984 run. The first of its kind in Canada, it was presented along with a prone stander, which will be used for training and to provide support to allow a child to stand.

Special recognition was paid to Joyceville Living Unit officer **Bob Foster** and his wife **Anna**. He was the top individual fund-raiser for 1983 and 1984, raising about $1,400. The total amount of money raised by peace officers' events last year was to about $30,700 approximately $7,300 raised by Ontario CSC staff.

From left, Bob Foster, Joyceville; Robert Seaby, Bette Torrible and Anne Simpson, Ongwanada Hospital pose behind the special wheelchair donated to the hospital by Operation Courage.

Organizer **Dennis Halsall** presented team photos to the attendees and Kingston Mayor **John Gerretsen** offered words of support and received a photo of 1984's participants at the finish line in front of City Hall.

Mountain-to-sea relay promotes race and helps disabled children

PACIFIC — Approximately 60 CSC staff participated in an extensive relay, July 18 to 20, many taking annual leave to do so. Held to help promote the annual Nanaimo Bathtub Race, it also raised funds for the BC Lions Club for Crippled Children.

For their efforts participants in the Mountain to Sea Relay won the Special Events trophy for the group that gained the most support/publicity for the race.

The relay began when five people climbed to the top of Mount Agassiz. After Reverend **Arnie Jensen**, representing the warden of Kent Institution and **Jill Conner** representing CSC staff, said a few words three sky divers landed near the parking lot at Kent Institution. They passed a baton to team representative **Kevin Laser**, son of Kent Institution correctional officer **Gary**, who is confined to a wheelchair.

Kevin gave the baton to a

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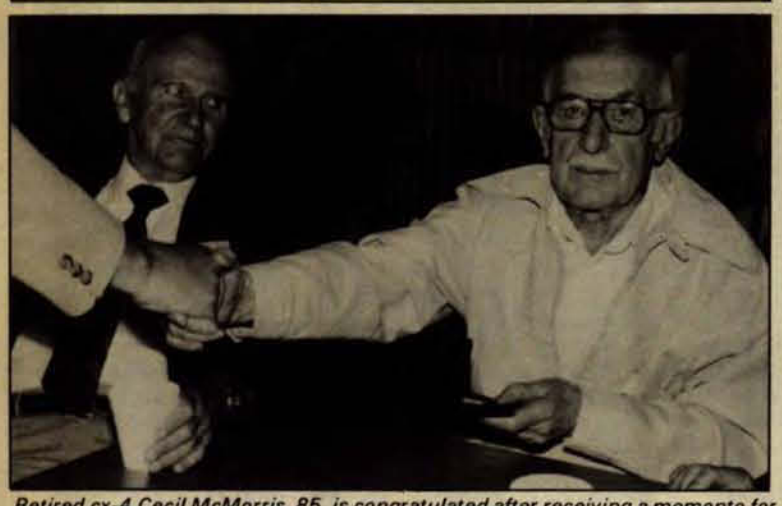
Briefly



Retired cx-4 Cecil McMorris, 85, is congratulated after receiving a momento for being the second oldest retired officer at the Dorchester reunion. On his right is retired cx-6 Frank Noonan.

Dorchester warden holds open house for retired staff

Dorchester Warden **Hank Neufeld** welcomed 68 retired staff to the Dorchester Penitentiary, Jun. 22, reports **Dave Chitty**, special assistant to the warden. Volunteer staff from Dorchester gave them a tour of the institution and they were treated to a buffet lunch prepared by Food Services staff. During a social hour, in the community centre, **Bob Clark** deputy commissioner Atlantic, welcomed the guests and Warden Neufeld expressed his pleasure at having the opportunity to meet them.

Each former employee received a lapel pin, a momento and information about the past, present and future direction of CSC, and 10 of them won door prizes.

Renous SHU is cancelled

An $8.7 million construction contract to build the special handling unit (SHU) at Renous, NB, has been cancelled. Although no actual construction work had begun on the unit, the company was on the scene taking measurements in preparation for start of work. Much of the construction of the S-6 level protective custody unit has been done, with completion expected by next spring and occupancy by July.

Memorial services for Stony Mountain officers killed in '84

Memorial services were held at Stony Mountain Institution and RHQ Prairies, July. 12, for Living Unit Officers **Joe Wendl** and **Vern Friesen** who were killed on duty at the institution July 13, 1984.

Two Pacific staff earn training and development certificates

Last year a Training and Certification program developed by Treasury Board of Canada, was implemented and two Pacific Region staff have received certificates. Certification requires demonstration of proficiency in curriculum design, course delivery and evaluation and validation. **Norm Larkins**, assistant director, training delivery, at the Staff College and **Joe Demers**, recruitment team member, Pacific Region, received their certificates in June.

Dorchester Psychiatric Unit opens

Despite the fact the psychiatric unit at Dorchester Penitentiary has been operating since January and the new warden has been running the Institution since April, it was only officially opened June 18. During a ribbon-cutting ceremony in the morning, Dr. **Roger Leger**, regional health care officer said, "the opening of this unit, in many ways, represents a return to the past as well as a hope for the future." Since it opened about 30 inmates have been treated. And, there have been no suicides.

William Head film wins Red Ribbon

Wall to Wall, a film on the humanist group at William Head Institution on Vancouver Island, was awarded a Red Ribbon, (second place) in the Human Concerns category at the American Film Festival in New York in June. Filmmaker **Peter Smilsky** said the film that placed first in that category, *The Stone Carvers*, also won the 1985 Academy Award for Documentary Films. The William Head Humanist Group is a group of inmates who work with mentally handicapped people in the area, inviting them to the prison for socials and fitness events.

lets talk

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June Coxon
Editor

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King con presents past escapades

Frank Abagnale speaks at Sask. Pen.

PRAIRIES — Frank W. Abagnale, author of the long time best seller — *Catch Me If You Can*, the story of his past life, was guest lecturer at Saskatchewan Penitentiary, June 7. His easy style and quick wit carried him through two lectures to 150 staff members, then to 300 inmates, says **Peter Genest-Conway**, acting head, Social Development, Saskatchewan Penitentiary.

Abagnale told of his past life as a super con man known in all 50 states as the "Skywayman". This former king con posed as an airline pilot logging over 3 million miles, as a pediatrician in a large hospital, as a college professor of sociology, and after passing the bar exam practised law as an assistant to the Attorney General.

His lifestyle was portrayed in the television series *To Catch a Thief*, starring **Robert Wagner**. A movie based on his book, will be released this fall starring **Dustin Hoffman** and, ironically, Frank Abagnale playing the part of an FBI agent.

Abagnale now lives in Houston, Texas where he operates a successful business as a consultant for the prevention of white collar crimes, using his past escapades as examples.

He concluded his lectures at Saskatchewan Penitentiary by saying no matter how glamorous crime may seem, it is not worth it. A home, family love and self worth are the most valuable things a person can possess, and these cannot be gained by crime.

photo: Peter Genest-Conway

What do you think Frank Abagnale, right said to Warden Jim O'Sullivan?

Deductions of contributions to a registered pension plan allowed

ATLANTIC — Revenue Canada has introduced measures that will allow deduction of contributions to a registered pension plan. The measures announced by the then Revenue Minister **Perrin Beatty**, will allow an employee, who has made an excess contribution, to carry forward the excess amount and claim a deduction in the earliest year or years available, subject to the $3,500 limit on the allowable deduction in any one year. Taxpayers who would have been entitled to this deduction in previous years should contact their district office and request that adjustments be made to the first and subsequent years available, other than to those years which cannot be re-opened under the Income Tax Act.

Up to now, the maximum deductible contribution to a pension plan for current service has been $3,500. Any contributions in excess of this amount were not deductible at any time.

There will be no time limit on the carry forward of the excess contribution, nor will the entitlement to the deduction be affected by the fact that, in the year when the deduction is claimed, the taxpayer is no longer in the same employment or is not employed.

Taxpayers claiming a carry forward of their excess Registered Pension Plan contributions should include a schedule showing each excess contribution beginning with the first year there was such an excess, and all subsequent amounts, and indicate the cumulative excess contribution to date.

Prairie Regional Psychiatric Centre five-time winner

PRAIRIES — Drive for five, this year's motto of the Regional Psychiatric Centre, Prairies, has paid off. The Centre has won the Dominion Fire Commissioner's Shield and Certificate for the 5th consecutive year, thanks to the cooperation of the staff.

The Centre's motto for 1986 is "Strive for Six" and, with the anticipated cooperation of all staff, **Morris Sackney** is confident they will win the shield and certificate again.

Mountain-to-sea relay

— *continued from page 3*

team of repellers who in turn passed it to two horseback riders. At Harrison Lake the baton went to canoeists who were to take it to some water-skiers.

July 19, a team of cyclists picked up the baton and took it to a swimmer at Whiterock. The swimmer swam to a sailboat which took the baton and sailed to Vancouver Island.

On July 20th runners and cyclists from William Head Institution picked up the baton from the sailboat and proceeded to Nanaimo. They ran through Nanaimo to the lagoon and rang the bell which officially declared the relay over. **Linda** and **Jack Sonmor** and **Don Wilson**, Kent Institution staff, organized the relay.

André Therrien prize

— *continued from page 1*

the Laurentians area. Through his initiative and perseverance, the general public and employers of this region became involved in projects that are essential to the inmates' resocialisation.

The prize honors of the late CSC Commissioner **André Therrien**. Between 1965 and 1971, this humanist and man of action was a member of the National Parole Board, vice-chairperson of the NPB and commissioner of CSC. He also pioneered the development and strengthening of the Canadian parole system and contributed greatly to the birth and development of criminology in Canada.

CSC is being audited

— *continued from page 1*

how the financial, human and physical resources are managed with regard to economy, efficiency and effectiveness. It also examines the extent to which accountability relationships are reasonably served."

Bezanson says although the auditors will be speaking with many CSC staff most employees will not be involved. "The Service's internal auditors will likely receive the most intensive audit," he suggested. "Because the team of external auditors must determine if value is being received for the money spent on internal auditing, to what extent the Office of the Auditor General can rely on the work of the internal audit group and how to coordinate audit work to avoid duplication."

By the end of this month the first step of the audit — gaining an understanding of the Service and determining the areas where the audit should focus — should be completed. The examination stage that follows will involve a systematic examination of accountability relationships, activities and support systems and controls used by the Service to carry out its mandate. It will be completed towards the end of February 1986.

The audit will end early next summer when the OAG team writes a report for the Auditor General's Report that will be tabled in Parliament in September 1986.

The audit is being conducted under the direction of **Louis Patry**, a director of the Office of the Auditor General. **W.J.T. (Jack) Rankin**, Inspector General, CSC, is coordinator.

Vol. 10 No. 15 September 15, 1985

Crime and Punishment

A pictorial history: Part VI of VI

By Cecilia Blanchfield

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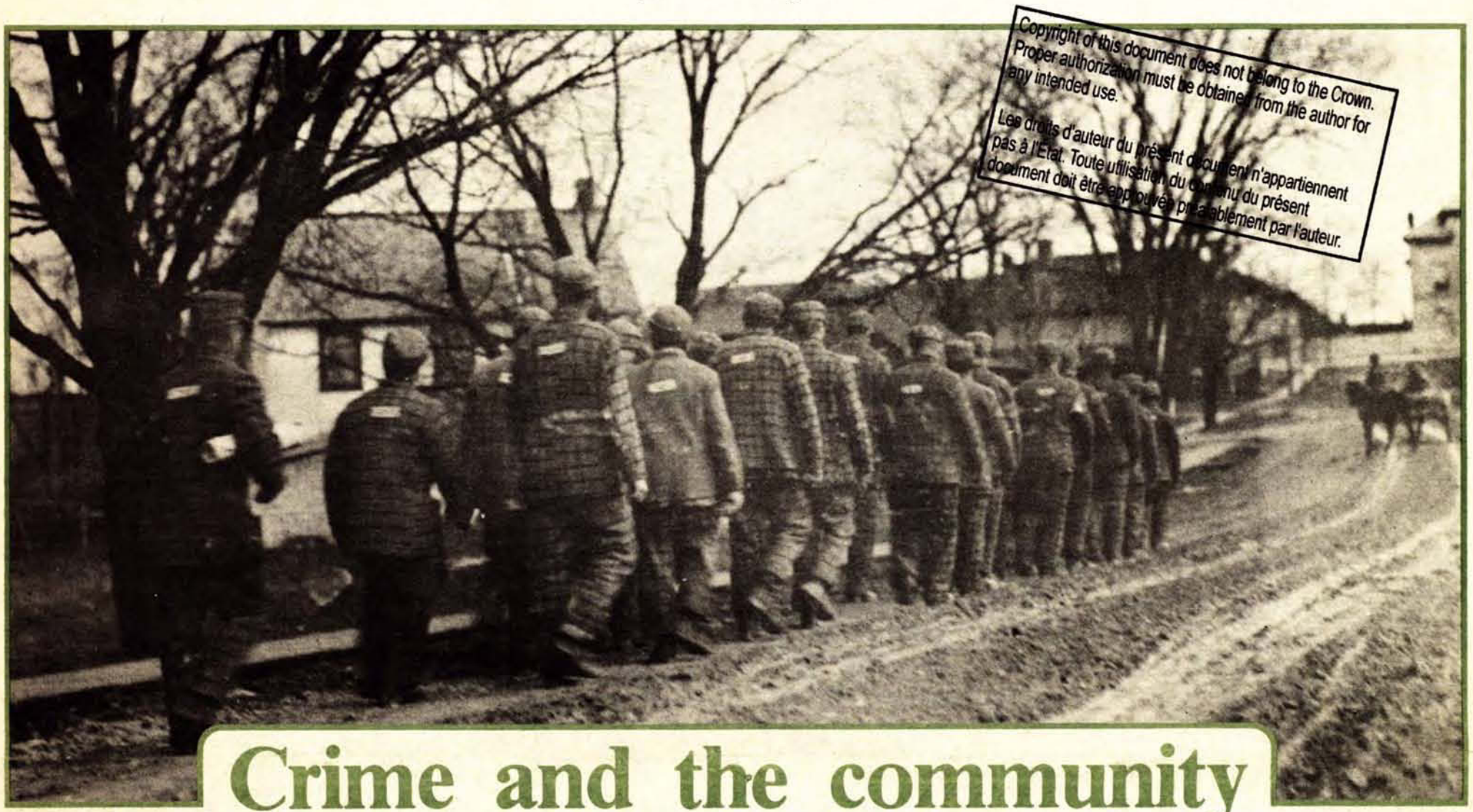


Crime and the community

Kingston Penitentiary inmates were a common sight in the community in 1911 as they marched on their way to and from the stone quarries. (CSC photo).

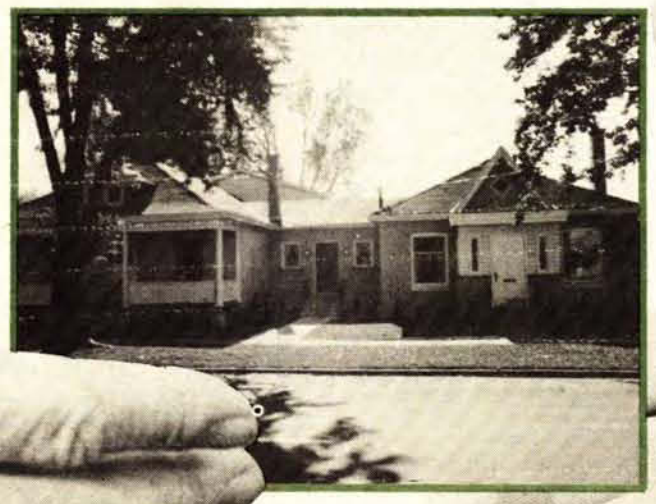
In the 18th century, the prison wall was more of a symbol than a barrier. It didn't keep people in very well, and it certainly didn't keep them out. A lively commerce flourished between the prison and the street — a constant surge of the curious, the charitable and the commercial. Horrible as it was, the jail was a familiar feature of the neighbourhood, and its inmates retained their ties with the community.

In the 19th century, the free and easy intercourse between the prison and the street ended. The new prisons — the penitentiaries — became self-contained and self-sufficient entities, deliberately sealed off from society. Like quarantine camps, many of the new prisons were established — separate and away — in remote or inaccessible areas. The prison became a private and impenetrable world.

Cut off from communication with the outside, the penitentiary acquired an aura of mystery and dread, and its inmates began to seem strange and dangerous to the public.

In many prisons, clergymen were the only visitors allowed. At Kingston Penitentiary, the "better classes" were charged admission to gawk at the prisoners. Warden J.M. Platt protested in 1901 that his institution was "not a zoo or a menagerie." The tours were cancelled soon afterward.

By the 1920s the prisons were shut up tight. Guards were sworn to secrecy, and all correspondence was carefully censored. If prisoners had been allowed to have newspapers, they would have realized that as far as the Canadian public was concerned, they were out of sight and out of mind. Only a few prisoners' aid workers knew or cared what happened to convicts.



St. Leonard's Society halfway house — the prison and the community must work hand in hand if ex-cons are to find new lives. (CSC photo).

In 1932, a series of riots erupted and, for the first time, prisons made the front pages. The Canadian Government's Archambault report of 1938 exposed many abuses, and inspired a greater interest in reform. The correctional authorities suddenly found themselves accountable to public opinion.

In the 1940s and 1950s the prisons were relatively quiet, and the administrators pursued a policy of gradual liberalization. More and more outsiders were allowed to inspect the prisons, but their evaluations were not exciting enough for the popular press.

In the 1960s and 1970s, some inmates resorted to acts of violence — riots and hostage-takings —▷

which served to capture the public's attention. To counter the sensational ill-informed media coverage, Canadian correctional authorities had to expand their public relations programs. In the 1980s, CSC is making a concerted effort to increase public awareness and understanding of correctional programs through expanded public education programs, and by inviting and involving public participation in citizen advisory committees and numerous other volunteer programs.

Entrenched stereotypes in the public's mind have hampered attempts at education. Media attention is focussed on the sensational incident, but the vast majority of inmates complete their sentences and return to the community in virtual anonymity. Once this is understood, the community can accept greater responsibility in the correctional process.■

Halfway houses

Is there life after prison?

When Jean Valjean, the convict hero of Victor Hugo's *Les Miserables* is released after 19 years in the galleys, he finds that he has no place to lay his head. No one will feed or shelter him — not even the local jails.

Valjean's plight was typical of the miseries endured by ex-convicts in the 18th and 19th centuries. Many had to revert to crime to survive.

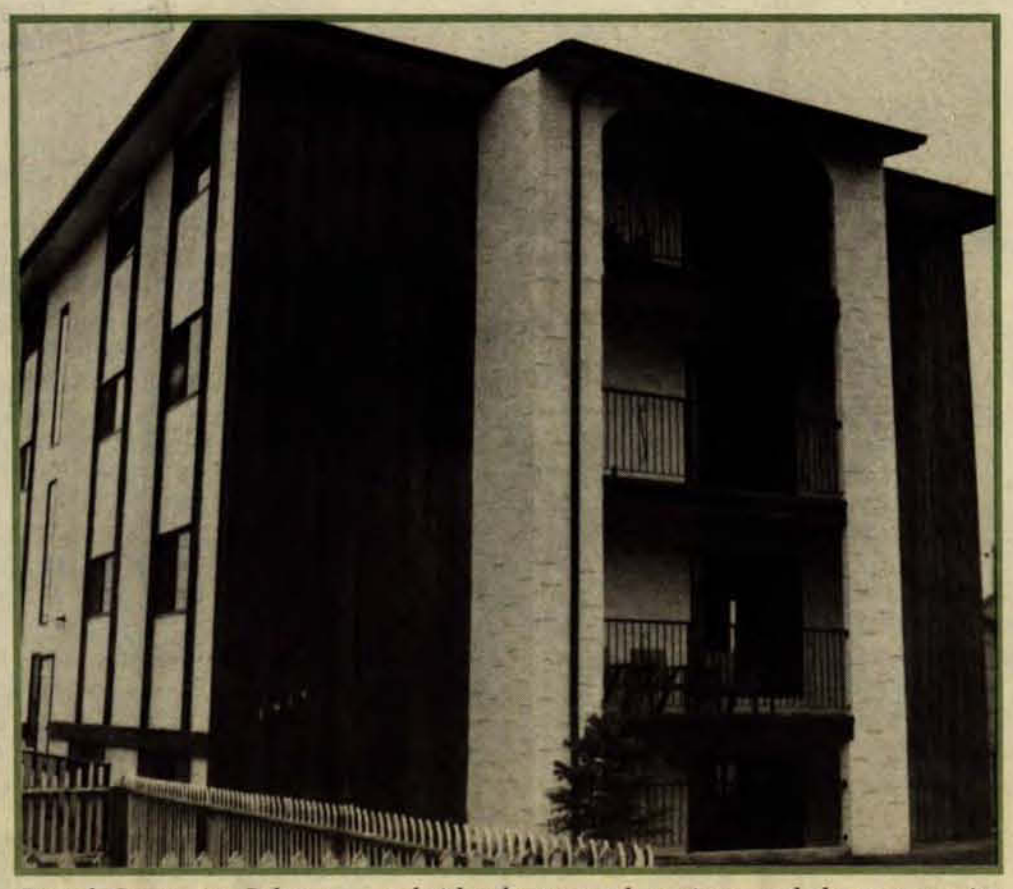
In Canada during the 19th century, newly released prisoners received a standard prison-issue suit of street clothes, a small amount of cash and a ticket home. They were escorted to a train or boat under guard: they were not really free until the whistle blew for departure.

J.M. Platt, the warden of Kingston, said in 1910: "The departure of an ex-convict is thus advertised, not exactly by a brass band, but by brass buttons, to the world and the community in which he hopes to find a home and employment. He proceeds on his journey, looked at, pointed at, perhaps sneered and scoffed at, until he reaches his destination."

Regina House, a halfway house in Winnipeg run by the Native Clan Organization. (CSC photo).

Wherever inmates went, their clothing gave them away. Warden John Creighton of Kingston remarked in 1876 that "a suit of discharged convict's clothing was as good as a label on the man's back: "Just turned out of the penitentiary."

If they were lucky enough to get jobs, they had to conceal their past. In 1879, J.G. Moylan, the Inspector of Penitentiaries, described police surveillance of ex-convicts as "more cruel than the prison." Like the hapless Valjean pursued by the relentless Inspector Javert, the ex-prisoner lived in fear of exposure by the police.



Portal Centre in Calgary — a bridge between the prison and the community where parolees can get used to life "outside" again. It's not easy and the institutionalization that results from a long sentence, is hard to overcome. (CSC photo).

What Jean Valjean — and thousands of real-life ex-convicts — needed was a halfway house. In an unforgiving world, this new type of institution became an oasis of hope.

The first formal halfway house in North America was the Isaac T. Hopper Home in New York City, established by the Quakers in 1845. Many more were set up in the latter half of the 19th century, despite considerable opposition from the community. Even the American Prison Association objected to them. In the 1890s the APA claimed that halfway houses would create "a permanent class of undesirable citizens."

In Canada, religious groups like the Catholic Church and the Salvation Army were the first to provide hostel accommodation and sheltered workshops for ex-convicts. The first truly home-like halfway house was the Anglican Beverley Lodge, established in Toronto in 1954.

In 1962, Reverend Neil Libby established a halfway house in Windsor, which he called the St. Leonard's House, after the patron saint of prisoners. The St. Leonard's Society went on to set up halfway houses nationwide.

In the 1970s, the halfway house movement expanded dramatically as both governments and community groups sought solutions to the problem of recidivism.

The Correctional Service set up its first halfway house for men on day parole in Montreal in 1968. By 1984, CSC operated 21 halfway houses (known as community correctional centres) and had contracts with 163 privately operated ones. Farms and forestry camps also function like halfway houses in that they have no perimeter security and provide increased opportunities for gradual release into the community.

Halfway houses are like decompression chambers: they help ex-convicts gradually adapt to the demands of freedom. Very few prisoners have jobs waiting for them on the outside, and few people knowingly hire ex-convicts. Although today ex-cons may be bonded, many may be barred from practising their trades or professions as a result of the ex-con stigma. Training certificates earned in the penitentiary may not be recognized outside the walls. The halfway house offers a temporary refuge until ex-prisoners can support themselves.

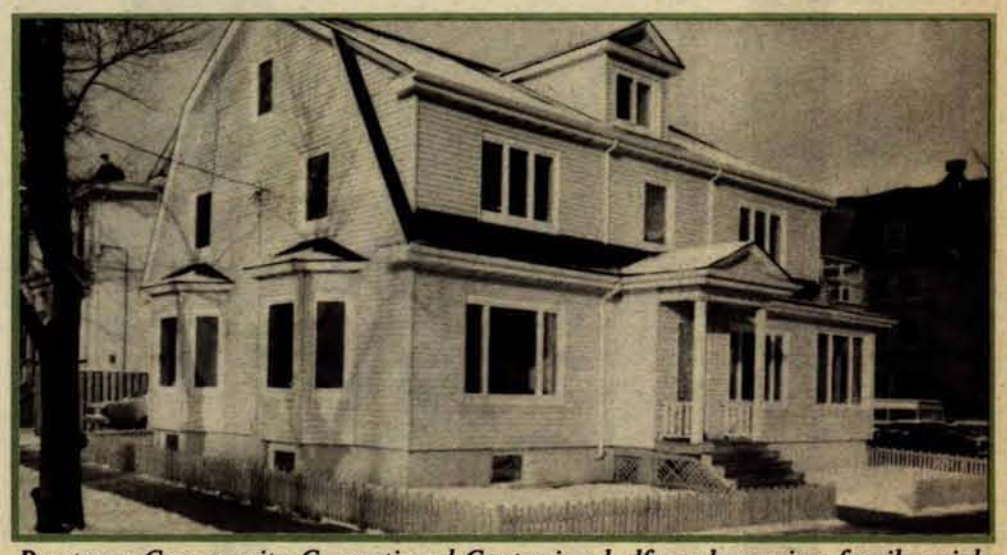
Besides the practical problems of employment and accommodation, the ex-con faces difficult emotional adjustments. The Fauteux report on parole observed in 1956: "An inmate who serves his term in full in a Canadian penal institution undergoes, on discharge, a transition from imprisonment to freedom that is just as sharp, sudden, and extreme in degree as was his transition from freedom to imprisonment when his sentence commenced."

> A recent survey found that 75% of Canadians would accept a group home for senior citizens or the disabled in their neighbourhood, but only 35% would tolerate a home for ex-convicts.

Ex-convicts have much to relearn. After years of dependence and regimentation, they must begin to think for themselves. They may be paralysed by indecision or be wildly impulsive. They may be greedy for excitement and want to party every night, or they may be so overwhelmed by the pace of life that they sink into a depression.

It's much easier to get the person out of prison than to get the prison out of the person.

The success of halfway houses depends on community support, but unfortunately, these institutions and their occupants are no more welcome now than they were in 1890. A recent survey found that 75 per cent of Canadians would accept a group home for senior citizens or the disabled in their neighbourhood, but only 35 per cent would tolerate a home for ex-convicts.■



Parrtown Community Correctional Centre is a halfway house in a family neighbourhood. Other government-run halfway houses are in the busy downtowns of big cities, in small towns, and four of them are rugged forestry camps. (CSC photo).

Parole: A success story

Headlines like these are a parole officer's nightmare. One news article about a parolee who commits a new and sensational crime can undo years of patient effort at public education. These stories arouse a legitimate fear that the statistical tables cannot overcome.

The truth is that parole is one of the correctional system's success stories.

Parole is conditional release of a convicted person before completion of their term of imprisonment. The term dates back to the Hundred Years War (1337-1453) when a military prisoner could be released on "parole d'honneur" — French for "word of honour."

The modern concept of parole evolved from a mix of conditional pardon, apprenticeship by indenture, transportation, the ticket of leave system and 19th century American prison reforms.

In the 18th century, the English courts sent many prisoners under sentence of death to labour in the colonies. One condition of their pardon was that they never come home. Once in America, they had to agree to more conditions about good behaviour.

In 1787, Australia became a British penal colony. In 1790, the governor was given the power to grant a conditional pardon or ticket of leave. Alexander Maconochie, who reformed the infamous prison on Norfolk Island, used ticket of leave as the ultimate goal of his marks system. Convicts started in strict custody, but were encouraged to work their way through increasing degrees of responsibility until they had accumulated enough points to "buy" their tickets of leave.

When transportation ended in 1852, there were about 9,000 prisoners in England waiting to be shipped to Australia. The existing jails could not accommodate them, so the convicts were given tickets of license and released. These licenses had conditions: the convict had to promise to seek honest work, respect the law, refrain from associating with loose characters, and so on. Unfortunately, there was no provision for supervision, and many of the convicts simply tore up their licenses.

PAROLEE HELD IN MURDER OF HITCHHIKER

CONVICTED RAPIST ON DAY PAROLE DISAPPEARS

SEX-SLAYER ELIGIBLE FOR EARLY RELEASE

Sir Walter Crofton, who became the head of the Irish prison system in 1854, instituted a system which featured all the basic elements of modern parole: conditional release, community involvement, supervision and revocation for breach of conditions.

> One news article about a parolee who commits a new and sensational crime can undo years of patient effort at public education.

Zebulon Brockway, the pioneering penologist who founded the reformatory at Elmira, N.Y., further refined Crofton's ideas. To be eligible for parole, an Elmira prisoner had to behave well for a year, get a recommendation from the superintendent, and have a job waiting on the outside. Once released, they had to keep their job for at least six months and report to a guardian every 30 days.

The new system spread quickly, and in 1887 Samuel Lawrence Bedson, the warden of the Manitoba Penitentiary, proposed a parole system for Canada. In this, as in so many other Canadian penal matters, he was ahead of his time. Canada did not adopt parole until 1899.

In the 19th century a Canadian prisoner could obtain an early release in only two ways. From 1868 onwards, convicts could have up to one-sixth of their term remitted for good behaviour. Remission could be revoked if they broke the rules.

The other possibility was a royal pardon. These were given to reward merit, facilitate deportation, or send terminally ill inmates home to die. Friends and relatives had to petition the minister of justice for the pardon. The procedure was complicated, and only a few cases were considered, much to the anguish and frustration of applicants.

The penitentiary authorities were not happy with the system either: they had very little influence over pardons which were in the hands of politicians, and they could not use them as incentives for good behaviour. In 1881, Canada's Inspector of Penitentiaries, J.G. Moylan, declared that the capricious exercise of clemency was "one of the greatest evils" in the prisons.

Still, in 1883, Alexander Campbell, the minister of justice, told the Senate that "you must feed the convict on hope: it is the medicine of the miserable. There is nothing left for him — nothing else you can dwell upon and use for the bettering of his conduct."

Ticket of Leave Act

The 1899 *Ticket of Leave Act* established our parole system. After it was passed, conditional release on parole quickly became preferred to unconditional release through pardon. In 1900, 71 prisoners were paroled and 70 pardoned. In 1914, 480 were paroled, but only five pardoned.

> Parole has always been the most powerful tool for rehabilitating offenders. Freedom is a great motivator.

Under the new law, parolees were still legally in custody. They could be returned to the prison to serve the remainder of their sentence if they broke the stipulated conditions.

Parole was granted at the discretion of the minister of justice, who initially reserved this privilege for first offenders only, the so-called "accidental criminals."

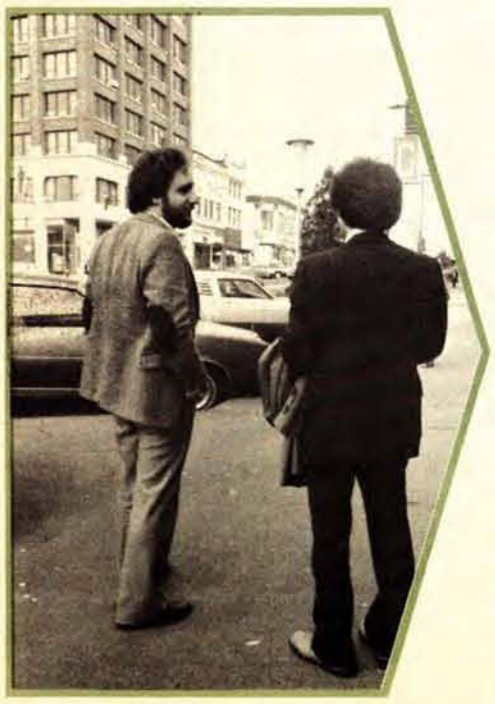
In 1905 a Dominion Parole Officer was appointed. The officer had three responsibilities: to oversee the granting of parole, to help ex-convicts re-establish themselves and to promote the idea of parole to the general public.

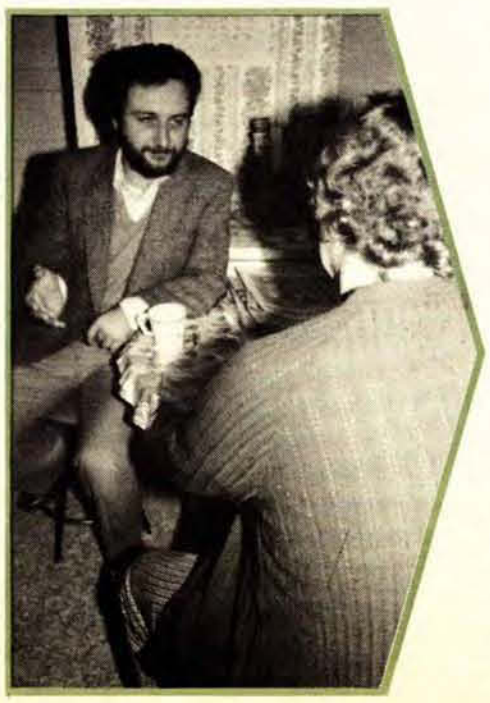
The authorities were cautious in granting paroles — they did not want ex-convicts discrediting the system. Luckily, in the first 15 years, the program had only a six per cent failure rate.

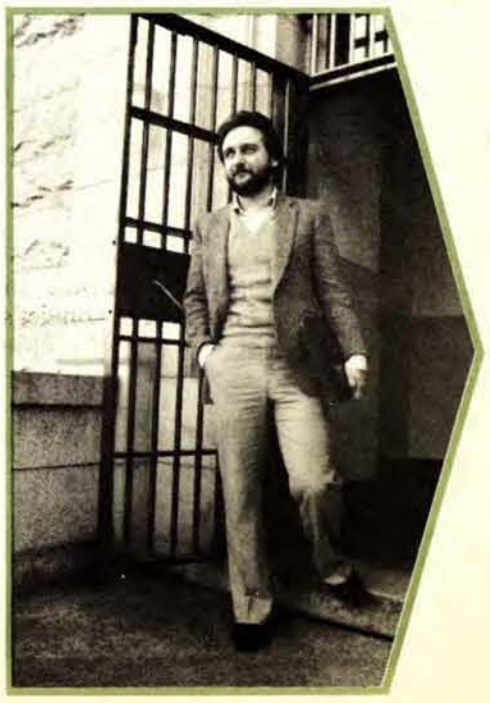
In 1931, the Dominion Parole Office was abolished, and its functions were absorbed by the Remission Service, a branch of the Department of Justice. This organization continued a cautious policy.

National Parole Board created

Until the late 1950s parole in Canada was a sometime gift. After the creation of the National Parole Board in 1958, the rules for eligibility were formalized, and there was a significant increase in the number of inmates paroled. Today, ▷







A day in the life of a parole officer is spent half on the street, half in the office. (1) An on-the-street interview to see how the parolee is doing. (2) Talking to a parolee in a halfway house. (3) Always on the go with a caseload of 35-40. (4) Visiting a prison.

Alexander Maconochie reformed the infamous Australian prison on Norfolk Island in the 18th century.

the average daily number of persons on parole, day parole or mandatory supervision is about 10,000. This includes those paroled from provincial institutions.

Before 1970 inmates served the remission portion of their sentence in the community unsupervised until expiry of the sentence. Then in 1970, the Parole Board introduced mandatory supervision requiring all inmates released before the expiration of their sentence to be placed under the supervision of a parole officer. They have to fulfil the same conditions as parolees, and can be returned to the prison if they misbehave. The new law, designed to protect the public, was at first bitterly resented by convicts who had earned remission and expected to be free and clear of the correctional system.

By the 1970s, many inmates began to see parole not as a privilege, but as a right. To many members of the public, however, it had become an unwarranted indulgence. There was a backlash in favour of fixed sentences, and in 1973 the government passed legislation enabling the courts to set a minimum term of imprisonment for lifers before parole could be granted.

Parole has always been the most powerful tool for rehabilitating offenders. Freedom is a great motivater, both in and out of prison. And for taxpayers, parole is an economical alternative to incarceration (see box).

Despite many safeguards, parole does not work all the time. Parole officers try to assess all the risks, but they have no way of predicting a violent outburst by a parolee. Ultimately, the system has to run on trust, just like our political system. As historian Arthur Lower remarked in his book *Two Ways of Life: the Spirit of Our Institutions:* "Democracy is not compatible with too much order and safety."■

The bottom line on community corrections

What it cost in 1983/84 to keep an inmate in:

maximum security	$49,460
	(women $56,693)*
medium security	$35,418
minimum security	$32,919
a community correctional centre	$21,021

The above figures do not include costs related to parole, staff training or headquarters.

The annual cost for supervising an offender on parole in 1983/84 was $5,285.

*Because of their small numbers, it costs considerably more to house a female inmate.

Alternatives to prison

Today prison is beginning to be regarded as a last resort and judges are looking seriously at alternatives such as restitution to the victim and community work service.

It was a straightforward case of public drunkenness, and the judge was not going to waste any time over it. As he was about to pronounce sentence, however, a respectable-looking gentleman stood up in the audience and begged permission to speak.

The gentleman offered to take the defendant home with him and try to straighten him out. The judge was amused, but something in the philanthropist's manner inspired confidence. "Very well, I'll release him in your custody. But he must return here in three weeks."

On the appointed date, the philanthropist and his protegee came back. The judge could not believe the change in the defendant. He was so impressed that he dismissed the charge.

The year was 1841, the place was Boston, and the philanthropist was Augustus John, a bootmaker. Over the next 18 years, he helped 1,496 people avoid prison. He found them shelter, food and clothing, and persuaded his friends to give them jobs. John was betrayed only once. He called his system "probation" from the Latin word *probare* — to prove. The essence of probation was that the offender had to prove himself.

Last year there were about 74,000 people on probation in Canada on any given day.

Augustus John is honoured as the founder of the modern system of probation. Almost one thousand years before, the Anglo-Saxons had a similar idea. King Athelstan (895-939) introduced the practice of "binding over with surety": an offender would be released in the care of a responsible person who would guarantee his good behaviour.

In the Middle Ages, those who escaped punishment by pleading benefit of clergy (because they were in religious orders), were also understood to be on probation. They were often branded on the thumb so they could not claim the same exemption again.

In 19th century Canada, probation was first advocated to help children escape a life of crime. The provinces of Canada enacted legislation in 1857 allowing judges to put juvenile offenders on probation.

In 1889 the *Act to Permit the Conditional Release of First Offenders* made adult probation possible. Supervised probation was introduced in 1921. The offender had to report to an officer of the court.

Over the years, most of the legal restrictions on probation have been eased; it is now largely at the discretion of the court. The practice has become common in Canada, and falls under the sole responsibility of the provinces. Last year there were about 74,000 people on probation on an average daily basis.

Judges are not the only ones to exercise discretion in the disposition of offenders. Most criminal incidents never get as far as the courtroom. Victims and witnesses may decide not to report a crime, the police may let offenders off with a warning, or the prosecutor may withdraw the charges.

In the past 20 years, these informal kinds of "diversion from prison" have been supplemented by more organized ways of keeping people out of jail.■

Diversion

One of the first official diversion projects was the Victim-Offender Reconciliation Program in the Kitchener-Waterloo, Ontario area. It began in 1971 as a joint venture between probation officials and the Mennonite Central Committee.

Their first case is typical: Two young men on a drunk had gone wild, smashing windows and slashing tires. Instead of jailing or fining the youths, the judge offered them the chance to make peace with their victims. They met the property-owners involved and worked out an agreement on restitution. Within six months, the vandals had paid for all the damage they had caused.

Diversion takes many forms, but it always involves admission of guilt by offenders, and the willingness to participate by both offenders and victims. Offenders sign contracts with the diversion authority, agreeing either to compensate their victims directly, through restitution, or to pay their debt to society by doing community service.

Diversion reduces the financial cost and social stigma of passing through the courts. It prevents the "criminalization" of first offenders. It gives the community a chance to help in rehabilitation. And it satisfies the desire for justice. Many people believe that reconciling victim and violator is more sensible and humane than ignoring one and degrading the other.■

Reformers and volunteers

Governments have rarely been pioneers in penology. More often than not, the impetus for reform has come from the private sector. Public-spirited individuals and groups have introduced many important innovations, including parole, probation, diversion and after-care, and halfway houses for ex-prisoners. As we have already seen, the penitentiary itself was first introduced by the Quakers in North America.

John Howard and Elizabeth Fry had many lesser-known counterparts in the 19th century. The climate of social reform led to the birth of prison reform and prisoners' aid organizations. The movement began in England in the 1840s, with the formation of Discharged Prisoners' Aid Societies. By 1861, there were 36 prisoners' aid groups in London alone.

Since the founding of the Pennsylvania Prison Society in 1787, the Quakers had dominated the prison reform movement in the United States. In Canada, most of the early aid workers were also religiously motivated. Victorian clerics regarded prisoners as pagans who had to be evangelized. One of the first volunteers in the Canadian penitentiary system was Mrs. Harriet Dobbs Cartwright, a clergyman's wife who ran Bible classes for the female inmates at Kingston.

In 1867, some Toronto philanthropists established a Sunday school in the old Don Jail. John Kidman, a pioneer in prisoners' aid, commented: "These workers discovered, as all such workers do, that it was useless to preach to men and women in prison unless their material needs on release are also given attention." Seven years later, the Sunday school workers formed the Prisoners' Aid Society.

In 1890, the Prison Gate Home of the Salvation Army opened in Toronto to provide food, shelter and employment for ex-convicts. An enclosed horse-drawn wagon, dubbed the "Red Maria," picked up discharged prisoners to bring them to the Home.

Like the Quakers in the U.S., the Salvation Army soon gained a special reputation for their prison work. Even the crustiest wardens praised their efforts. In 1903, the "Sally Ann," as the Army was affectionally known, was given free access to the five existing penitentiaries. In 1905, the Salvation Army's system of parole supervision was adapted for official use by the Dominion Parole Officer.

Although the Salvation Army was very successful, other aid agencies were not. The first few decades of the prisoners' aid movement in Canada were marked by frustration and failure. Organizations came and went (the original Prisoners' Aid Society of Toronto dissolved in 1915), and many members dropped out, discouraged by financial problems and public apathy.

The correctional bureaucracy did not always appreciate their interference in the system. In his report for 1916-17, the Inspector of Penitentiaries, Douglas Stewart, expressed annoyance at "the plaintive wail of the super-humanitarians, who are suffering from abnormal development of the bowels of compassion."

Leaving prison is often traumatic but halfway houses run by private agencies, government-run community correctional centres and some 650 prisoners' aid groups try to make it easier.

In the 1920s and 1930s, the private agencies campaigned for public defenders and against wrongful imprisonment. They set up poor boxes in courtrooms for the relief of destitute prisoners' families. They were derided as "sob sisters" and "sentimentalists."

The riots of the 1930s gave the reformers more credibility. When the Archambault Commission toured the country, prison aid volunteers in every city were invited to testify. In its report, the Commission urged the government to support the agencies financially.

The Salvation Army has great success in helping ex-cons adapt to the community.

They got nothing for almost a decade. The government was as tightfisted with the aid agencies as it was with the penitentiary system itself. In 1947, the Canadian Penal Association received the first grant — for $10,000. The organizations still had to raise most of their money through service clubs and private donations.

The conscience of the community

Things improved in the 1950s. Commissioner of Penitentiaries Ralph Gibson was a firm believer in the after-care movement. He called the volunteers "the conscience of the community," and ordered penitentiary staff to give them full cooperation.

During the 50s and 60s, the work and influence of the private agencies gained momentum. John Howard's sister organization, the Elizabeth Fry Society of Canada, already established in Vancouver since 1939, came east to open its doors in Kingston, Ottawa and Toronto in 1951-52.

A nation-wide network of halfway houses sprang up from 491 Victoria Street in Windsor, the first St. Leonard's Society of Canada residence for ex-inmates which opened in 1964.

Small Christian-based groups provided an important personal approach. The Church Council on Justice and Corrections has worked with inmates and parolees since its founding in 1974, using a large network of church groups. "M2W2," an interfaith Mennonite volunteer program based in Toronto for the last decade, believes in providing a buddy system, a one-to-one relationship between volunteer and parolee. It's currently interested in developing "open homes," involving supportive families for just-released prisoners. Groups like Help, Rope and Seven Steps, all run by ex-inmates, have also mushroomed across the country in the last few years.

In Western Canada, the Native Counselling Services of Alberta was formed in 1971 to help Native people before and after their court appearances. In Manitoba, a year later, the Native Clan Organization set up its first halfway house, and a system of counselling on both sides of the walls.

Inevitably, there was duplication of effort and jockeying for position among private agencies. The government became more involved in after-care, and the agencies hired more professional workers. In 1953, the John Howard Society hired its first full-time caseworker. The same year, the Remission Service began to make grants to after-care agencies in return for their help in parole supervision, the most significant area of shared responsibility.

This symbiotic relationship continues to this day. In 1971, the Solicitor General began formally contracting with after-care agencies to manage CSC-funded halfway houses (community-based residential centres). The Correctional Service hired experienced counsellors from the agencies to help inmates. The agencies also run diversion and probation projects.

In 1936, there were only 10 prisoners' aid groups. In 1977, there were at least 650 non-government organizations involved in criminal justice.

Since 1968, community volunteers have served on citizen advisory committees associated with penitentiaries and parole offices. These committees form a bridge between the institution or parole office and the community by providing advice to wardens and directors and enhancing the community's awareness of criminal justice and corrections. Although the citizens' advisory committees are funded by CSC, the Service has a strict "hands off" approach.

In 1936, the Archambault Commission mentioned only 10 prisoners' aid or penal reform groups. In 1977, there were at least 650 non-governmental organizations involved in criminal justice.

The role of the private agencies has evolved from soul-saving to social science. Although service to ex-prisoners is still their raison d'etre, they have become increasingly interested in crime prevention alternatives to incarceration, and services to victims of crime.

Their ultimate goal is to put themselves out of business. ■

A penal colony in the North?

1

2

There are more than 1,000 people serving life sentences for murder in Canadian penitentiaries. Legally, they must wait at least 25 years before they can even apply for parole. These lifers are understandably demoralized and see little hope at the end of the tunnel.

Some correctional officials have tried to revive the idea of a penal colony in Canada's wilderness. This "remote access settlement" or "correctional community" would allow long-term prisoners to live with their families in a relatively normal environment — but away from civilization.

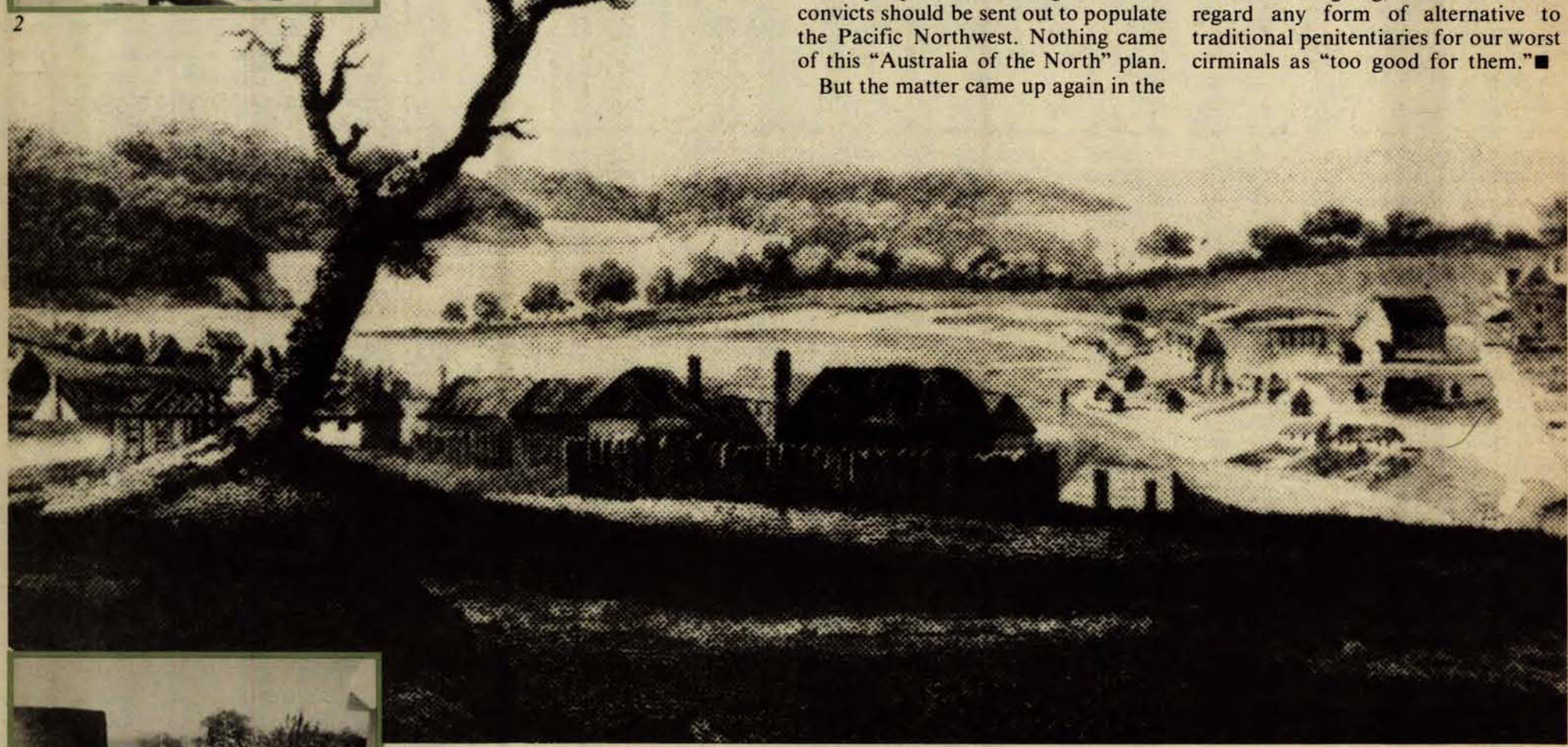
The idea for penal settlements in Canada isn't at all new. In 1788, Sir Joseph Banks, the president of the Royal Society, was deluged with letters from people who thought British convicts should be sent out to populate the Pacific Northwest. Nothing came of this "Australia of the North" plan.

But the matter came up again in the 19th century. In 1888 Samuel Bedson, the warden of Manitoba Penitentiary, suggested the Peace River area in Alberta as a suitable exile. Three decades earlier, in 1857, the inspectors of Kingston Penitentiary had recommended the Hudson Bay region.

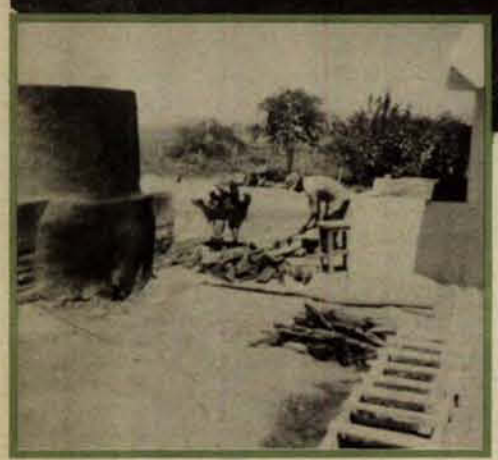
The *Quebec Gazette* took up that idea: "A Siberia to the north of Canada would be of incalculable advantage to this province. . . . Rome was originally a collection of malefactors, and what else was Venice?"

The *Boston Anglo-Saxon* thought the rugged terrain would be an impassable barrier and that "escape would be impossible."

Today, the concept remains as controversial as it ever was. Opinion is divided between those who oppose a Canadian "gulag," and those who regard any form of alternative to traditional penitentiaries for our worst cirminals as "too good for them."■



It looks idyllic but the Australian penal colony at Norfolk Island was famous for its brutality in the 18th century when the English courts dispatched prisoners sentenced to death to "labour in the colonies." (Illustration courtesy of Punishment: An Illustrated History, *by P.N. Walker. David and Charles Publishers, Devon, England.)*



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The Islas Marias penal colony off the Pacific Coast of Mexico, once an infamous "hellhole," has been since 1971 an experimental correctional community where married prisoners serve their sentences in the company of spouses and children. They live in single family dwellings clustered in small villages and work for wages comparable to those on the Mexican mainland. A small naval unit is responsible for security for 1,500 prisoners and 2,000 family members.

1. Street leading to the church
2. Typical convict housing
3. Brickmaking
4. Village street

The new mark of Cain

The latest thing in correctional wear this year may be The Supervisor, the American trade name for a cigar-shaped radio transmitter worn on the ankle. The Supervisor communicates with a computer that alerts the authorities whenever the bearer strays out of range — often a condition of probation is that the offender remains within a specified geographical area. If the gadget is removed, the offender goes to jail.

The Supervisor, and devices like it, are being used in several American cities to control the movements of people convicted of shoplifting, drunk driving and other minor offenses who are on probation, and who would otherwise be incarcerated.

Although civil libertarians are suspicious of electronic monitoring, those who make and use the devices say they sure beat prison. Because of overcrowding in correctional institutions, the manufacturers are gearing up for heavy sales.

The Canadian government is currently studying the devices to see if they could cut the cost of parole supervision. The gadgets cost from $5 to $10 a day to operate. This compares with $14.50 a day for parole supervision, and at least $90 a day for accommodation in minimum security institutions.■

Out in the cold

In the 19th century, prisoners were rarely released in wintertime because the Canadian Penitentiary Service had no budget for overcoats. Convicts who completed their term in November usually chose to stay in the institution until April. Though technically free, they were still subject to penitentiary discipline.

A complete suit of winter clothing was not provided to discharged prisoners until 1913.■

The Forgettery

In the town of Warwick, England, there is a famous 14th century castle. In it is a dungeon, and in the dungeon is a torture chamber, fitted with all the usual implements of retributive justice: whips, chains, racks, wrenches, collars, helmets and spikes. It seems a little unreal, and the tourists often joke about bringing along people they don't like.

But beyond the torture chamber is another room — a smaller, darker, deeper room, which holds something infinitely more horrible. In this room there is a hole in the floor, dug out of the rock. The hole is about six feet deep and six feet long. It is a grave for a living man.

The offender is a product of our society. Many of today's offenders were yesterday's victims.

They called it an oubliette — a "forgettery." Once buried there, the captive was — in almost every sense — dead to the world. The tourists are quiet here. Everyone imagines what it would be like to be entombed in that dank pit. How long could they stand it without going mad? It is hard to think of a crime so loathesome that it deserved this.

For years, people have been told, that if they were really bad, society would lock them up and "throw away the key." Until this century, the community felt comfortable with the idea of imprisonment.

We have seen how the concept of confining prisoners in large, self-contained, fortress-like institutions has become the mainstay of our correctional system during the past hundred and fifty years. Although countless innovations, new programs, techniques and practices have been added over time, the fundamental concept of the penitentiary — built separate and away from the mainstream of community life — has remained virtually constant. Where centuries ago, cities were walled in and criminals roamed outside, today criminals are confined behind the walls, and large urban communities have risen around many of them.

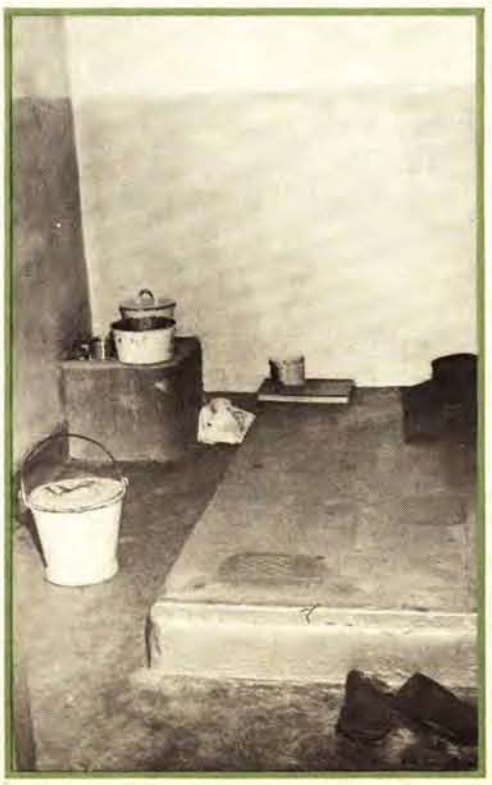
Out of sight out of mind. It is, perhaps, easy to abandon and ignore the offender in this way because of our revulsion or abhorence of their acts. They have forfeited the right to live among us. It seems only appropriate that they be isolated and confined.

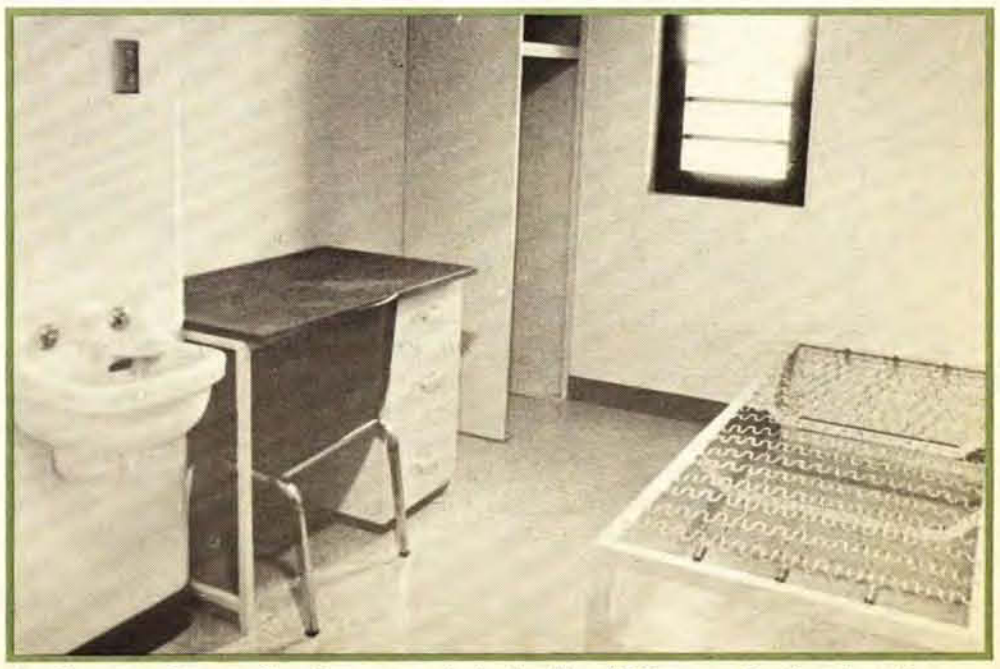
But the offender is a product of our society. Many of today's offenders were yesterday's victims. We cannot exorcise them without examining ourselves. To fully understand human behaviour, we must learn to understand the worst in people as well as appreciate the best.

The penitentiary is not the perfect solution to the problem of crime. It was not perfect to begin with; it is not perfect now. The perfect solution has and will continue to evade us for some time to come. In the meantime the penitentiary will remain. Perhaps it will change. Perhaps we may not even recognize it a century from now. We have learned from the past to better understand the present and anticipate the future. One thing is certain: there can be no return to the pitiless past.

That grave is sealed forever.■

The criminal justice system has come a long way from torture chambers and dungeons. Just as imprisonment became a humane substitute for execution, in the future we may see prison sentences only for the violent. (Illustration courtesy of Punishment: An Illustrated History, *by P.N. Walker. David and Charles Publishers, Devon, England.)*

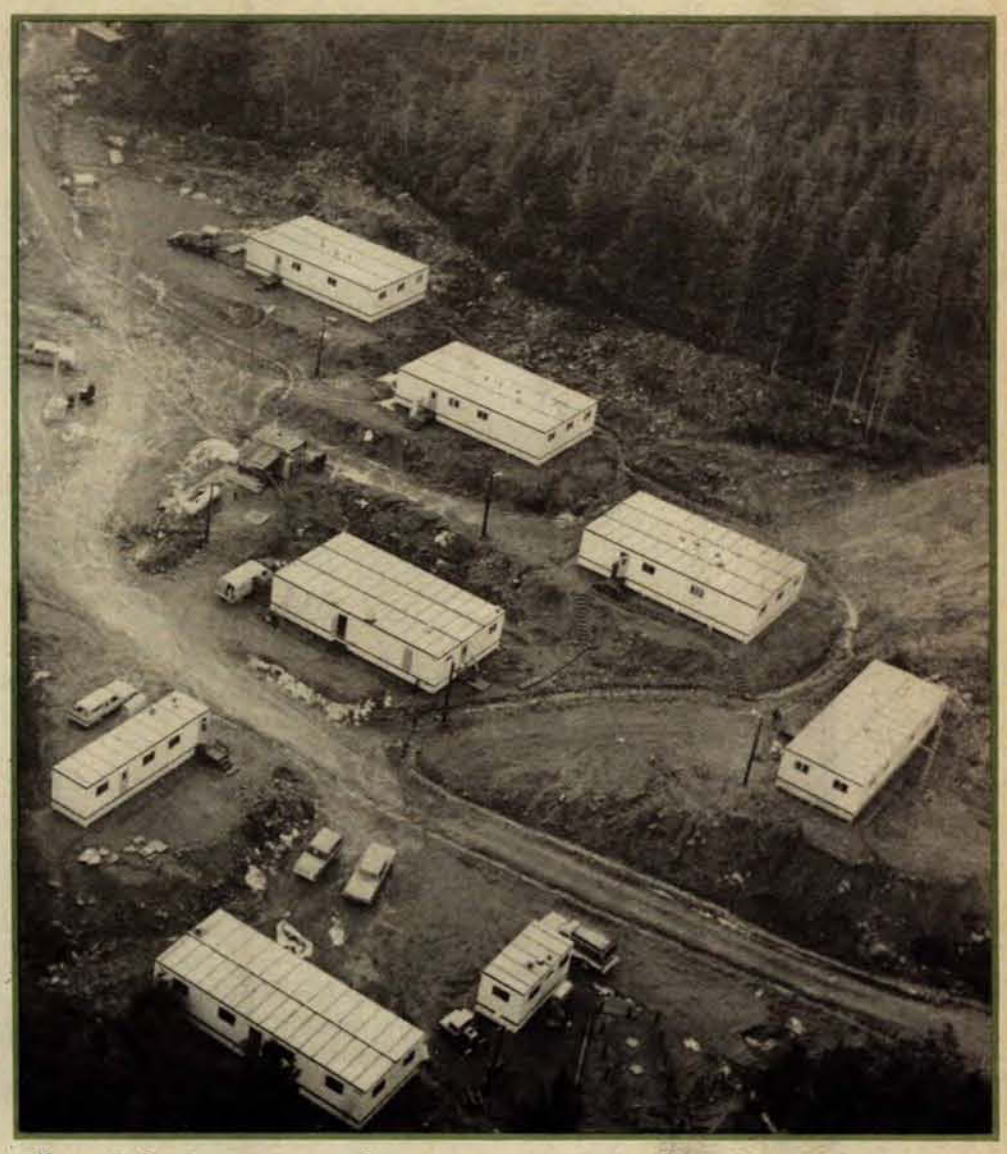




Cell accommodation has also changed radically since the smaller-than-a-single bed cells of Kingston Penitentiary in 1835. At left is a "bucket" cell in existence at St. Vincent de Paul until 1967. Right is a cell in the recently-built Edmonton Institution.

The South Block at Kingston Penitentiary whose vaulted dome and grim, stone walls are reminiscent of an earlier era, is actually home to an impressive range of modern shops — furniture upholstery, hair cutting and an information processing centre with computer terminals. (CSC photo).

The South Block at KP



Elbow Lake Institution, a forestry camp in B.C. where day parolees can earn good wages in rugged, beautiful surroundings. CSC has four such camps. (CSC photo).

Elbow Lake

Samuel Bedson who became the warden of Manitoba Penitentiary when he was 26, was way ahead of his time as a prison reformer. He was interested in paying wages to inmates, providing education programs, and was the first Canadian to propose a parole system (in 1887). It wasn't until 1899 that the idea of parole was adopted.

Ahead of his time

A room in a halfway house. This one is at the government-run Parrtown Community Correctional Centre in New Brunswick. (CSC photo).

Bridge to the community

Part VI, "Crime and the Community," ends this six-part series on crime and punishment through the ages.

If you have missed any parts, or would like to order the whole series, please call (613) 995-3031 or write:
The Correctional Service of Canada,
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let's talk

Volume 10 Number 16 September 30, 1985

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Classification and corrective measures announced

NHQ — "The importance of keeping job descriptions up-to-date and reflective of the duties to be performed cannot be understated," says **John Carroccetto**, director Classifications, NHQ.

He reports that to reduce the current error rate in the classification of jobs and its effect on payroll costs, immediate corrective measures have been announced by the president of the Treasury Board. These measures include:

- the review and update of all classification standards over the next two years;
- development of a key job system to facilitate the classification of positions which represent significant proportions of departmental establishments;
- approval in writing of all reorganizations by managers with financial and organization authority and the signing of classification decisions by these managers to show that cost implications are known and funds available;
- all evaluations of jobs will be done by committees of at least two managers trained in classification;
- classification performance will be considered in the appraisal of each responsible manager; and deputy heads of departments with unsatisfactory classification

— *continued on page 2*

photo: Louis Genest

Smiling because IEMS will help relieve inmate employment staff of routine tasks to do more challenging work are, from left, Leona Anderson, inmate pay clerk, Mountain Institution (seated); Joyce McDonnell, inmate pay administrator, NHQ; Gerry Hooper, director general Education Training and Employment; Larry Elman, acting director Inmate Resource Management; Peter Maitland, IEMS project manager; Richard Bellefeuille, ETE systems manager.

New automated system for ETE

ETE branch spearheads IEMS

NHQ — Management of inmate employment in our institutions can be a complex and demanding business because of the size of the workforce, the variety of jobs and the number of pay levels and increments. To help inmate pay clerks and employment coordinators better cope with their responsibilities, the Education Training and Employment Branch at NHQ has been spearheading the development of an automated system known as IEMS (Inmate Employment Management System). An operational support system, IEMS will perform a number of functions: preparation of agendas for the inmate work boards, control of job assignments, monitoring of pay expenditures, and above all, the compilation of reports to Finance that are necessary for the inmates to be paid every two weeks.

Supervised by a team from the ETE Branch, Ottawa consulting firm Nortak Software Ltd. has been developing a prototype version of IEMS that will be tested in two institutions, starting this month. Two inmate pay clerks, **Sue Weaver** from Kent Institution and **Leona Anderson**, Mountain Institution, have been working closely with the consultants and have provided invaluable advice on the design of the prototype.

At Stony Mountain Institution, one of the sites chosen for the test, the system will be operated on a terminal connected to the CSC

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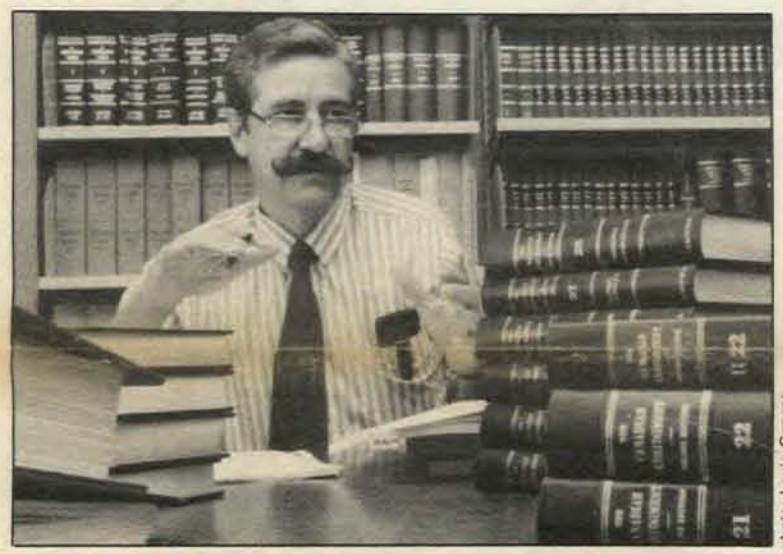

photo: Louis Genest

John Veenstra, author of updated Inmate Rights and Responsibilities handbook says most changes in the book will expand inmate rights.

New handbook explains rights of inmates

OTTAWA — A new CSC handbook explaining inmate rights and responsibilities was published in August and is available at institutions and regional headquarters.

Inmate Rights and Responsibilities replaces a 1980 handbook of the same title. This re-written and updated version reflects the many changes in inmate rights that have taken place as a result of court decisions and legislation during the past five years.

"The changes usually expand, rather than narrow, inmate rights," reports **John Veenstra**, chief of Inmate Rights, and the handbook's

— *continued on page 4*

Seven appointed to National Parole Board

OTTAWA — Seven people were appointed to the National Parole Board, July 26, by former Solicitor General **Elmer MacKay**.

The new full-time members, each appointed for five years, are: **John A. MacDonald**, of Hamilton, Ontario, appointed to the Ontario region and **Pierre Harel**, of Montreal, appointed to the Quebec region. Harel is president of Voyages Pierre Harel Inc. and was a member of the Montreal Police Force from 1959 to 1976. MacDonald is a former controller and mayor of Hamilton and founder/owner of John A. MacDonald Mechanical Contractors Ltd., and City Plumbing in Hamilton, and has been active in numerous civic and community affairs for more than three decades.

The following temporary members, who are assigned the same duties and powers as regular members and will serve for one year, are:

- **Prosper Boulanger**, of Pointe-aux-Trembles, Quebec, reappointed to the Quebec region. He has been a full-time member of the Board since 1979. Bou-

— *continued on page 2*

photo: Louis Genest

Industries field representative team take a break during their role/job definition workshop at NHQ. From left — Gerry Richards, Staff Training project coordinator; Jim Engel, assistant warden Industries Dorchester; Sam Walker, acting assistant warden Industries Mission; Doug Dooher, assistant warden Industries Warkworth; Ray Guimont, supervisor of Production Laval; Ray Sass, assistant warden Education and Employment Edmonton.

CORCAN Industries designing unique training program

NHQ — A unique training program being designed for and by CORCAN Industries field staff was launched August 12 when a team of Industries representatives met at NHQ for a week to develop standard Industries position descriptions at the operational level.

As this issue of *Let's Talk* goes to press, the team is meeting at the Transport Canada Training Institute in Cornwall to develop a national Industries Index of Management Competencies. This six-phase project, expected to be completed by January 1987, will involve extensive consultation with wardens, liaison between regional managers of Industries the institutional representatives from each region on the industries field team and **Gerry Richards**, project coordinator, NHQ. "As this project progresses, we'll keep you informed through *Let's Talk*," says Richards.

Commissioner greets staff with cash

PRAIRIES — During a whirlwind tour through the Prairie region, in June, Commissioner **Rhéal LeBlanc** left some favourable impressions with CSC regional staff and some cold, hard, cash, says **Les Shand**, assistant regional manager Communications.

Commissioner LeBlanc toured various facilities, met many employees and presented cash awards to recent Suggestion Award recipients.

In Edmonton, he presented certificates and cheques of $75 to Edmonton Parole staff, **Leona Hatton** and **Kay Charbonneau** for their alertness in discovering a local restaurant chains' violation of the use of a Federal Government trademark on store advertising.

photo: Les Shand

Denise Rollheiser, RHQ Prairies, happily accepts a $297.50 cheque, from Commissioner Rhéal LeBlanc, for her winning suggestion.

In Saskatoon, he presented a certificate and cheque for $297.50 to RHQ administrative clerk, **Denise Rollheiser** for her suggestion to modify certain CSC record forms.

Grierson staff cited for capture caper

by Jerry Christensen
Coordinator, Inmate Programs
Grierson Centre

PRAIRIES — Three staff from the Grierson Centre, Edmonton, have received awards for their involvement in capturing a day parolee who was at large from the Centre in August, 1984.

Living Unit Officers **Bruce Anderson**, **Terry Miller**, and Case Management Officer **Dennis Burns**, were presented with awards by Regional Deputy Commissioner Prairies, **Jim Phelps**, for their initiative and professionalism in recapturing the inmate. They were highly commended for their alertness and dedication.

The incident occured when officer Anderson, while off duty, spotted an inmate who had been recently declared at large from the Centre, standing on a downtown Edmonton street corner. Reporting his sighting to Grierson duty staff and with the aid of officers Burns and Miller, he proceeded back downtown to apprehend the inmate.

They had alerted Edmonton City Police of their intentions and were able to relocate the inmate. Following a brief struggle the inmate was restrained and police notified.

Ferndale inmates graduate from horticultural course

PACIFIC — Eight inmates from Ferndale Institution graduated from a six-month Trac Horticultural course July 11, reports **Sharon Tompkins**, social and cultural development officer (S&CDO), Ferndale.

Those who received certificates were: **Robert Melville**, **Jack Rolls**, **David Schmok**, **Sean O'Malley** **Garth Young**, **Bruce Machholz** and **Andrew Lafreniere**.

The course which covered plant propagation, grafting, use of pesticides, plant disease and pests, pruning and landscaping, qualifies the graduates for employment in such places as nurseries, public parks, gardens or farms.

The program, offered by Pacific Vocational Institute, was developed and administered through **Ram Kisun**, assistant superintendent Inmate Employment and Training, Ferndale.

Inmate Garth Young, right, receives well-earned certificate from Pacific Vocational Institute Director Industrian Harold Murphy.

Classification and corrective measures announced

— *continued from page 1*

performance will be called before the Treasury Board to explain their department's performance and their plans for corrective action.

"The quality of the CSC's classification performance will be based primarily on regular reports of the Service's classification monitoring activities," advises Carroccetto. "These include the conduct of on-site audits of some 100 randomly-sampled positions throughout the Service to determine the coincidence between the duties described and those performed by employees. Where differences are found, corrective action will be taken."

He also advises that "there is about a 24 percent error rate in classification throughout the Public Service. These errors are caused by varying circumstances such as — duties performed by employees being different from those described in the employees' position descriptions; jobs being classified on the basis of management expectations which do not materialize; or duties being reassigned or eliminated but job descriptions not being revised to reflect such changes.

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June Coxon
Editor

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A salute to Little Norway

Little Norway re-opened as Beaver Creek in 1961

ONTARIO — "More than 40 Norwegian airforce men and their spouses visited Beaver Creek Institution this summer as part of the 45th anniversary of the beginning of "Little Norway" in Canada," says **Theodore van Petegem**, superintendent Beaver Creek Institution.

June 1940 marked the beginning of the German occupation of Norway. The Royal family left for England to head up a provisional wartime government and in November 1940, the first "Little Norway" opened on a site opposite the Toronto Island Airport. Though they had no planes of their own and very few instructors and trainees, the first flying squadron, No. 330, passed its basic training test four months later.

The story of Little Norway is a tale of determination and heroism. When the camp at Toronto became overcrowded, they found a place in Muskoka, and built a small airport. In January 1942, the new Little Norway officially opened. Using the timber cut on site, a grass landing strip in the middle of the bush had been transformed into a self contained airforce base.

Meanwhile, a fund raising drive was launched called "Wings for Norway". Donations came from Norwegians and Danes living all over North and South America. Soon Little Norway had a fleet of 56 Fairchild training aircraft.

By the time Little Norway was officially closed Feb. 16, 1945, and the whole operation moved to England in preparation for D-Day, 2,044 pilots, crew, and ground crew had been trained and were operational under the unified allied command.

A new phase

In 1961 Little Norway entered a new phase — as one of the first minimum security facilities in CSC, Beaver Creek Institution. Started as an annex to Collins Bay Institution, the first inmates moved in under the clouds of skepticism and fears of wholesale escapes, none of which proved justified.

What does Little Norway have in common with CSC? asks van Petegem. "Doesn't incarceration stand out in stark contradiction to the spirit of fighting for freedom?" A correctional facility is a controlled environment but if it is not dedicated to the restoration of freedom, it is at best a warehouse where people stagnate. We are glad that the spirit of Little Norway is alive and well in Beaver Creek, because of the legacy left by men and women who were inspired by a passion for liberty, and fostered a receptive community.

Seven appointed to National Parole Board

— *continued from page 1*

langer was a member of Parliament from 1962 to 1979;

- **Paul-Émile Levert**, of Verdun, Quebec, appointed to the Quebec region. A former director of the "Foundation Hospitalière de Verdun," Levert is active in social service groups, and served in the Royal Canadian Air Force from 1939 to 1944;
- **Dr. Robert J. Carney**, of Edmonton, Alberta, reappointed to the Prairie region. Dr. Carney is a professor with the Faculty of Education, University of Alberta, Edmonton. The author of many publications and research papers, he is on the Board of Directors of Misericordia Hospital and various faculty committees;
- **Donald L. Winterton**, of Richmond, BC, reappointed to the Pacific region. A retired Vancouver police chief, he is chief executive officer of Don Winterton Inc., and a former president of the Canadian Association of Chiefs of Police; and
- **C. Allan Gordon**, of Abercrombie, NS appointed to the Atlantic region. A history teacher at West Pictou Rural High School, he is active in the Shriners' organization, St. Andrews Society, and is a former secretary of the Abercrombie Voluntary Fire Department.

Under the Parole Act, the Government of Canada may appoint temporary members for terms not exceeding one year to substitute for any of the 26 regular members of the Board, in the event that a member is absent or unable to act, or to help the Board through periods of unusually heavy case loads.

Patient raises $1,700 for diabetic association

PACIFIC — On a cool, wet morning early this summer a small group of inmates, staff, a CBC camera crew and local press gathered in the recreation yard, Regional Psychiatric Centre, Pacific, and cheered on solo marathon runner **Robbie Robidoux**, a patient at the Centre running to raise money for the Canadian Diabetic Association. When Robidoux completed the run just after Noon it was a personal triumph for him. **Ken Sabad**, recreation supervisor who trained him explained that this young man who is serving seven years, is trying hard to turn his life around. Robidoux raised more than $1,700 for the Diabetic Association.

Solo marathon runner, Robbie Robidoux.

JEUX CANADA GAMES 85

Canada Games hires four parolees

ATLANTIC — "As August 11th — the opening day of Jeux Canada Games 85 — drew closer, staff and volunteers of the Games were hard at work on last minute details. However, for 10 Games staff Jeux Canada Games 85 meant much more than a job opportunity that would soon come to an end", says **Marc Brideau**, area manager, Saint John District Parole Office.

Back in February, CSC and Project Fairway, an Employment and Immigration Canada Outreach project sponsored by the John Howard Society, approached Canada Games about the possibility of employing parolees, under CSC supervision, in the community. After several discussions about possible work projects, four parolees selected by Games' officials were hired under CSC funding; two as general maintenance workers, one as a driver and the other as a data processing operator.

"The initial project began Feb. 11," explains Brideau, "It was renewed in April and lasted until the end of September when the various Games sites were dismantled."

The four parolees originally hired to work at the Canada Games proved to be reliable employees and on Jun. 22 an additional six parolees were hired for eight weeks.

The project was a great success. For CSC, the project went a long way in proving to the business community that parolees are capable of high productivity in the workplace. For the offenders, the opportunity to work at the Games was a rewarding one. They gained experience and learned new skills.

Brideau reports that the work of the original four parolees has come to the attention of the Games' Board of Directors, many of whom are prominent businessmen in Saint John. Some tentative job offers have been made and it is felt, he says, that the overall impact has been very positive and should provide the credibility needed to help offenders secure jobs in the city.

Phil Small remembers the old days at Kingston Pen.

photo: Dennis Curtis

Phil Small went to work at KP for a day and stayed 41 years.

*Information for the following feature about retired Kinsgton Penitentiary employee, **Phil Small** came from a recent radio broadcast of CSC Informs. The program, hosted by **Dennis Curtis** Communications manager Ontario Region, is heard Sunday evenings on CFMK Kingston.*

ONTARIO — When electrician **Phil Small** responded to an emergency call at Kingston Penitentiary just after the 1932 riots he only expected to work there for a day. Instead he joined the Service as Kingston Penitentiary's first maintenance electrician and stayed more than 40 years. "They had staff electricians before I was hired," he admitted. "But they were always engineer electricians."

"In 1932," he continued, "the Prison for Women was not quite ready to open. "Women inmates were inside Kingston Penitentiary when I went there. Dormatories had been made for them in an attic in the northwest cell block because 100 men — troublemakers who had been involved in the '32 riot — were being kept at Prison for Women.

"The regular engineer had refused to go back in because of the troubles at the Penitentiary. I took his place, presumably just for the day."

Small's job as electrician included wiring, rewiring, putting in trans-

— *continued on page 4*

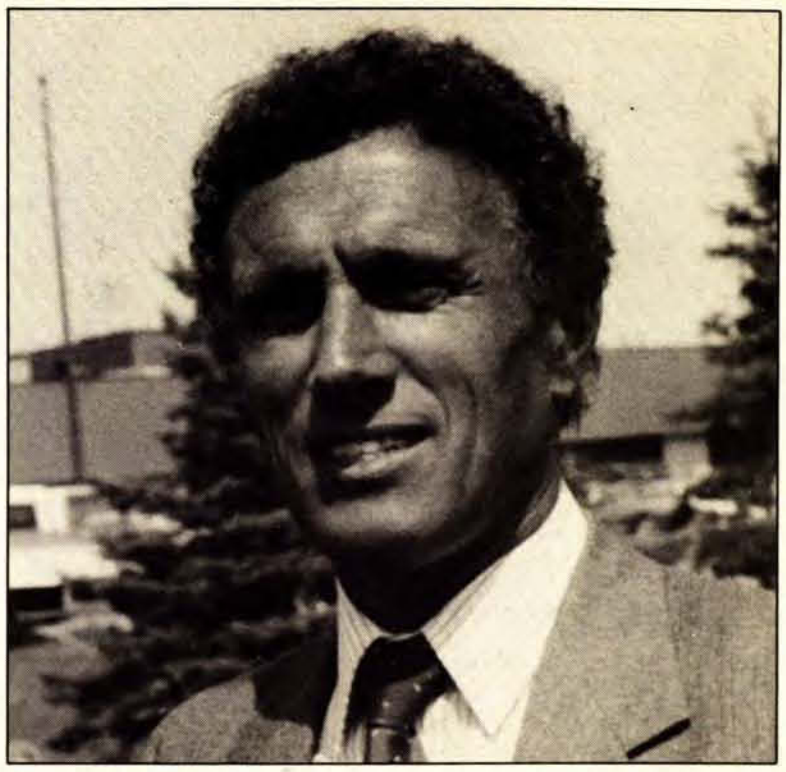
New superintendent named for Sask. Farm

PRAIRIES — **Sepp Tschierschwitz**, the new superintendent of Saskatchewan Farm Institution, and warden designate of Edmonton Institution, took over his new duties in Prince Albert, the beginning of July following **Knute Hemstad**'s retirement, reports **Linda Lee**, regional manager Communications, Prairies.

Formerly assistant warden, Socialization, Matsqui Institution, Pacific Region, Tschierschwitz began his CSC career in 1962 as a health care officer at Stony Mountain Institution, in Manitoba, He transferred to a similar position at Matsqui in 1966, later becoming a classification officer.

In 1973, Tschierschwitz moved to Ferndale Institution as assistant superintendant, Programs. Two years later he was promoted to superintendent of Elbow Lake Institution, Pacific Region's minimum security forestry operation. In 1982 he became assistant warden, Socialization at Matsqui.

Farming is not new to Tschierschwitz. He lived on a dairy farm in Manitoba after he and his family emigrated from Germany to Canada in 1954. In British Columbia, he raised Highland cattle as a hobby, and is still a member of the Canadian Highland Cattle Society.



Sepp Tschierschwitz, Saskatchewan Farm Institute superintendent.

Another hobby Tschierschwitz is hoping to continue, in spite of his move to the Prairies, is skiing. In BC he was a very active downhill skier and a member of the Canadian Ski Patrol. He is qualified as an official for the 1988 Winter Olympics to be held in Calgary. He plans to try his hand at cross-country skiing in Northern Saskatchewan.

Police and Corrections museum opens in Prince Albert

PRAIRIES — Amateur historians in Prince Albert, Saskatchewan, saw years of talking, studying, and gathering come to fruition with the official opening of the Rotary Museum of Police and Corrections, July 15, reports **Linda Lee**, regional manager Communications, Prairies. The museum honors over 100 years of the administration of criminal justice in the Prince Albert area. At the luncheon prior to the opening, Museum President **Peter Genest-Conway**, a staff member of Saskatchewan Penitentiary, quoted one of the inmates, "If it wasn't for us, you wouldn't have a museum."

It began with the establishment of a North West Mounted Police outpost in 1878. A court house and jail, begun in 1885, followed the advent of the NWMP, and made necessary the hiring of Prince Albert's first police constable, **William Delworth**, in 1886.

With the granting of provincial status in 1905, the authority for what had been the Territorial Jail was transferred from the North West Territories to Saskatchewan, and provincial corrections officially began.

When the federal government decided to build a new federal penitentiary in 1909, it seemed only natural that Prince Albert would be the site, and Saskatchewan Penitentiary was opened there in 1911 with 36 inmates.

Today, there are seven institutions in Prince Albert — three federal (Saskatchewan Penitentiary, Saskatchewan Farm Institution, and the Special Handling Unit), and four provincial (Prince Albert Provincial Correctional Centre, Pinegrove Women's Jail, Community Training Residence, and an urban camp).

Funds for the museum came from the Rotary Club of Prince Albert and from a provincial Heritage '85 grant. The building was a guard room of the original RCMP detachment, and was lovingly restored by **Bill Dyer**, a longtime resident of Prince Albert, a former contractor who was part of a group of concerned citizens who petitioned the City of Prince Albert to save the building from demolition.

Jim Phelps, deputy commissioner Prairies, represented CSC at the official opening of the Rotary Museum of Police and Corrections.

Prince Albert Mayor, Dick Spencer, cuts the ribbon officially opening the museum. Holding the ribbon are, from left, The Honorable Sid Duchak, Saskatchewan minister responsible for Indian, Native and Northern Affairs and MLA for Duck Lake and Brian Dirks, past president Prince Albert Rotary Club.

Briefly

photo: Dennis Curtis

No, KP's museum display isn't going to the dogs! Summer student, Dave St. Onge who staffed the display, posing with the dog says the exhibit also attracted many two-legged visitors.

Kingston Penitentiary museum displays finds at Heritage Day event

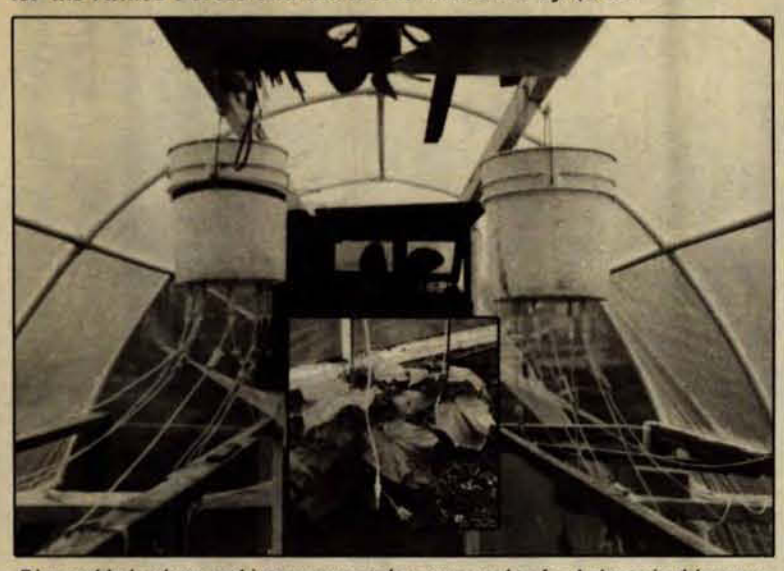
In July the Kingston Penitentiary Museum, along with other museums in the Kingston area, participated in a Heritage Day exhibit at Bellvue House in Kingston. **Dave St. Onge**, son of **Gerry St. Onge**, supervisor Institutional Services, Kingston Penitentiary, worked for the museum during the summer. He staffed the KP exhibit at Bellvue House, formerly the home of Canada's first prime minister Sir **John A. MacDonald**, and says it attracted considerable interest.

National corrections education consortium formed in US

The National Center for Research in Vocational Education of the Ohio State University has formed the *National Corrections Education Consortium*, to improve the quality of education provided by correctional institutions. Membership is invited from state agencies dealing with corrections, adult, vocational, and special education, from correctional institutions and private or public organizations involved with corrections education. For more information contact **Ida Halasz**, National Center for Research in Vocational Education, Ohio State University, 1960 Kenny Rd., Columbus, OH 43210-1090.

GSMIP premiums increased July 1

Premiums paid under the Group Surgical-Medical Insurance Plan (GSMIP) by federal employees, federal pensioners and members of the Armed Forces and the RCMP were increased July 1. The increases, which were approved by Treasury Board following a recommendation by the National Joint Council, are intended to reverse the climbing deficit of the Extended Health Care portion of the plan. The new rates are based on claims experience, and will therefore vary from one group to another. For employees, single rates went up by $1.80 a month, family rates by $3.30. The corresponding increases for pensioners are $2.50 and $3.20 respectively. Rates for the Armed Forces and the RCMP increased by $1.15.



Disposable buckets and intravenous tubes are used to feed plants in this greenhouse. Insert shows how well plants grow using this method.

Medical disposables help plants grow

PACIFIC — As cooler weather approaches thoughts of being able to pick your own freshly grown flowers or vegetables all year are appealing. When you can use recycled items to create the proper growing conditions for year-round growing, it's even more attractive. One expert in such matters is Dr. **Real Prefontaine**, regional manager Health Care Services, Pacific Region who has a greenhouse filled with recycled medical disposables. He has glued plastic buckets and intravenous tubing together and created an automatic drip irrigation system to feed the plants in his greenhouse. Water from the house is fed into the buckets and redistributed at a controlled drip rate to individual plants. The idea may not be original — drip irrigation is used by commercial growers in the Israeli and American desert areas — but the equipment is!

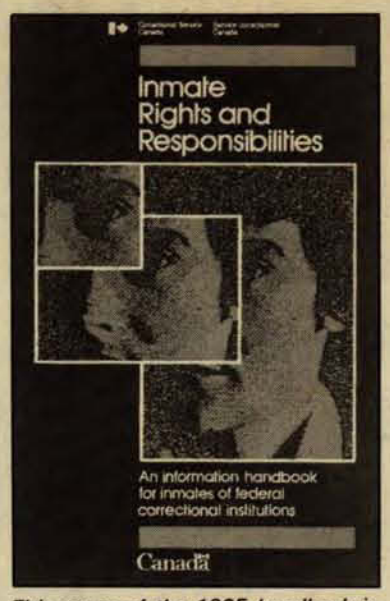
New handbook explains rights of inmates

— *continued from page 1*

author. "This is in keeping with a growing national and international interest in treating inmates justly and humanely. It's an issue we've been working on since the late 1970's.

Court interpretations of the 1982 Canadian Charter of Rights and Freedoms, and court decisions based on the international principle of the duty to act fairly, are often the spark behind a CSC decision to expand the rights of an inmate in some aspect of their institutional life. In general, the expansion means making sure an inmate is informed when the administration proposes some action that will seriously affect him or her, making sure the inmate has the opportunity to respond to the proposal and then is informed of the final decision.

"You'll see this reflected in the handbook particularly in the sections on discipline, transfers, and administrative segregation," Veenstra said. "But this idea of fair play for inmates pops up all over — from more access to private phone calls, to tighter rules for inmate searches, to more uncensored correspondence."



This cover of the 1985 handbook is printed in blue and yellow.

Often impact on staff is more paperwork and more detailed procedures, Veenstra said. "On the other hand, it's nice to know we're part of a system that has taken a lead in working the principles that are an important contribution to modern democratic society."

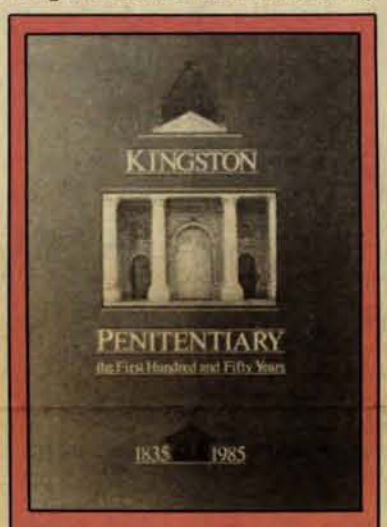
The new handbook was written primarily to inform inmates of their rights, but Veenstra recommends it to staff as well.

He also believes it important that staff understand they are not obliged to automatically provide inmates with every right listed, regardless of the inmate's attitude and behavior.

"The title of this handbook makes it clear that rights involve responsibilities. Inmates have an obligation to act in a responsible manner to earn their rights, just as the ordinary citizen does."

With the help of an articling law student, Veenstra spent three months researching and writing the handbook. For easy reading, it features large type, an alphabetical index tab on each page, and a conversational style of writing.

In keeping with Treasury Board guidelines on eliminating sexism in communications, the cover illustration and tone of the book let women inmates know they are a part of the correctional system — not just an afterthought.



Kingston Pen book is a best seller

Two weeks after it was published *Kingston Penitentiary, The First 150 Years* was number two on the monthly non-fiction best-seller list in the Kingston area, according to the monthly list of best selling books in the Kingston *Whig-Standard*. By mid-August it was number one on the list!

Phil Small remembers

— *continued from page 3*

formers and lights for Kingston Penitentiary, the quarry, the cow barns and piggery, the water tower, the back farm and Prison for Women. "I had inmate gangs working for me," he said, "and never had any real trouble. I remember a funny thing about one of the inmates though. He was utterly fearless when he was working around bare wires. I didn't find out until much later that he had a wooden leg and would only stand on that leg when he was working with the bare wires. With his wooden leg grounding him he had no reason to be afraid!"

Some of the changes

"There have been a lot of changes since 1932," Small continued. "In those days the inmate population was high — 998 in 1932 — but there was never any double bunking. However, at one time they did partition off cells in the east cell block, making two cells out of one. When I first went to Kingston Pen, there were only 10 watt bulbs in the cells. In order to get a higher watt bulb an inmate had to have posted in his cell a letter from the doctor saying he required more light because he was doing some sort of hobby craft. Inmates were not allowed newspapers, and only had visitors once a month.

"Some silly things were done back then. For instance, inmates were given one-eighth of a pound of tobacco each week if they had had good conduct and their work had had a high rating. The trouble was they didn't get paper to wrap the tobacco in so they had to use toilet paper to make cigarettes. In fact that was one of the things that caused the '32 riot."

In those days Small recalled that staff only worked two shifts. The night staff's shift was 13 hours long. In 1932 prison guards earned $1,500 a year, keepers earned $1,200 and instructors, $1,800.

Phil Small, who will be 80 in October, worked at Kingston Penitentiary from 1932 until 1973, except for six years when he took special leave to serve in the army during World War II.

New automated system for ETE

— *continued from page 1*

mainframe computer. At the other site, Mountain Institution, it will be operated on an Olivetti M24 microcomputer.

CSC hasn't come to terms yet with the differences in costs and benefits between micro-computer and mainframe systems," explains **Richard Bellefeuille**, Systems manager for ETE. "We also don't know the impact of giving staff the added responsibility for maintaining a micro-computer system. IEMS will give us the opportunity to evaluate these differences and to choose the best environment for future systems."

Peter Maitland indicates that once the prototype has been evaluated and the necessary changes made, ETE hopes to be able to go ahead with implementation in all the regions during 1986-87.

Sharing a lighter moment

Allan Schoenherr, director Automated Document Processing (ADP) entertains his staff at a recent barbeque.

Chaplaincy Changes

Resignations

- L'abbé **Jules Beaulac**, Cowansville Institution — May 1
- Major **Wilmot Linder**, Dorchester Institution — June 28
- The Rev'd. **Gary Watts**, Matsqui Institution — Aug. 15
- Rev. **Camil Dufort**, Stony Mountain Institution — Sept. 30

Appointments

- Rev. **Don Roberts**, Edmonton/Grierson Centre — April 1
- Rev. **Michael McDonald**, Bowden Institution — April 1
- Sr. **Eleanor Casey**, Kingston Penitentiary — Aug. 7
- The Rev'd. **Fred Gehrs**, Warkworth Institution — Aug. 1
- The Rev'd. **Allan Tilford**, Joyceville Institution — Aug. 1
- The Rev'd. **Erwin Siemens**, Drumheller Institution — Aug. 15
- The Rev'd. **Ted Reinhardt**, Drummond Institution — June 1
- The Rev'd. **Gordon McKibbin**, La Macaza Institution — Aug. 1
- Rev. **Franklin Andrews**, Stony Mountain Institution — Sept. 1

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let's talk

Volume 10 Number 17 October 15, 1985

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A glimpse inside the U.K.'s prison system

by Dr. Barry Thorne
Chairperson, Prison for Women CAC

A recent tour of the correctional systems of the United Kingdom and Republic of Ireland gave me a new perspective on CSC. Generally, CSC looks first class in comparison with the Irish, Scottish and English prison systems. Modern management techniques, condition of facilities, programming and planning in Canada seem consistently superior. We also appear to be putting more resources and effort into the management of offenders than our British counterparts. But in discipline, specifically dissociation and segregation, we have much to learn from the common sense of our British friends.

The size of the respective systems, of course, makes meaningful comparison difficult. Ireland is coping with only two thousand inmates, but its correctional officials think that recent increases from 1,200 in 1981 are overwhelming. Scotland, through canny management of the entire flow system (from sentence alternatives to parole), has managed to preserve an equilibrium of approximately 5,100 inmates for three years despite an increase in crime.

England, however, is a lesson in magnitude. An inmate population of over 48,000, demanding more resources than the government is apparently willing or able to provide, contributes to the general lack of new facilities in the English system. For the most part, prisons in England date to the Victorian period. Victorian-sized cells intended for one may house two or three, and programming is limited in both scope and intention.

Only now is the English system beginning to come to terms with the problems posed by the long-term offender. For the most part, sentences served are generally shorter in England than in Canada. According to Home Office Sources, the average English inmate serves an actual sentence of eight to 12 months. This situation is changing, of course, as the English system struggles to cope with terrorists, more violent inmates and longer sentences.

The recently published "Control Review Committee Report" recommends a major overhaul of the dispersal system, central control of

— continued on page 4

CSC and our universities...

Sharing our joint expertise with the community

by Helen Gooderham
NHQ Communications

National Universities Week, Oct. 19-27, has as its theme this year, "Extending ideas into the community." Aim of the week is to make everyone aware of the essential role universities play in the daily life of the country at every level, local, regional and national. CSC has an active, ongoing relationship with many universities across the country, a matter of expertise given and taken to the enrichment of both groups...

Drug and alcohol abuse research at Queen's University — hands-on experience for nurses and interns in a prison health centre — a video seminar for prisoners working on their BAs — a management course attended by CSC executives.

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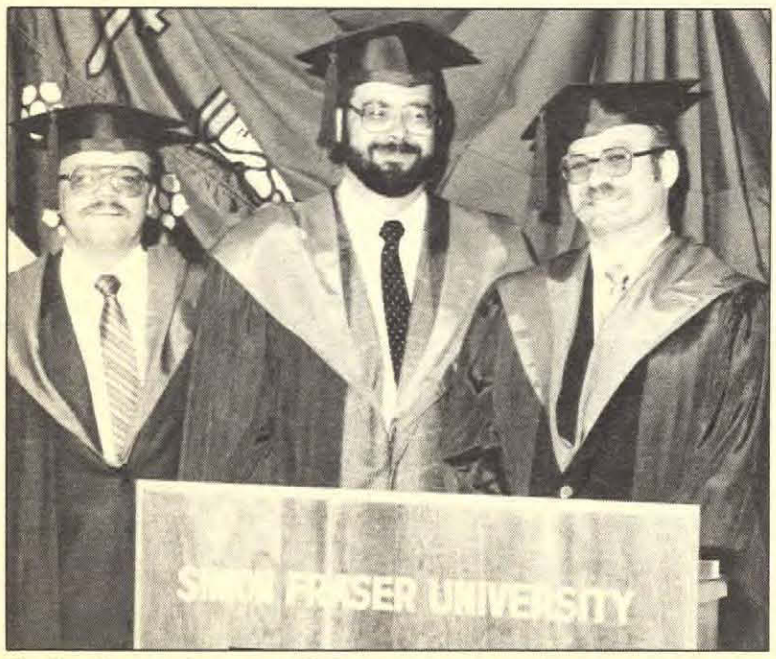


The first three students to qualify for degrees through Simon Fraser University's prison education program are, from left, David Turner, Bill Holden and Fritz Heppner.

photo Pat Carty, The Province

'Capper' Dave Epp, left, hugs 'con' Nick Mottishaw after crossing the finish line in a race at the third annual CONCAP sports weekend at Matsqui.

CONCAP special olympics

Matsqui inmates and disabled working together

PACIFIC — The "Circle of Friends" group, Matsqui Institution, held its third annual CONCAP Special Olympics Aug. 17-18.

Modelled after the BC Special Olympics, the games brought together 45 disabled athletes, 20 volunteers and 60 inmates.

Most participants ran, hopped or hobbled down the field, others made their way on crutches and some were helped across the finish line by inmates. They all expressed enthusiasm and pride as they crossed the finish line. The inmates awarded ribbons to those who placed in the races and to those who participated.

"CONCAP is an acronym derived from convict and handicapped", explains **Sonya Chupik**, Communications Branch, Pacific. "It symbolizes the two groups working together at mutually beneficial endeavours."

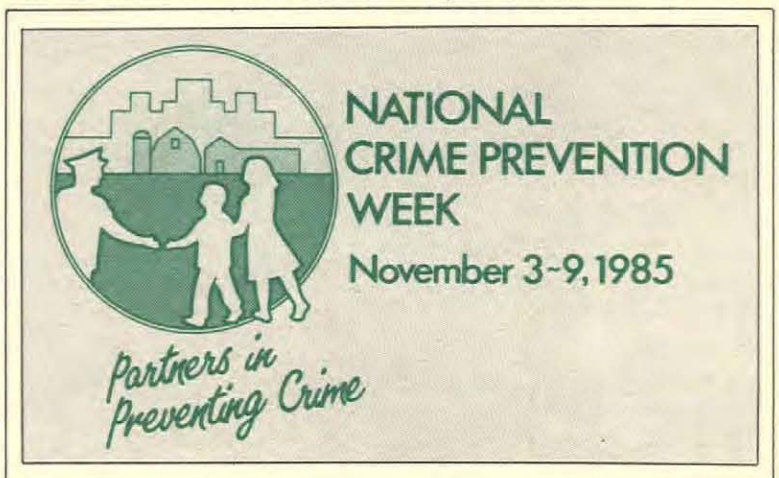
She reports that the disabled participants enjoyed the media attention given them during the olympics. "As one woman put it after having her picture taken, 'I'm about to be a star!' "And she was. They all were!"

Atlantic Institution

Another milestone

ATLANTIC — **Dan Ferguson**, Atlantic Institution warden, five assistant wardens and a number of staff reported to work Sept. 3. "With the target date for opening less than a year away," states **Art Robson**, regional manager, Communications, "this is a significant indicator that things are shaping up for the Service's newest institution."

Two events marked the arrival of the first large group of CSC staff to Renous, NB. On Sept. 5, Warden Ferguson and his staff met a number of newspaper and radio reporters from the nearby Newcastle and Chatham and the CBC crew that covered the event on radio and television. The media representatives also toured the construction site. The following evening, institution and RHQ Atlantic staff met area community leaders representing provincial politicians, mayors, the police department and clergy, for a meal a social hour.



Theme: Crime Prevention and Youth

National Crime Prevention week, Nov. 3-9, is held annually to increase public understanding of what community crime prevention is all about and to encourage more people to become involved in local programs. It is a cooperative effort of business, police, voluntary agencies, professional associations and government. The Ministry of the Solicitor General of Canada and Canadians for Crime Prevention, a national committee representing different sectors, together with organizations across the country are planning a wide range of activities. In support of International Youth Year, the theme of this year's National Crime Prevention Week is Crime Prevention and Youth. Watch for your National Crime Prevention poster inside this issue of *Let's Talk*.

CSC and our universities...

— continued from page 1

These four very different activities have two things in common: CSC and our national universities working together on a variety of projects and programs.

All across the country CSC is making use of the expertise of our universities — and vice versa for this is very much a give-and-take cooperation. CSC looks to the universities for research, resource persons and academic and personal development for both staff and inmates. On the other hand, our national universities need our resources for student placements, cross appointments of their staff and ours, and for practical experience in a prison or parole setting.

Student placements popular

Says **Vincent MacDonald**, Nova Scotia district parole director: "We have four universities in Halifax and we keep the door wide open for students who seek field placements in our parole offices. The students have eager, enquiring minds and this helps us sensitize the community (and the police) to our problems and makes them more tolerant of parolees.

We have students from Dalhousie's School of Social Work as well as residents in family medicine who care for our day parolees — good training for young physicians. Other students work with our parole officers, or on special projects. We also have a contract with the University College of Cape Breton to work with young offenders on pre-employment education, job search etc. Cape Breton also does community workshops on crime prevention."

The Atlantic Region looks to its universities for staff development, too. CSC staff can take French language skill development at Mount Allison University, and six staff have just begun educational leave to study for a BA at local universities. Employees are also making use of university extension and summer courses, as well as psychological services workshops on various aspects of treatment for inmates.

At NHQ, **Corrinne Peppley**, career development chief, says CSC executives can take career development courses in business administration and management at Banff, Dalhousie, Queen's, Western, and York universities. Eligible staff can also apply to take university courses in their regions.

Research a big area

"Research is a big area of mutual interest for CSC and the university community. "It's hard to keep track of just how many research projects are going on since many are small and are contracted directly by CSC staff with their local universities," says **Bob Watkins**, director, Psychological Services at NHQ.

Recent high profile projects have included such diverse areas as: a sexual offender treatment program and an alcohol and drug abuse treatment program, both at Queen's; and a study on aggressivity at the University of Saskatchewan. The University of British Columbia has a research project on psychopathic behavior, and the University of Moncton has just begun a staff training module on inmate behavior management.

Last year a Queen's psychologist developed a sexual offender treatment program which combined behavior modification, training in social skills, (especially in establishing meaningful relations with women), and sexual education — areas in which rapists and child molesters are woefully ignorant. The team visited Kingston Penitentiary on a regular basis to interview inmates as part of their program.

Since the use of alcohol and drugs has repeatedly been demonstrated to be highly related to crime, a research program on the delivery of treatment for substance abusers was set up in 1984 for the Offender Programs Branch. The project, run by Queen's University, involved 300 inmate volunteers and is based on the premise that substance abuse is a complicated disorder requiring a variety of treatments. The three-phased program aims at a survey of offender treatment needs, classification of offenders into the most appropriate treatment for them, and a two-year evaluation scheduled to end in 1987, says **David Blackwell**, Psychological Services at NHQ.

A unique affiliation

The University of Saskatchewan has had a unique formal relationship and direct, personal involvement with the Saskatoon Regional Psychiatric Centre since the centre's inception in 1978. Says **Bob Gillies**, the centre's executive director: "Many students have done their thesis work at RPC as well as placements where students receive the practical, clinical experience that results from assuming a full case load. There's always a variety of research projects on the go.

"A current one is Trace amines and aggression," in which 150 inmate volunteers are being rated as to their aggressivity, and violent and non-violent groups compared. Data collection is complete and analysis about to begin," says Gillies. He also pointed out that RPC staff are involved in teaching courses at the University of Saskatchewan.

The Psychiatric Centre has also been active in co-sponsoring an Institutional Symposium on Aggression to be held June 1986. Sponsors are the University of Saskatchewan, the Solicitor General secretariat and CSC.

Quebec Region has close relations with the University of Montreal's School of Criminology. Student placements, especially in case management, are frequent and many students also apply for thesis work at Quebec institutions. Visits by groups of students are popular too, especially in connection with university conferences, says **Guy Villeneuve**, regional manager, Offender Programs.

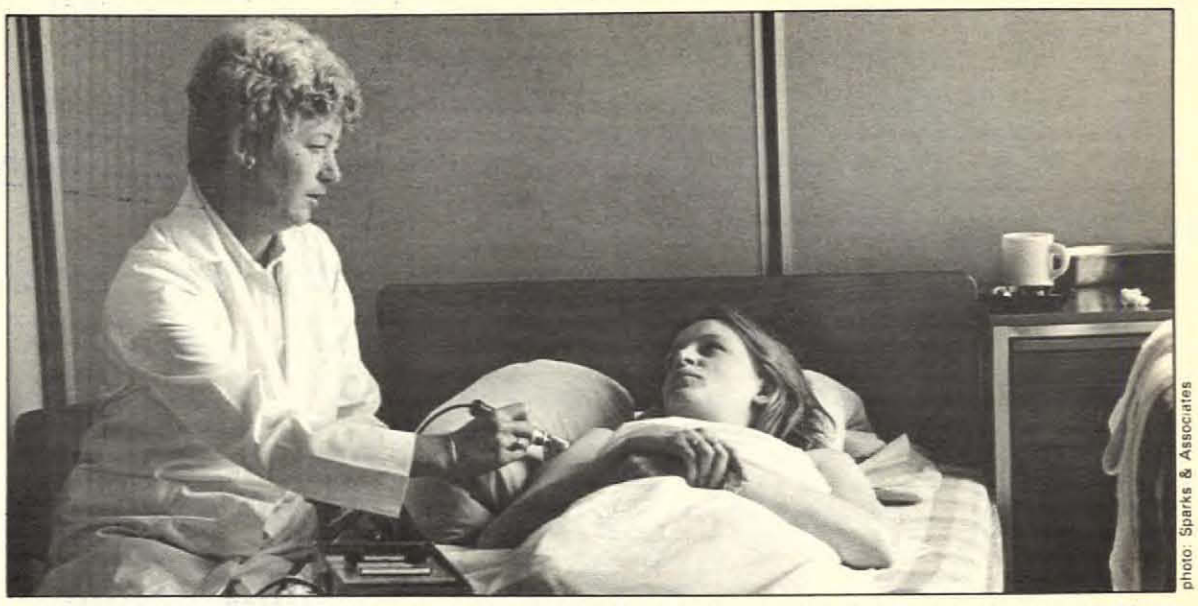


photo: Sparks & Associates

Medical Services Branch has an ongoing university relationship. Student nurses from Queen's University come to Prison for Women's health care unit to obtain practical, clinical experience. There's a similar cooperative program between William Head Institution and student nurses from the University of Victoria.

Living unit No. 10

Perhaps the most famous and enduring example of CSC/University cooperation is the therapeutic community set up by a Springhill warden and Acadia University's psychology department in 1968. Called Springhill Unit No. 10, it still flourishes inside the prison 17 years later. It's a unique community of inmates where all cell doors remain open, where there are few disciplinary problems and where everything is decided by group discussion.

A BA program for inmates

Simon Fraser University's prison education program, one of several designed for CSC, graduated three inmate BAs this spring. It continues a highly successful program begun by the University of Victoria in 1973. This year in the Pacific Region, Simon Fraser was the successful bidder for CSC's university education contract at Matsqui, Mountain, William Head and Kent Institutions. About 200 inmates study in courses that emphasize the humanities.

Of CSC's inmate population of about 12,000, some 3,000 are full-time students in literacy programs, academic upgrading, vocational and lifeskills courses. About 10 per cent are studying under the university program.

"This compares very well with the outside norm," says Education Director Dr. **Laurent Isabelle**. Contracts for delivery of University courses are presently held by Simon Fraser, Queen's, Université de Montréal (currently being negotiated) and Athabasca University. In the Atlantic, a consortium of universities is expected to provide university level courses in the future.

In the first few years of CSC's university program, free tuiton was offered to inmate students but since April 1984, inmates have been asked to pay $10 to $20 per course, "since university students on the outside have to pay for their courses," says Isabelle. University level courses include teleconferences, video seminars and a system of tutors to link individual students or small groups of students. Penitentiary classes can also be linked to classes at university campuses.

ETE branch is also involved at the university level with small research and developmental projects. Most notable is probably the new Computer Assisted Learning (CAL) program for inmate students using CAL courses developed by OISE and elsewhere. Computer assisted learning has proved to be very helpful to inmate students who are often gun-shy of teachers as a result of earlier, unhappy relationships in their schooling.

Nursing students at Prison for Women

Like Offender Programs, Medical Services Branch also has an ongoing university relationship. Operations and Plans director **Norah Brochu** told *Let's Talk* that student nurses from Queen's University go to the Prison for Women to obtain practical clinical experience in the prison's health care centre. William Head Institution in BC also opens its health care centre to University of Victoria student nurses.

The special affiliation agreement with the University of Saskatchewan allows CSC staff to be cross-appointed to the University. Typical exchanges would be for such positions as nursing directors, executive directors and clinical directors of RPCs, and research directors, says Brochu. In another sort of project, members of the University of Saskatchewan faculty of dentistry regularly visit the RPC to provide a dentistry clinic.

Working closely with universities (and community colleges) in all five regions is important for CSC, and as our understanding of offenders' needs grows, it is safe to say that this cooperative relationship will continue to grow as well.

Keeping up with the pack

by Christian Langlois
Communications, Quebec Region

QUEBEC — It's 4:30 p.m. A man with greying hair slips on his jacket, laces up his running shoes and hits the road. **Gérard Tremblay**, 59, a Visits and Correspondence officer at Cowansville Institution, runs 10 km every day.

Tremblay has never been actively involved in other sports. His passion for jogging began in 1982, when he was employed at the National Correctional Staff College.

Three years after he started training under the watchful eye of **Alain Lepage**, a Staff College instructor, Tremblay has more than 50 races under his belt, including the Montréal Marathon, the Ottawa Marathon, the Maski-Courons and, of course, Marathon Courage. Not only does he enter all these events, he usually comes in among the first 10 runners in his category. When we met he proudly showed me his many medals.

In addition to running 10 km a day, Tremblay also does a series of daily exercises. He starts preparing for major races at least four months prior to the event by following a special diet and training harder.

Tremblay finds jogging is an activity he can do at his own pace and one that lets him test his own limits. He feels that it is an excellent way to keep in mental and physical shape. He says "it helps me forget workaday cares, dissipates stress and provides an outlet for aggression." The result? A man who is calmer, more relaxed, happier with himself and, above all, happier with his work. His doctor has the final word: he says Tremblay is a different man since he started running.

But that's taking the longer view. For the time being, Gérard Tremblay dreams of winning a gold medal in the next Ottawa Marathon and also hopes to improve his performance in this year's Marathon Courage.

Gérard Tremblay.

Jean Vanier visits Leclerc

QUEBEC — **Jean Vanier**, well-known Canadian educator and founder of L'Arche communities, homes for the mentally disabled operating in about a dozen countries, including Canada, spoke to about 30 inmates and 15 volunteers at Leclerc Institution Aug. 17. Referring to his life experience, Vanier suggested ways to deal with inner violence. He was invited to speak by Sister **Jacqueline Richard**, Leclerc Institution chaplain and **Pierrette Maheu-Despins**, community organizer and since late 1984 institutional initiator of the Foi et partage religious movement, an offshoot of the Arche communities.

lets talk

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Let's Talk invites your comments, articles, signed letters and photographs for consideration.

June Coxon
Editor

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Your suggestion can bring you $10,000

by Andrea Nugent
NHQ Communications

OTTAWA — Do you have a $10,000 idea? That's the top dollar a CSC employee can win for a suggestion that helps the Service save money or increase efficiency, or that just plain assists the government in some way. The minimum cash award is $50.

"In the past three years, 31 CSC people have walked off with nearly $14,000 in suggestion awards, reports **Yvette Browne**, national coordinator of the awards and honors program. "The Service has saved nearly $237,000 as a result of some of these prize-winning ideas."

Some of the 1985 winners are:

■ **Jean-Guy Boileau**, senior keeper at the Regional Psychiatric Centre (Pacific) in Abbotsford, BC. He received $400 for devising a fire emergency poster that includes vital information and is clearly presented. Boileau created the poster for his own institution but it was judged so helpful it will be used by CSC across Canada.

■ **Denise Rollheiser**, a clerk at the Prairies RHQ in Saskatoon. She received $350 for suggesting that a government-wide form have holes pre-punched for speedier filing.

■ **Pierre Champoux**, telecommunications services officer at NHQ. Champoux was awarded $150 for the design idea he contributed to CSC's Employee Assistance Program (EAP) symbol.

■ **Leona Hatton** and **Kay Charbonneau** of the Edmonton Parole Office. The story of their joint $150 award is told elsewhere on this page.

The largest cash prize so far went to sheet metal worker **Austin Stiles** of Dorchester Penitentiary in New Brunswick, Browne says. Now retired, Stiles was awarded $3,200 in 1983 for devising a lock for cell block doors leading to plumbing and heating ducts.

The creation eliminated a safety hazard and saved staff nearly a day's work when inspecting ducts or searching them for contraband, according to the national awards coordinator. "Stiles' device brought the Service an estimated $100,000 in savings."

If you want to apply for a suggestion award, see your supervisor, or contact the regional manager of Communications — who doubles as regional awards coordinator," Browne advises. "If you work at national headquarters, submit your application to your branch head, or see me," she adds. And don't worry if it seems to be taking a long time to process your suggestion. Investigations and paperwork can take up to a year, Browne reports. "But we don't forget you."

Supervisors who actively assist an employee in getting their suggestion put to use are eligible for a public service certificate of appreciation. As well, supervisors and managers can win suggestion awards, but senior managers receive a certificate only, no cash.

"That's because when you reach a certain level, making good suggestions is really part of your job," Browne says.

Further details about suggestion award rules and criteria are published in the *Awards and Honours Program: A Guide*, a CSC booklet distributed to all staff last year.

As well, starting with this issue, *Let's Talk* is publishing a series of cartoons giving examples of good ideas that lead to better productivity. "Maybe one will spark a reader to think of some improvement that's worth a suggestion award," Browne says.

Parole office duo cop $150 for suggestion

Many employees get an idea that leads to a public service suggestion award while they're at their desk or workbench, or even in the shower.

But for **Leona Hatton** and **Kay Charbonneau** of the Edmonton Parole Office, the brainwave sparked while they were dining after work at The Incredible Chi-Chi's Mexican Restaurante.

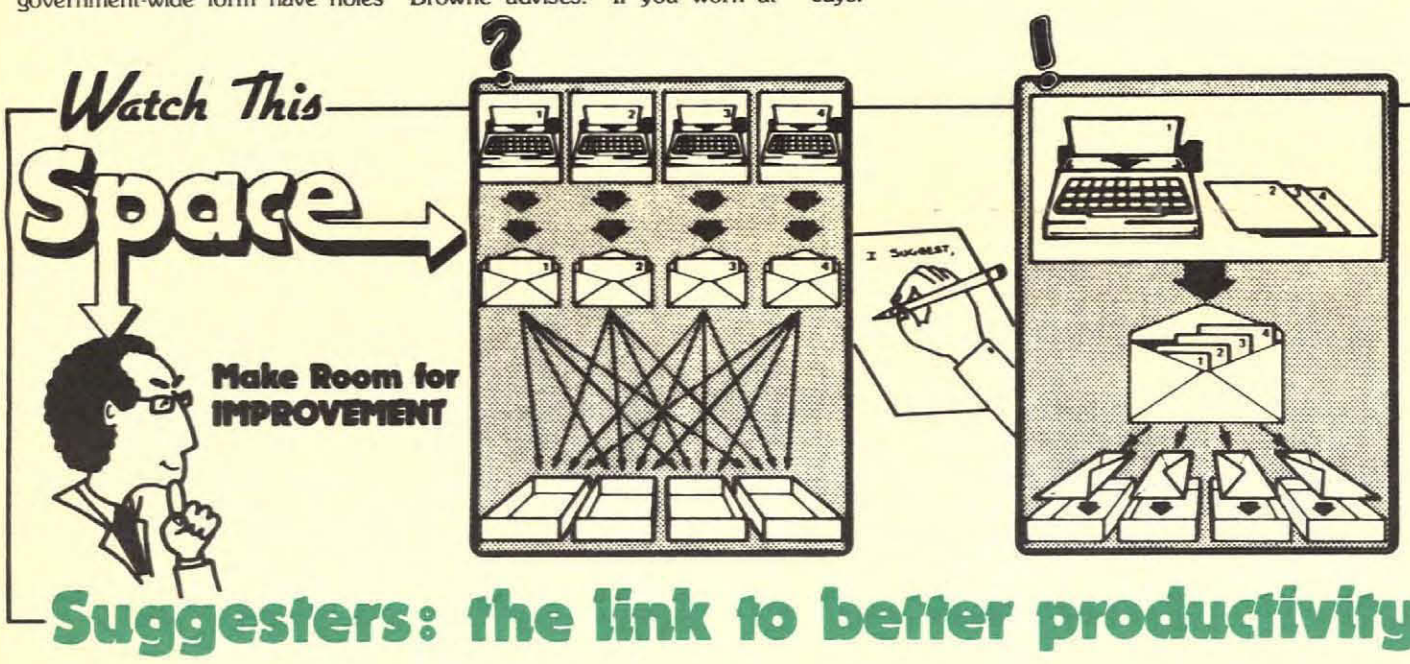
It was there that Hatton, supervisor of office services, and Charbonneau, a parole officer, spotted the federal government's bar and maple leaf symbol printed on Chi-Chi's menu, flying high over the price of tortillas and Margueritas.

The parole office duo immediately decided this was a misuse of a government symbol (it was); so at work the next day they officially suggested the federal identity people put a stop to it (they did).

For their "vigilance and initiative", Hatton and Charbonneau recently received a suggestion award of $75 each.

It took about a year for all the paperwork and approvals, but the effort was definitely worth it, says Kay Charbonneau.

How will the two spend their money? "Dinner at Chi-Chi's, of course."



Do you have a $10,000 idea?

If you have a suggestion that can help the Service save money or increase efficiency, or that just plain assists the government in some way, you could win a $50 to $10,000 cash award.

For details see your supervisor, regional manager of Communications, the CSC guide *The Awards and Honours Program*, or **Yvette Browne**, national coordinator of the awards and honors program at NHQ.

Suggesters: the link to better productivity

Yellowknife Parole Office manager coaches team at Canada Games

Fitzpatrick isn't an armchair athlete

PRAIRIES — **Maria Fitzpatrick**, office manager, Yellowknife Parole Office, was not content to be an armchair participant at the Jeux Canada Games. She coached the seven-member Northwest Territories track and field team.

Although the territorial team did not finish first, she is proud of its final showing. "They made the 'A' finals in the men's 4×400 relay, one team member made the 'B' finals in the 200 metre event, another man on the team made the 'B' finals in the 400 metre event and the team made the 'B' finals in the 4×100 metre relay," she said.

The team, three athletes from Yellowknife, two from Hay River and two from Fort Smith, included two women. The youngest athlete on the team was 15 years old. Team members were chosen from participants in the Northwest Territories championships held in May and from the territorial track meets in Hay River, Fort Smith and Yellowknife, June 24.

Fitzpatrick, who majored in physical education at Newfoundland's Memorial University, is well qualified to coach such a team. She participated in the first Jeux Canada Games, in Halifax, in 1969, representing Newfoundland. Her athletic accomplishments actually started a year earlier. In 1968, 1969, 1970 and 1971 she was a member of Newfoundland's provincial track and field team. During 1971/72 she coached Newfoundland's provincial team.

"I started coaching young people in the Territories last year," she stated, "and went to the Northwest Territories championships as a coach." In addition to coaching, she modestly admits she also participated in the women's 100 metre run and set a territorial record!

Fitzpatrick moved to Yellowknife four years ago and thinks "it's a fine place to live for a family, especially if you like sports."

Unfortunately, CSC's loss is the territories gain. The end of September Fitzpatrick accepted a new challenge as recreation supervisor of the Yellowknife Correctional Centre, a Territorial government facility.

Back row, from left, Mark Tetrault, Brad Dewsbury, Sven Clarke — coach, Tom Brannigan, Ron Robillard, Len Gibeault, Romeo Gonzales — coach. Front row — Jory Gibeault, Maria Fitzpatrick — head coach, Nola Benwell.

A glimpse inside the U.K.'s prison system

— continued from page 1

sentence planning, and built-in incentives for inmates to cooperate and progress through the system. At the same time, the committee recommends specialization of institutions by class of offender and suggests a return to psychiatric units and specialized psychiatric institutions, the creation of Special Handling Units, and open-regime units for long-term offenders.

The above-mentioned British systems, however, are dealing with a generally more tractable inmate. If some of our correctional officers could spend a month working in an Irish penitentiary like Arbor Hill, they might think they were on holiday.

Of the three systems, Irish prisons seem to contain the least troublesome inmates. Inmates are generally clean, cooperative and almost satisfied with prison life in contrast to typical Canadian inmates. Though the Scottish system is strict, the rules apparently are applied firmly, fairly and consistently. Even Edinburgh Prison, notoriously overcrowded and dilapidated, does not show the signs of tension and hostility which lead to major disturbances in comparable Canadian prisons.

Despite overcrowding, understaffing (by approximately 20% on average) and underfunding, the English prisons I visited revealed a generally positive relationship between guards and inmates, characterized by paternalism and an old fashioned prison culture which supports the individual guard's use of techniques reminiscent of the English military and school systems of the first half of the century.

A relatively placid scene, however, can be misleading. Underfunding has inevitably led to seriously run-down institutions and many deficiencies. Rapid turnover of inmates (many serve as little as six months) makes positive programming more difficult. And staff shortages mean lock-up at 8 p.m. in some institutions. Even Holloway Prison for Women in England, with new facilities and an almost model set-up, has early lock-up and a huge unused new gymnasium. Elsewhere in the prison, in notorious Block C, is a psychiatric warehouse worse than anything depicted in a Hollywood movie. Programming is severely restricted by understaffing and inmate turnover.

In the use of discipline, dissociation and segregation, British prisons, have a more enlightened approach than our own. In England, for example, a system of minute gradations in punishment is employed, beginning with minor restrictions or limitations of privileges and moving in small steps through a hierarchy of punishments. Seldom is segregation used and then only sparingly.

Description of typical punishments for institutional infractions in Canada horrified Scottish and English correctional officials, who regard extended segregation as inhumane and an admission of poor management. Apparently, Canadian prisons are regarded by our European colleagues as extremely punitive.

Naturally, in inspecting institutions and meeting officials, I was eager to

Patterson Photographic

*Dr. **Barry Thorne**, chairperson of the Prison for Women CAC in Kingston, visited the United Kingdom last summer while on a special assignment. He took this opportunity to get acquainted with the prison system there and pass on his impressions to us.*

meet with our counterparts, the Boards of Visitors, or Visiting Committees as they are called in Scotland. Though the mandate of these boards has existed for almost a century and includes, like our own, the possibility of great assistance to the system, British CACs tend to be conservative captives of management. In a two-hour meeting with a Dublin Board of Visitors, I was disappointed to witness passive acceptance of the status quo and a general feeling that nothing could be done.

In Scotland, the committees are distracted by municipal politics. Because members represent municipal councils, they bring local politics with them into the meetings. A two-tiered system, splitting committees into two streams, one dealing with young offenders and the other with adults, limits the ability of Scottish committees to share information and promote group strength.

The English government has long been aware that Boards of Visitors are not functioning to their potential. A sequence of government reports recommend reform and improvement along the lines of our CAC system. English Boards of Visitors are attached to individual prisons (hence individual wardens) and until recently have not attempted to organize nationally, despite major government studies recommending they do so.

The Prior Inquiry into English Prison Discipline will apparently urge that the adjudication responsibilities of Boards of Visitors be removed and an independent tribunal, modeled after our Independent Chairpersons, be created. This move will attack the major weakness in Boards of Visitors. As adjudicators they are too closely attached to the administration and find it easier and more interesting to concentrate on judging and sentencing inmates than on acting as watchdogs and overseeing the system.

We should take pride in Canada that the English are evidently looking to our CAC system for guidance and recommending that Boards of Visitors form a national structure like our National Council of CACs. This would help them become more effective in fulfilling an unused mandate which in fact is potentially broader than our own.

This article was reproduced from the September issue of *Citizen Action*, a CSC publication published quarterly for Citizen Advisory Committee volunteers.

Inmates and staff benefit from Bowden program

Information & intervention program on mood altering drugs

PRAIRIES — Both inmates and staff are benefitting from Bowden Institution's Information and Intervention Program on Mood Altering Drugs. The special initiatives program, developed by Case Management officer **Hugh Graham**, began a year ago, offering inmates facts about addiction and helping them apply what they learn to their own lives. Between 1984 and May 1985, when the program stopped for the summer, 84 inmates between 16 and 40, with a variety of sentence lengths, entered the program and 78 successfully completed it.

A comparison of participants' institutional charges for an average period of two months before and after the course showed that their behaviour improved considerably after the course. Prior to the course there were 37 charges and 143 days loss of remission, compared to only 5 charges and 24 days loss of remission, after they completed the course.

The response and participation of the inmates has been overwhelming reports **Lori Miller**, head Living Unit clerk, Bowden. Most of their evaluations indicate that they feel the program is successful and beneficial because it gave them an opportunity to learn from the more formal course presentation as well as from other participants sharing experiences. They said they learned from the honesty of both staff and inmates, from the support within the group and the dedication of the instructors. It also helped them see the Living Unit officers in a more positive light.

Since the program began case management officers' reports have indicated improvement in inmate/staff relations, behaviour, communications, problem solving, planning ahead for treatment and coping skills among participants. Reports also show improvement in participants' realistic attitudes toward long-term abstinence.

Staff

Most staff involved in the course say because of their involvement in it they have more job satisfaction, more self-confidence in dealing with substance abusers and with groups and more self-esteem. Their training has increased their self awareness, giving them a better understanding of inmates' needs, the affects of substance abuse and even caused some to re-evaluate their own values regarding substance abuse. In short, the program has enhanced their role.

Job satisfaction is reflected in the decrease of sick and family-related leave for staff. Comparing the five month period the course was given with the same five months a year earlier there was a saving of 23 sick days.

The program has had its share of problems and anticipates encountering more. However, "Since substance abuse is a very important contributing factor to crime and recidivism, if the content of this course has helped just one inmate remain substance free, then we have accomplished alot as well as saving $34,233 — the average annual cost of incarcerating an individual in a medium security institution," says Graham.

Staffing of the program has changed since it first started and program lessons are revised regularly as new information is discovered, to allow Bowden to maintain a well-informed staff.

The first program for this semester began last month. The program hopes to be able to handle 108 inmates between September '85 and May '86.

NHQ staff run for United Way

photo: Louis Genest

Jo Ann West, CSC's best NHQ athlete during stress awareness month, shown here receiving her plaque from Senior Deputy Commissioner Roma Bertrand June 14, was also at the starting line for the United Way 10 Km run. She was among the first five females to finish the run Sept. 16.

photo: Louis Genest

NHQ's United Way campaign started with the Public Service 10 Km fun run, Sept. 16. CSC participants, from left — Norm Radford, race coordinator — O.P.; Corrinne Peppley, Gerry Kwapisz — STD; Nicole Brunet, Bob Frank, Karen Titley — Finance. Not seen here — Jo Ann West (see photo left) — I.G.; and Gerry Buader — Personnel. NHQ's top United Way contributor: Offender Programs.

Stony Mountain guard plays Good Samaritan

PRAIRIES — Stony Mountain Institution guard, **Richard Evans**, played Good Samaritan Aug. 7 when he rescued an elderly man who had suffered a heart attack. Evans was waiting at a downtown bus stop when he overheard a bus driver asking people to board another bus because a man on his bus had had a heart attack. Since Evans had learned cardio-pulmonary resuscitation (CPR) as part of his training when he became a correctional officer, he boarded the bus and volunteered to help. Officer Evans administrated mouth-to-mouth resuscitation for about 20 minutes until a team of medics arrived and continued to help them until further help arrived. The man was admitted to hospital and was in intensive care. Evans, a CX 2, joined CSC in 1982. Before that he worked for the Ontario Provincial Police.

The quick response of Richard Evans, correctional officer at Stony Mountain, helped save a man's life.

Showcase '85

A place to buy and sell

ONTARIO — Showcase '85, Ontario region's annual arts and craft sale for CSC staff and families will be held Oct. 27 at the Staff Induction Centre in Kingston. Special attractions this year will be a display from the Kingston Penitentiary museum and a book table where you can purchase a copy of *Kingston Penitentiary: The First Hundred and Fifty Years* and have it signed by one of the book's authors. Showcase organizer, **Karl Eckert** reminds staff that even though there are already 50 tables reserved for the sale, you can reserve one at the last minute by calling him at 389-9956.

let's talk

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Photo: Patterson Photographic

Correctional Staff from Ontario and Quebec regions paraded on Parliament Hill during the annual memorial service for slain police and correctional officers.

Prisons open doors to Native Spirituality

PRAIRIES — In the sauna-like steam of the sweat lodge and the sacred smoke of the pipe ceremony, Native offenders who follow the old ways may now purify themselves through their traditional ceremonies. The new Commissioner's Directive on Traditional Native Spiritual Practices, supports Native offenders who wish to take part in these and other sacred ceremonies in penitentiaries across the country, says **Mary Ellen Gillan**, director Native Programs, NHQ.

Native Spirituality is now entitled to the same status and protection accorded to other religions. Gillan says the main benefits of the program are likely to be felt in the Prairies where the majority of Canada's 1,100 Native inmates are held.

Interest in reviving and holding traditional Native ceremonies began

continued on page 2

Photo: George Gooderham

Sacred pipe and carrying pouch, medicine bundles and tobacco roll used during Native Spirituality ceremonies.

Correctional officers participate in Memorial Service

OTTAWA — The eighth annual Memorial Service for slain police and correctional officers, was held on Parliament Hill Sunday Sept. 29. Approximately 50 correctional officers from Ontario and Quebec regions paraded with police force representatives from across Canada.

Father **Murray Tardiff**, CSC chaplain general, joined Royal Canadian Mounted Police and Ottawa Police Force chaplaincy representatives who conducted the 11 a.m. service. Following the service Solicitor General, **Perrin Beatty**, held an informal reception in the Centre Block for the police representatives, their families and friends.

The Memorial Book, which will include the names of all peace officers who have lost their lives in line of duty since Confederation, was on display in the East Block. The book, which is still being compiled, now contains about 200 names.

Chief Justice Burger finds Warkworth progressive

ONTARIO — The Honorable **Warren Burger**, Chief Justice, U.S. Supreme court, in Canada to visit the Canadian justice system, took the opportunity to tour Warkworth Institution, Sept. 21. He also met with the Citizen's Advisory committee and independent chairperson **Dan Thompson**.

The 78-year old chief justice who still works an 84-hour week, has studied problems of correctional systems around the world. At Warkworth he was particularly impressed with the family visiting and physical education facilities and CORCAN. The high quality of staff, their education and salaries also interested him. He said he found Warkworth a progressive institution because it provides industrial training for its

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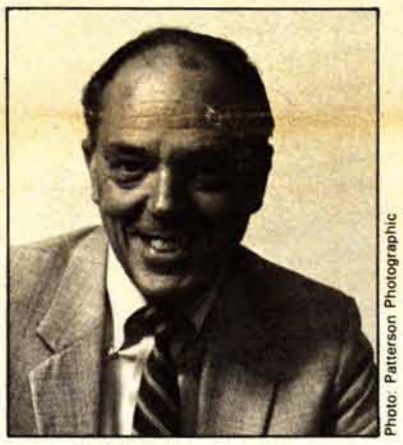

Photo: Patterson Photographic

John Braithwaite, deputy commissioner Communications.

Retiring deputy commissioner honored

by John Vandoremalen
Chief, Publications, NHQ

OTTAWA — Nearly 200 friends and colleagues from all parts of the criminal justice system, both in Canada and the United States, gathered at the National Arts Centre in Ottawa on Sept. 24, to pay tribute to **John Braithwaite** who officially retired from CSC on Oct. 4.

The privately-organized event took the form of a roast with a panel of judges presiding over a mock trial. Braithwaite stood accused of a number of serious charges involving "crimes" against humanity as well as a wide assortment of nefarious activities, both personal and professional, in which the accused had been engaged during a career which spanned more than three decades of dedicated public service in criminal justice and corrections.

The verdict? Guilty, of course. With complete disregard for proper procedure, and the rules of evidence,

— *continued on page 6*

NHQ wins staff participaction trophy

PACIFIC — Although stress awareness month was five months ago, the events that took place last May are still on the minds of some staff. Pacific region, charged with the task of tabulating the National Fitness Participaction Postal Meet congratulates NHQ, which had the greatest staff participation in the meet and **Norm Kalnay** for mobilizing more than 40 percent of NHQ staff. A trophy, from Pacific Region, is on its way to NHQ.

"Because the participaction meets in each region were not all structured the same way, it was difficult to draw comparisons," explains **Harold Golden**, postal meet coordinator. "Nevertheless, the end result was participation far beyond expected levels."

— *continued on page 4*

Photo: Louis Genest

Perrin Beatty, center, speaks with Balla Kéita, a program supervisor in Technical Services, during his coffee party for NHQ staff. Beatty's special assistant, Michael Bourque, looks on.

Meeting the Solicitor General

NHQ — Just one month after being named Solicitor General, **Perrin Beatty** demonstrated his concern for communicating with staff. On Oct. 1, he held a coffee party for all NHQ employees and most CSC staff took the opportunity to meet him. The new Solicitor General spoke briefly to the assembled crowd and then took the time to speak with many people individually.

Farewell Father Dufort — welcome Father Andrews

PRAIRIES — Staff, volunteers and inmates gathered in Stony Mountain Institution's chapel for a Service of Recognition to honor the institution's chaplain, Father **Camil Dufort**, retiring after nine years in the Service.

Born in St. Norbert, Manitoba, Camil Dufort earned his BA at Collège de St-Boniface, in 1953. He joined the Society of Missionaries of Africa and studied theology in Ottawa.

His career has taken him to Edinburgh, Scotland as a secondary school teacher, to Ghana, West Africa as a regional manager of schools and to Australia where he did similar work. Returning to Canada, he promoted third world countries at Quebec and Ontario universities and colleges.

Father Dufort joined CSC in 1976, starting the Chaplaincy program at Stony Mountain Institution. He built up a good chaplaincy team and an active volunteer group concerned with staff welfare. Father Dufort was referral agent for the institution's Employee Assistance Program, assisted with stress weekend plans and was active with families in crisis situations in addition to performing other pastoral duties like offering the sacraments and counselling.

An induction service was held, at the same time, for Father **Franklin Andrews** who comes to CSC from Trinidad. For a year prior to joining the Service he attended a pastoral education course, in Toronto.

The service was conducted by Rev. **Bablitz**, A/Regional Chaplain, Prairie Region. Father **Larabee** was the guest speaker, representing Archbishop **Esner** of Winnipeg.

Photo: George Goodenham

Various articles that a Native elder might carry.

Prisons open doors to Native Spirituality

continued from page 1

gathering momentum in the past few years. The sacred ceremonies are conducted by Native elders on contract to Native organizations and each institution has access to an elder.

Just what is involved in the sweat lodge and pipe ceremony? "The "sweat," as it's commonly called, is a sacred rite that precedes most ceremonies to ensure purification of the participants — physically, mentally and spiritually. One of the oldest of Native rituals, the sweat lodge ceremony is used to cure maladies of the mind, body and spirit. Native offenders are allowed to build the sweat lodge in the prison yard.

Like the pipe ceremony, the sweat lodge is recognized in both North and South America and although ancient in origin, it has changed little over the years. The sweat lodge built by most North American Native people is a four-foot high, igloo-shaped structure about four feet in radius. Twelve to 16 young willows are bent in a circular pattern and covered with blankets or a tarpaulin, instead of the animal skins previously used. The centre of the lodge is scraped out and filled with heated rocks which represent Grandmother Earth. It symbolizes the centre of the universe and in it the sacred power rests. The fire used to heat the rocks represents the Great Spirit who gives life to everything.

About 30 feet from the entrance to the lodge is placed a sacred fire called the "fire of no end" or the eternal fire. In this fire are heated selected rocks placed in multiples of four to represent the four directions of the universe.

When the sweat lodge is complete, the elder enters to purify it. He or she makes an altar in the centre by putting tobacco at the four corners. Sometimes the floor is strewn with sage, a sacred plant. The elder burns sweet grass and rubs the smoke over his or her body and smudges the pipe with sweet grass. Everything is made sacred.

Those to be purified enter the lodge and the sacred pipe is given to an appointed person. Heated rocks from the sacred fire are passed in by a helper, and each rock is touched by the sacred pipe which is then presented to everyone for smoking. The helper then closes the lodge flap leaving the participants in darkness which represents the darkness and ignorance of the soul. Four times during the ceremony, the flap is raised to fill the lodge with the light of the Great Spirit.

The elder ceremoniously pours water over the rocks producing the sacred steam (breath of the Great Spirit). The steam can be devastating as the cold water meets the heated rocks. This represents the unity of earth and sky. The steam stops at the skin but the power of it penetrates the participant's mind and body. Four times water is poured over the rocks, and four times the pipe is passed. At the close of the ceremony the participants leave the lodge, drink water, and rub their bodies with sage.

John Stonechild, an elder and consultant on the Native Spirituality program who works with Native offenders at Stony Mountain Institution, says that bringing the ceremonies to the prisons allows staff to better understand the inmates.

"It removes the mystery of Indian culture."

Let's get it straight

Paul-Émile Levert, of Verdun, Quebec, was among the seven people appointed to the National Parole Board (Quebec Region) July 26. Contrary to the report in *Let's Talk*, Sept. 30, Levert is not a former director of the "Fondation hospitalière de Verdun". He is a vice-president of the agency and as such still assumes a leading role.

Our apologies.

Crime and Punishment, special edition of *Let's Talk*, Sept. 15, Vol. 10 No. 15, Part VI of VI, pages 2 and 8 identified two photos as the Parrtown Centre. **Art Robson**, regional director Communications, points out they are actually pictures of the Carlton Centre in Halifax.

Correctional officers Johanne Perrault, Chantal Côté, Lucie Viau and Josée Laflamme have been assigned to Archambault.

First female CXs assigned to Archambault

QUEBEC — The first female CX-COFs have been assigned to a Quebec maximum security institution, six years after the admission of the first female correctional officers in the region, says **Michel Lauzon**, regional Communications officer.

Johanne Perrault, **Chantal Côté**, **Lucie Viau** and **Josée Laflamme** joined staff at Archambault July 26.

Three of the four women come from the ranks of the Institut de formation policière in Nicolet and two have academic backgrounds either in criminology or physical education. All have completed their training at the Laval campus National Staff College.

Favourably impressed with the friendly atmosphere among the staff at Archambault, they acknowledged that the inmates' reactions have been diverse. Some inmates saw their arrival as a sign of the evolution of society, but others have been skeptical.

Photo: Dennis Curtis

From left — Chief Justice Burger chats with Warkworth Warden Dan Kane and Dan Clark (with back to camera) REO and at the time of the photo, A/DC Ontario, outside of Warkworth Institution.

Chief Justice Burger — *continued from page 1*

400 inmates, an approach he believes cuts down on recidivism. Chief Justice Burger has, for years, advocated that "prisons be turned into factories where inmates would manufacture items like ballpoint pens, stockings and computers and pay their own way."

Let's get it straight

Ian R. Culligan executive director, Correctional Services Branch, Department of Justice, New Brunswick, notes that "Saskatchewan staff honored for Exemplary Service", (*Let's Talk Aug. 15*) states that this event "... was the first such ceremony held outside of Ottawa".

"For the record", he says, "eight employees from the Correctional Services Branch, Department of Justice, Province of New Brunswick received their Corrections Exemplary Service Medal from the Honourable **George Stanley**, Lieutenant-Governor of New Brunswick Mar. 8, 1985 at a ceremony held in Fredericton, N.B. The recipients received their medals for more than 20 years exemplary service. Two other staff members from the provincial correctional system received their 20-year medal at a ceremony earlier in Ottawa. Another two people scheduled to receive a Medal and Bar, were unable to attend.

Ed. Note: Sorry for the confusion. The article referred to the first such ceremony for CSC staff held outside of Ottawa.

Propane fuel — how safe is it?

***NHQ** — Although propane run vehicles have been around for more than 40 years, since the implementation of the Federal Propane Vehicle Program (FPVP), staff using such vehicles have been concerned and apprehensive about their safety. Are their concerns well founded? Are their apprehensions based on facts? Or are such concerns the result of a lack of information, of insufficient knowledge about propane systems or about propane fuel?*

Since the launching FPVP, no doubt all those concerns have contributed towards the current uneasiness around propane vehicles.

*CSC Fleet Manager, **Harry Rideout** has written three articles about propane to try and dispel ill feelings or misconceptions about using propane in CSC vehicles and to inform CSC staff about the good and bad points believed to be the root of concerns that have been expressed. Topics such as fuel properties, systems, advantages, disadvantages and safety aspects will appear in subsequent issues of Let's Talk.*

The articles will impart sufficient factual information about propane to enable staff to make personal evaluations and judge whether or not propane vehicles are more dangerous, as safe, or safer than their gasoline or diesel counterparts. The articles are not intended to produce vehicle enthusiasts or experts on the subject.

In his first article Rideout discusses propane fuel and compares it with other better known fuels used by the automotive industry.

Propane gas, or LPG, has many positive aspects. It burns cleanly and efficiently, extending engine life to rings, valves, spark plugs etc.; it enables a cold engine to run smoother because it enters the engine as a gas and requires no choke to enrich fuel/air mixture; it contains few impurities and it is an almost zero level pollutant.

All automotive fuels are considered dangerous unless the basic handling safety precautions are observed, liquid propane gas (LPG) is no exception.

Naturally special precautions are necessary when refuelling propane vehicles. Operators must wear gloves to protect their hands against burns or skin irritation. Spilling LPG on bare skin could result in burns, similar to burns from frostbite or dry ice.

Unlike gasoline or diesel fuels, which are liquids, LPG is a vapour in its natural state, it is odorless and colorless. Prior to marketing, chemicals are added to LPG resulting in an unmistakable, unpleasant odour to ensure its presence is detected. In order to provide a greater travel range LPG is stored in the fuel tank under pressure (approx. 200 psi) which transforms the fuel into a liquid form.

When released into the atmosphere it readily returns to a vapour state. Since LPG is heavier than air it tends to hug the ground level or settle in open pits or drain sumps when released. Liquid fuels have the same habit of seeping into pits and sumps and may also spread into large pools which could result into more widely spread fires.

To summarize, gasoline or diesel vehicles have an open, or unsealed, fuel system (non-pressurized). The LPG system is pressurized and sealed, features that offer many advantages.

Some other positive aspects of LPG are: it burns cleanly and efficiently, extending engine life to rings, valves, spark plugs, etc. (It was previously thought oil change intervals were also reduced, however, evidence now shows low temperature lubricating qualities deteriorate at a normal rate so manufacturers recommend maintaining regular oil change intervals even though oil looks clean.

It enables a cold engine to run smoother because it enters the engine as a gas therefore requires no choke to enrich fuel/air mixture. Since it enters the engine as a vapour it does not increase piston ring friction by oil wash-down on cylinder walls. It is therefore an ideal fuel for prolonged idling in applications such as police, security, taxi, and other fleet vehicles.

It contains few impurities and it burns almost completely in the combustion chamber, it is an almost zero level pollutant and for over 40 years it has been used in indoor applications such as forklifts or warehouse tractors.

It is readily available in Canada. New stations are opening almost daily. At about half the cost of gasoline or diesel fuel, it is an economical alternate fuel which offers measurable savings.

The big question — Is propane dangerous in a rear end collision or roll-over accidents? Is it dangerous if you're being shot at? I feel it is safer! More about these questions in the next issue of *Let's Talk*.

lets talk

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Let's Talk invites your comments, articles, signed letters and photographs for consideration.

June Coxon
Editor

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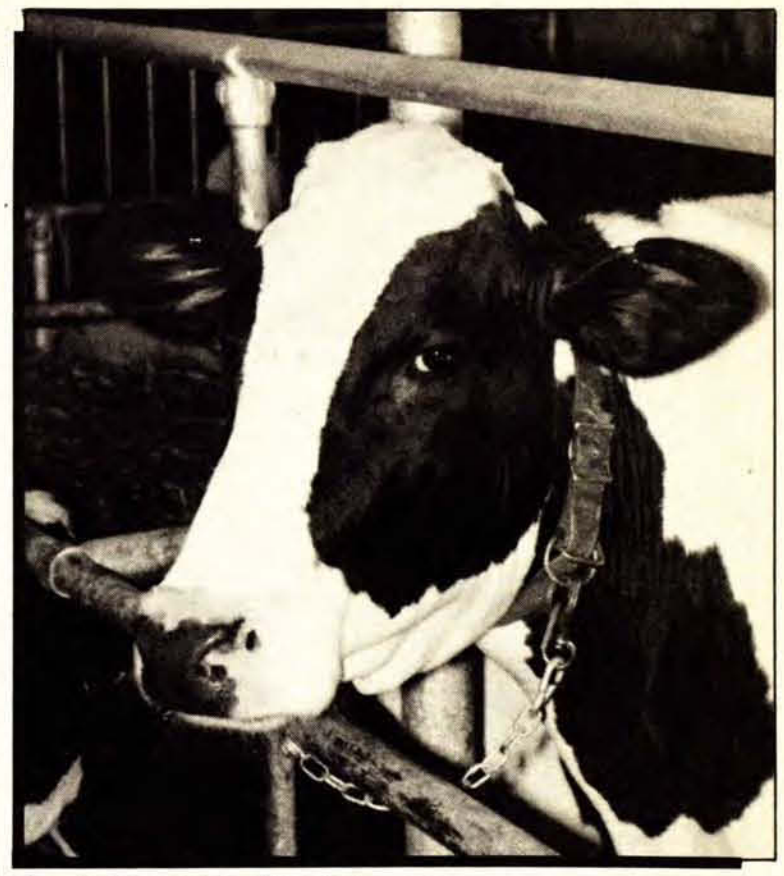


One of Westmorland's prize winning cows.

Westmorland Institution cattle are prize-winners again

ATLANTIC — Westmorland Institution's prize-winning cattle have done it again. They have taken numerous awards at recent country exhibitions. Awards won at Ste. Marie de Kent NB Aug. 23-25 were: *first place*-best udder; *second place*-3 and 5 year olds; *fourth place* out of 12 — junior heifer.

At the Oxford NS exhibition, Aug. 30-Sept. 1, they earned *first place* for breeder's herd (group of four animals); *first place trophy* for having the cleanest and best display for both beast and dairy breeds; four second place listings, one third place listing and five fifth place listings.

BC Prison Arts is alive and well

PACIFIC — Prison Arts federal and provincial corrections is alive, well and flourishing in the Pacific region reports **Sharon Tompkins**, social and cultural development officer, Ferndale.

She says that **Shelagh Morrell**, newly-elected chairperson of the BC Association of Prison Arts Foundation and education coordinator at Oakalla provincial prison, is a dynamic person with a multitude of innovative ideas, arts community resources and the energy to make BC prison arts a driving force.

The goals of BC Prison Arts are to enable inmates to develop creative and constructive use of their leisure time and to promote interest in all fine arts — theatre, creative writing, music and the visual arts.

Membership is not exclusive. Anyone can join for the annual membership fee of $10 or an annual corporate membership of $150. And membership is growing rapidly in response to the many programs sponsored by BC Prison Arts.

"We've started working with the Emily Carr College of Art & Design to formulate an ongoing program of workshops within the institutions," Morrell says. "The 1985-86 program anticipates linking up with the college's Outreach program. This will allow an ongoing program of workshops held within the institutions to feature dual artistic mediums such as poetry and painting, sculpture and ceramics or music appreciation and creative dance. The foundation will also host visiting artists in community galleries and meeting places to help bridge the gap between the inside-outside syndrome."

In addition to being involved with the Federal Prison Arts Foundation BC Prison Arts has funded

- theater productions at William Head and Ferndale institutions
- workshops in stained glass, music technique, pottery, ceramics and carving
- a "meet the artist" series at Oakalla, Mountain and Ferndale institutions
- an arts and craft show and sale at a Vancouver hotel in July.

A BC Prison Arts logo, designed by an inmate at William Head Institution, has been used in many publications. It is also printed on T-shirts that are sold to earn money for the association.

For further information about the BC Association of Prison Arts Foundation contact one of the following CSC hobby officers: **Crawford Calquhoun** — Mission, **Shirley Bowers** — Mountain, **Sharon Tompkins** — Ferndale, **Gerry Hiebert** — Matsqui, **Dave Otke** — William Head, or **Shelagh Morrell** at Oakalla provincial prison.

Records broken at Springhill's 5-mile race

ATLANTIC — "Fourteen outside volunteers and 16 inmates provided a large inmate gallery with stimulating entertainment while satisfying their own running appetites with pleasure and competition," reports **Wayne White**, volunteer recruitment officer, Springhill Institution, of the 2nd annual 5-mile invitational race held at the institution.

Records were broken by the first three finishers, **Shawn Brown**, Truro NS, **Leo Sheehey**, Riverview NB and **Kent Leslie**, Amherst NS. The new men's course record is 26:27 and the women's is 33:42.

Trophies and prizes were presented to inside and outside junior, senior and masters winners and to the winner of the outside women's race. The 25 athletes who completed the race also received certificates.

After the race participants and coordinators gathered in the recreational building for refreshments provided by the cooperative kitchen.

*Participants in Springhill's second annual five-mile invitational race — **From left — front row** — Leana Brackett, Dawn Witt. **Middle row** — Les Sheehy, John Rector, Tim Carrigan, Kyle Hebb, Colin McCabe, Shawn Brown. **Back row** — Kent Leslie, Barry Boyd, Bob Tingley.*

Sask. Pen. Braves win provincial peace officers' fastball tournament

PRAIRIES — The Saskatchewan Penitentiary Braves won the Saskatchewan Provincial Peace Officers' second annual fastball tournament with five wins and one loss, reports **Jim O'Sullivan**, warden, Saskatchewan Penitentiary. Held Aug. 24 and 25, in Saskatoon, the round robin tournament was between six teams; the Saskatchewan Detachment RCMP, Regina City Police, Saskatchewan Penitentiary, Prince Albert Provincial Correctional Centre (PACC), Regina Provincial Correctional Centre and the Saskatoon Provincial Correctional Centre.

The Braves' only loss occurred during the first game — against the Regina Provincial Centre. Their final game, against last year's winners, the Prince Albert Provincial Correctional Centre, was decided with a score of Braves 13, PACC 2.

Four team members of the Braves made the Saskatchewan Correctional Officers' All-Star Team. **Charlie Mathiason** was named most sportsmanlike player as well as all-star pitcher; **Ron Boyer** was named all-star 2nd baseman; **Curt Juravinski**, all-star right fielder; **Kim Miller**, all-star centre fielder.

The Saskatoon Correctional Centre Chargers Fastball Club hosted the tournament and **Wayne Henry** was the coordinator.

The Sask. Pen Braves are a winning team. They had five wins and only one loss during the fast ball tournament.

Hospital benefits from Operation Courage

Warkworth Institution Staff presented a $700 cheque to Campbellford Memorial Hospital, late this summer. The funds were raised last year by staff participating in Operation Courage. John Trafford, Staff Training officer, Warkworth Institution, second from left presents Bill McComb, chairperson Campbellford Memorial Hospital with a cheque from the 1984 Marathon Courage. Far left, Al Weaver, hospital board member, and far right Bill Read, Warkworth case management officer, look on.

Participaction postal meet results

— continued from page 1

NATIONAL STATISTICS

Region/ Location	# of Participants	% of Staff Participation	Event Organizer
Atlantic	215	22%	**Art Robson**
Quebec	18	.6%	**Jacques Dyotte**
NHQ	250	40.3%	**Norm Kalnay**
Ontario	300	12.2%	**Larry Cook** **Ron Stolz**
Prairies	361	16%	**Henry Parker**
Pacific	150	9%	**Helgi Eyjolfsson**

Team and individual achievements by region

ATLANTIC

TOP THREE TEAMS

Westmorland #3, team manager, **M. Dowcaster**, Average *team points* per event = *81.93*.
Moncton District Office, team manager, **M. Blackler**, Average *team* points per *event* = *79.11*.
Regional Headquarters #2, team manager, "None", Average *team* points per *event* = *75.35*.

TOP 5 INDIVIDUALS OVERALL

Brian MacKenzie, Springhill, Average *team* points per *event* = 92.33.
Myles Lewis, Springhill, Average points per event = 85.77.
Denise Gionet, Westmorland #3, Average points per event = 85.55.
Anne Marie Drisdelle, Westmorland #3, Average points per event = 84.22.
Seana Brackett, Springhill, Average points per event = 83.11.

QUEBEC

TOP TEAM

Team #1, team manager, Regional Manager Finance, **Claude Brunet**. Total points = 2,120.

TOP 3 INDIVIDUALS

Danyel Richer — 521 points
Réal Benoit, Warden, St. Anne des Plaines — 475 points
Guy Villeneuve, Regional Manager Offender Programs, 469 points

NHQ

TOP THREE TEAMS

Team #24, Offender Programs, team manager, **Anna Paquete**. Total points = 3,506 + 1,500 bonus = 5,006.
Team #39, Personnel, team manager, **Vic Dearman**. Total points = 3,473 + 1,500 bonus = 4,973.
Team #22, Staff Training & Development, team manager, **J. Harding**. Total points = 3,622 + 1,500 bonus — 200 penalty = 4,922.

TOP 5 PEOPLE

Peter Frayne, Administration, team #7 — 795 points.
Alain Marcil, P.P.S., team #8 — 784 points.
Jo Ann West, Inspector General, team #34 — 777 points.
Corrinne Peppley, Staff Training & Development, team #22 — 772 points.
Brian Sammon, Education, Training & Employment, team #28 — 763 points.

— continued on page 5

Participaction postal meet results

— continued from page 4

OTHER SCORES

Outstanding Female, **Jo Ann West**, Inspector General, Team #34 (777 points).
Outstanding Male, **Peter Frayne**, Administration, team #7 (795 points).
Outstanding Senior, **Jack Cadieux**, Personnel, Team #1 (717 points).
Most Participants Per Branch — Administration
Personnel all with 7 teams
P.P. & S.
Outstanding Nth Place Team — Executive Secretariat, team # 14, team manager, **Diane Hedge**.
Total points = 2,323 — 200 penalty = 2,123.

ONTARIO

TOP 3 TEAMS

Frontenac Institution, team manager, **Glenn Benson** Total points = 3,842.
Treatment Centre (K.P.), Handford's Hooligans, Total points = 3,712.
Collins Bay Institution, Kung Fools, total points = 3,682.

TOP INDIVIDUALS

Outstanding Male, **Jim Painchaud**, Warkworth Institution.
Outstanding Female, **Bonnie Bradley**, Treatment Centre (K.P.).
Outstanding Senior Male, **John Gobmic**, Frontenac Institution.
Outstanding Senior Female, **Linda Casselman**, Collins Bay Institution.

OTHER AWARDS

Outstanding I.E.R.T. — Warkworth Institution.
Participation Awards — Joyceville — major institution
Pittsburgh — minor institution
10th Place Team, Parole Patrol, team manager, **Dorothy Parks**.

PRAIRIES

TOP 2 TEAMS

Stony Mountain — Jays — team manager, **Dan Roy**, total points = 3,444.
Winnipeg Parole, team #1, team manager, **Mary Jane MacDonald** — total points = 3,026.
NOTE: The "Expos" from Stony Mountain had 3,341 points!

TOP 4 PEOPLE

Bonnie Davenport, R.C. Staff Development (RHQ) — 670 points.
Gary White, Vocational Instructor, Stony Mountain — 666 points.
Kerry Vande, Records Classifier, Stony Mountain — 661 points.
Russ Muth, Parole Officer, Winnipeg Parole — 657 points.

OTHER AWARDS

Participation Awards — Stony Mountain/Rockwood (Institutions) (greatest % age of staff participating) — Brandon/Saskatoon (Parole/CCC).
Most Outrageous Event Award — Saskatoon Parole/Prince Albert Parole (baseball game played in freezing rain and snow).

PACIFIC

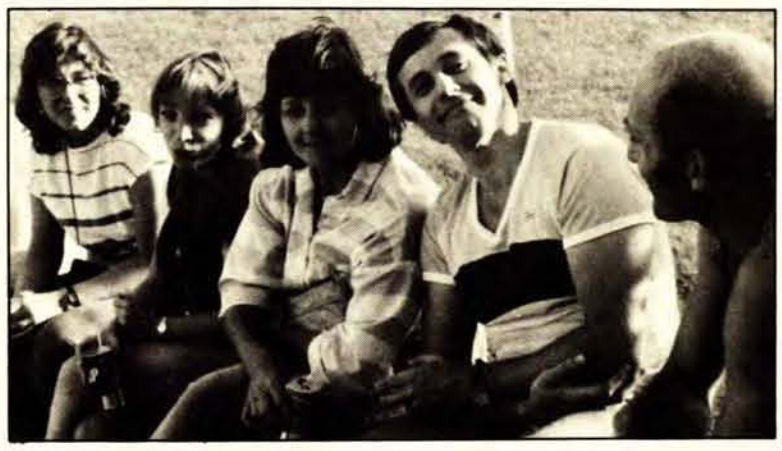
TOP 3 TEAMS

William Head #1 — 3,929 points.
Matsqui "A" — 3,900 points.
Mountain #1 — 3,807 points.

TOP INDIVIDUALS

Top Male, **Bob Bell**, William Head #1 — 761 points.
Top Female, **Kelly Sweet**, Matsqui "A" — 710 points.
Most Improved Score Male, **Jacques Bertrand**, Matsqui "A" — by 67 points.
Most Improved Score Female, **Suzette Cartier**, Mission #2 — by 27 points.

Marathon Courage raises more than $13,000



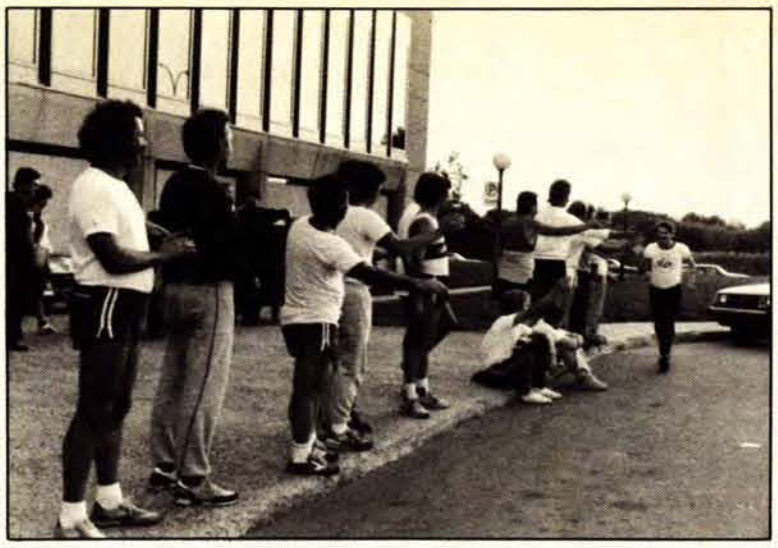
1.

QUEBEC — Quebec staff participating in Marathon Courage 1985 collected more than $13,000 for the Quebec Society for Handicapped Children. On Sept. 15 a total of 300 marathoners, including spouses and children, ran between La Macaza and Laval before being welcomed at the Laval townhall and hosted at the Laval Staff College.

"The organizing committee had worked since February preparing for this year's marathon," says **Alain Lepage**, coordinator of the annual event. **Jean-Claude Perron** was the honorary president.

2.

3.



4.

5.

Photo Captions

1. *Pierrette Bigras, Lise Bouthillier, Michelin Charron, Régis Charron and Robert Martin take a break during the marathon.*
2. *Jean-Claude Perron presents a marathon certificate to the mayor of Canton-Marchand, left. Marathon coordinator, Léon Fortin, announces the presentation.*
3. *Metro Montreal district office ham it up for the camera.*
4. *Alain Lepage, marathon coordinator, is cheered on by colleagues as he reaches the Laval City hall.*
5. *The Cowansville group.*
6. *Marathon Courage participants run past Laval city hall.*

6.

Braithwaite roasted by jury of peers

Nearly 200 people paid tribute to John Braithwaite, deputy commissioner Communications who retired after more than 30 years service.

— *continued from page 1*

John Braithwaite was convicted of "demonstrating exceptional leadership, courage and personal commitment in the improvement of criminal justice and corrections in Canada, and exemplifying unparalleled integrity, loyalty and devotion to duty throughout the conduct of his professional career."

The distinguished panel of judges who participated in the trial included: **Allen MacLeod, Paul Faguy, Donald Yeomans, Jim Murphy, Frank Miller, Josh Zambrowsky, Warren Allmand, Bob Fosen, Max Keeping, Tony Travisono, Norm Carlson**, and **John Kastner**. The chief justice who presided over this unruly group was **Jack McPartlin** who played the role of Pontius MacPilot and washed his hands of the whole affair.

Feigning shyness and embarrassment, the defendent waived his right to remain silent declaring that he was really "just a country boy!" But this did not sway the judges one bit. He was promptly sentenced to probation for the rest of his life and placed under the supervision of **Lorraine Braithwaite**, who is a duly authorized area manager in the province of Ontario.

Upon hearing sentence, Braithwaite threw himself upon the mercy of the court and appealed to the Solicitor General, the **Honorable Perrin Beatty**, to exercise the Royal Prerogative of Mercy. His pleas were, however, to no avail. The Solicitor General reviewed all the charges and the evidence and concluded he could not recommend in favor of a free and unconditional pardon. Characteristic of recalcitrant offenders such as Braithwaite he declared unequivocally: "I am indeed guilty and I have no intention of reforming!"

The judicial proceedings were followed by numerous presentations and messages of good wishes from those who were unable to attend. Personal Tributes were also offered by **Sister Virginia Turner**, representing the Citizens Advisory Committees; **Hartley "Tiny" Watson** a long-time friend and colleague; and, **Pascal O'Toole** who expressed the following tribute: "The easiest form of generosity is the giving of material things. The most difficult ... is the giving of one's self. All your life your great humanity has compelled you to stop, extend your hand to the forlorn and shipwrecked, successfully putting them back on course once more. I regret that you have not seen the promised land in criminal justice, but I hope future generations will. And if they do, they will see it by standing on your shoulders. You have invested your life in people and now, it might seem that all you are left with is just yourself. If that sounds sad, albeit brave, please think how much sadder it is, for all of us to be left without you." S'long, John, We'll all miss you.

The "Last Supper" as the event was billed was organized by **Paul Fortin, John Vandoremalen, Erik Gustafsson** and **Lorraine Byrne**.

The Empire Stikes Back! Sheila Henriksen as the Empress and Dennis Curtis as the Roman guard preside over the presentation of tributes to John Braithwaite.

Judges from U.S. jurisdictions presented testimony concerning international conspiracy. From left: — Bob Fosen, executive director U.S. Commission on Accreditation; Tony Travisono, executive director American Correctional Association and Norm Carlson, director Federal Bureau of Prisons. In background, Jack McPartlin, as Pontius MacPilot, reads the verdict.

Chaplaincy holds meeting in Kingston

ONTARIO — The third consecutive education program in ministry to inmates in prison began at Kingston Penitentiary Sept. 2. Sponsored by Chaplaincy Division, through the Kingston Institute of Pastoral Care at Queen's Theological College, the program is designed to train clergy and religious as CSC chaplains. the four Chaplains in the current program are Sister **Esther Dalton Goulds**, Newfoundland; Rev. **William MacLennan**, O'Leary, P.E.I.; **Don Brown**, Winnipeg, Manitoba and Sister **Joan McCall**, Edmonton, Alberta.

The nine month program has three phases — institutional, regional and national — to enable chaplains to develop their abilities to minister in a federal context. For 18 hours a week each chaplain is teamed with full-time chaplains providing direct service at Kingston Penitentiary, Millhaven and Collins Bay. The remaining 20 hours a week is spent in a classroom under the supervision of Chaplain **Don Misener**, learning from their direct-service experiences and consultations with CSC staff and educators in related fields. Overall goals for the program are the development of interpersonal and administrative skills and identification and priorities for their work as CSC chaplains.

A trio of former commissioners present evidence at John Braithwaite's "trial". From left — Allen MacLeod, Paul Faguy and Donald Yeomans.

Photos: Patterson photographic.

let's talk

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OTTAWA, ONTARIO

Let's Talk ◆ essay contest

Coping with stress — your suggestions next issue!

To celebrate Stress Awareness Month last May, *Let's Talk* asked readers to send in their suggestions and ideas on how *they* cope with stress in a correctional environment. We've received some interesting replies and next issue, we'll print selections from the best letters. Stress may be a fact of life — but much can be done about it judging by your suggestions. We know readers will benefit from them to reduce stress on their job.

To all of you who contributed, thank you for taking the time to put your ideas down on paper — and watch your next issue of *Let's Talk*.

Face to Face with Solicitor General Perrin Beatty

by Andrea Nugent
Communications Branch NHQ

Our new Solicitor General, **Perrin Beatty**, has a reputation as a reformer who believes in clear and frank communications.

In an exclusive interview with *Let's Talk* (on page 3) Beatty explains his management style, what he's looking for from CSC staff, and what issues are important to him so far.

As minister of National Revenue for the past year, Beatty presented a *Declaration of Taxpayer Rights* that states the taxpayer is presumed to be honest, has the right to impartial and courteous service, and the right to clear and timely information.

Beatty also stopped tax investigations where there was no specific suspicion, and cancelled search-and-seizure powers beyond those used by police.

The revenue minister hired more employees and installed more phones so staff had the time and tools to practice patience. He even ordered the computers to send out tax letters in plain, polite language, not bureaucratese.

Beatty deliberately set out to meet face to face with as many National Revenue employees across Canada as possible. He even set up what he calls "a lottery group" — employees chosen at random to meet with him for a few minutes to chat openly on how things were going and how they could be done better.

Solicitor General Perrin Beatty is known as a reformer and up-front communicator

When the minister left National Revenue in September, he said goodbye and thank you to his staff in the letters column of the *Ottawa Citizen*. Within a month of becoming Solicitor General, Beatty held a coffee party for several hundred employees at national headquarters, and travelled to Kingston, Ontario to meet with management, staff, inmates, and citizen advisors at Kingston Penitentiary and Joyceville Institution.

Perrin Beatty, 35, has been a member of Parliament for 13 years. He was first elected at age 22, a year after graduating from the University of Western Ontario. Beatty is the Progressive Conservative MP for Wellington-Dufferin-Simcoe, a southern Ontario riding that has no CSC facilities.

Our new Solicitor General is the first not to be a lawyer. Actually, he notes, the prime minister saw this as a definite asset. Beatty also reports he had never stepped inside a federal or provincial institution until his appointment two months ago.

But the Solicitor General is keen to learn all he can about his five agencies — CSC, the RCMP, the National Parole Board, the Canadian Security and Intelligence Service, and the Ministry Secretariat.

And he intends to continue his pattern of one-on-one briefings, and fair play. In a recent speech to the Canadian Bar Association, Beatty said: "The principles of fairness and equity underly everything that I will be trying to do as Solicitor General."

"If we expect Canadians to be honest and law abiding, then the most rigorous standards of conduct and fairness must begin with me and my department. I want to make these fundamental principles the hallmarks of my portfolio."

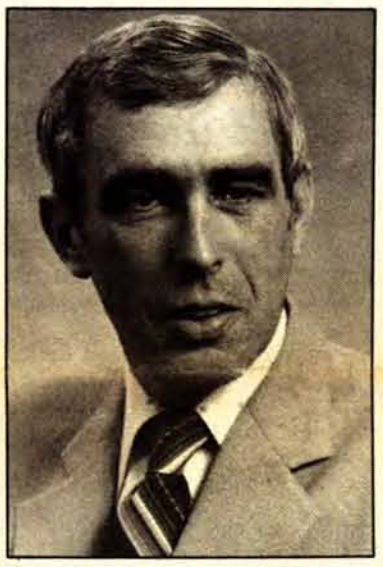
— *see "Face to Face" page 3*

Vince MacDonald accepts exchange work assignment

He's eager to learn the British style

ATLANTIC — If you think you detect a slight British accent the next time you speak with **Vince MacDonald**, you may be right. For the next nine months the district director of the Nova Scotia District Office will be working in England out of the Inner London Probation Service Office, on an exchange work assignment. MacDonald, who modestly describes his career as having worked in the parole area for the past 18 years, received a Treasury Board merit award of $750 in 1984 for 10 years of dedication to the criminal justice system.

Other awards presented to him include the Commissioner's Citation for Meritorious Service, in 1983, for dedication and commitment in the past decade; a plaque from the Continuing Education Department, University College of Cape Breton, in 1983, for the leadership he inspired in the Donner Corrections project and the Crime Prevention for Public Awareness project; the annual



Vince MacDonald is working in London for nine months.

— *continued on page 4*

Urinalysis testing starts at Joyceville

ONTARIO — Joyceville has been selected as the institution to pilot urinalysis testing in the Ontario region. The program, which started mid-October, requires certain inmates to submit samples of their urine for analysis, in order to detect the presence of illicit drugs and alcohol.

Approximately 10 per cent of the inmate population will be tested every two months. During the initial phase, the only drugs tested will be cocaine and heroin. Subsequent testing will include amphetamines, barbiturates, tranquilizers, canabis, and alcohol.

As with any new program there will be many details to be worked out; however, the administration is confident that the benefits to be gained from this program will outway any inconvenience. It is anticipated that the program will be expanded eventually to include all Canadian federal institutions.

Inside this issue

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Our strength is staff — Jean-Paul Champagne 4

Edmonton continues winning tradition!

Inter-service weapons competition

PRAIRIES — For the fourth consecutive year the Edmonton Institution team won the annual inter-service weapons competition, reports **Denis Augert**, assistant warden Administration. Hosted by Edmonton Institution on Sept. 18, the other competing teams represented Edmonton City Police ER, Calgary City Police ER and Fort Saskatchewan RCMP Detachment. Edmonton Institution's winning team is, from left, CX-4 **Dana Akey**, senior maintenance tradesman **Tom Turner**, LU-1 **Steve Ellenburg**, CX-4 **J.P. Thompson**, CX-4 **Fred Schiweck**, CX-2 **Ryan Smith** and CX-2 **Darwin Thompson.**

Microwave ovens ensure HOT meals for all segregated inmates

New system at Matsqui and Edmonton

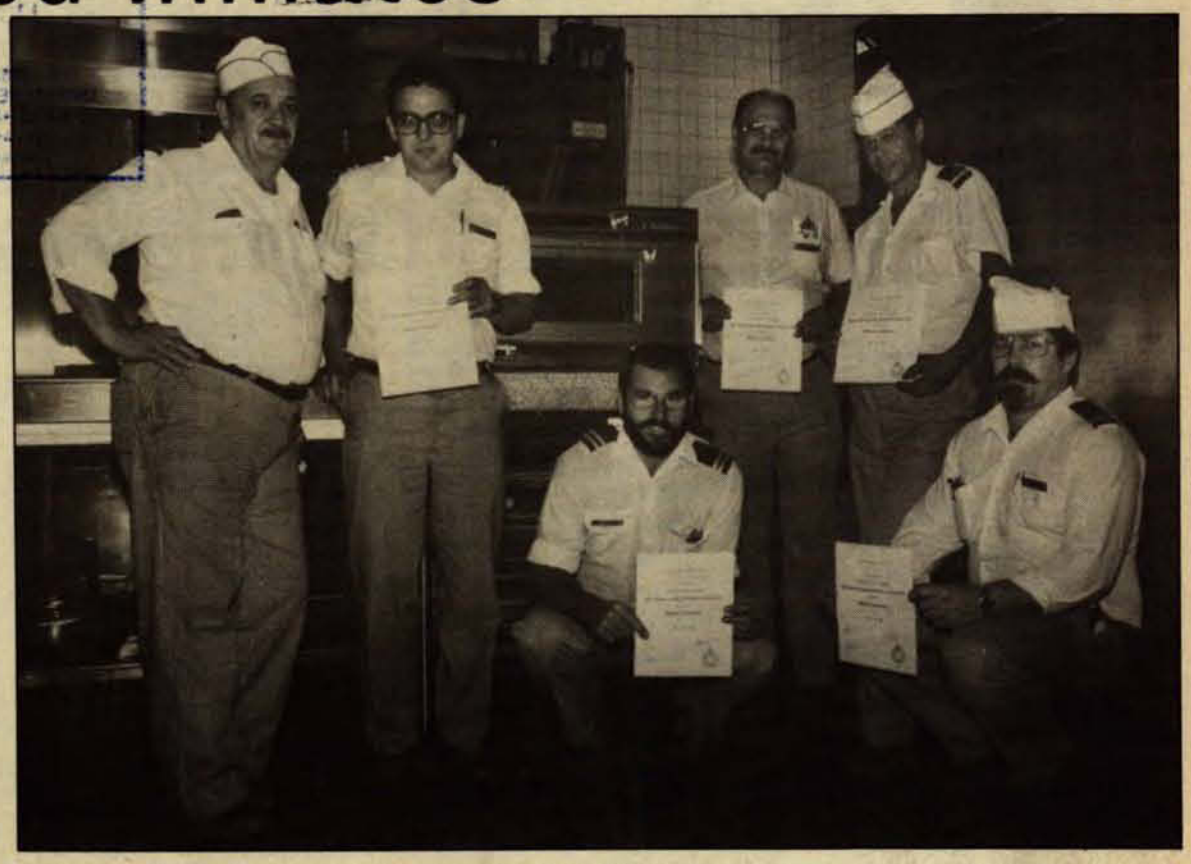
CSC's Food Services has developed a new approach to feeding inmates who are housed in segregated areas. "The use of heavy-duty microwave ovens makes it possible to ensure each meal is served piping hot regardless of where or when the meal is served," states **Chin Yeung**, Pacific Region Food Services officer. "As well, the meals are portioned and arranged on the plates in the main kitchen under the supervision of the Food Services supervisor (FSS)", adds his Prairie region counterpart, **Eric Bullough**.

Matsqui and Edmonton Institutions have been using 2,000 watt microwave ovens since this spring and the Ontario Treatment Center, Kingston Penitentiary, will begin to use them early in 1986.

"Before microwave ovens were introduced in these institutions", says **Maureen Cross**, NHQ Food Services consultant, "the time period was often too long between when the food was prepared for the remote feedings and when it was actually consumed. The electrically-heated food transportation carts were able to keep the bulk food hot, but by the time the food was portioned on plates and delivered, it had often lost nutritional value, was tasteless or had cooled off."

Cliff Weir, Matsqui's former FSS, and **Dennis Burzuk**, the current supervisor, helped introduce the new feeding system at the institution. Matsqui now has a modern kitchennette in its Protective Custody and Self-Contained Unit (PC/SCU). Under the supervision of the correctional officers and the day-shift's CX3, **Mary-Ann Whittaker**, the PC inmates assemble the meal trays and heat and deliver the prepared main courses for their peers. They also utilize a dumbwaiter to transport meal trays to the second-level's Segregation inmates. Once received on the second-level, the CX staff are able to deliver, in one motion, a complete meal tray to each cell-door.

At Edmonton Institution, FSS **Bob Brandenburg** and **Dennis Weir**, assistant warden, Technical Services, chose another route. Once prepared, the food is arranged on plates and immediately chilled until it's served the following day. The chilling process of the meals ensures that the same quality and appearance available at the beginning of the cafeteria line is also available for every meal the Segregation and Dissociation (D&S) unit receives.



Matsqui Food Services staff — from left — Peter Tait, Chuck St Pierre, the microwave oven, Michael Gibbs, Dennis Burzuk, Jon Gay, Dan Feist.

The meals are delivered hours ahead of the actual meal service and are placed in a nearby walk-in cooler and heated in the microwave ovens just before they are served. Time delays no longer interfere with the meal quality. Instead of using inmate services, the D&S CX6, **Wally Goodwin** assigns his CX squads to heat the prepared main courses and deliver the assembled meal tray.

Feasts fit for a King!

by Les Shand
Assistant Regional Manager
Communications, Prairies

PRAIRIES — For some Edmonton Institution staff international dining is a regular event. Each month offerings of Chinese, French Canadian, Hungarian, German or other ethnic dishes greet the staff and their families as they gather together to discover new culinary delights.

Bob Brandenburg, Food Services supervisor at the institution, explains how Food Services staff have become the envy of the Edmonton Institution.

"We call it international evening", he says, recalling that the idea for staff and their families to get together began about a year ago. "A new Food Services officer at the institution, a native of Hong Kong, offered to teach my wife, who is French Canadian, some of the secrets of Chinese cooking. This began the tradition of inviting all of the Food Services staff, their spouses and families to share in the intrigues and discovery of international cuisines. Sparked by the diverse nationalities and backgrounds of each officer and their families, the fare has never become routine."

Brandenburg says the international evening has been a great success. "The participants just love it. When the dinner night comes around, everybody is excited. It's unbelievable how it's caught on. We're the envy of the Institution when we talk about it."

A sharing experience

Each family takes their turn hosting meals. With staff, their spouses and children about 23 people participate. Menus are planned to include unique dishes not easily found or prepared in Canadian restaurants. Dishes that have included Chinese shark fin soup, barbecued duck, French Canadian style coq au vin, pâtés and tourtières, Hungarian kapusta and kolvos, tickle the palate of the most devout connoisseur. "A lot of the gourmands have to go on a diet after each meal," Brandenburg admits.

Edmonton Food Services staff — from left — Rick Zawacky, David Li, Mary Smith, Ron Kabani, "Dr." Bob Brandenburg. Missing — Conrick Lai and Maurice Gérard.

Brandenburg feels that the outings have helped the Food Services department morale a great deal. "Our staff and families are enjoying getting to know one another on a social basis."

"Safer than your average family car"

CSC's Propane Vehicles

Second in a series
of articles by Harry Rideout
CSC's fleet management systems officer, NHQ

About 15 per cent of CSC's nationwide fleet of cars, trucks, buses and tractors run on LPG — liquid propane gas. How safe is it compared to gasoline is a question many people ask.

Propane fuel tanks, usually located at the rear of most passenger cars or light vehicles, look very vulnerable. But actually, the propane tanks are made of high-tensile strength steel capable of withstanding great pressure (1000 pounds per square inch) — which compares very favorably with a gasoline car's unpressurized light metal fuel tank. What's more, recent progress in automotive propane fuel tank design has resulted in more stringent quality controls than those which apply to gasoline tank design.

In a collision, the propane tank has more than 20 times the rupture resistance of an ordinary gasoline or diesel fuel tank. It's also fitted with a variety of safety devices. The following are a few accident scenarios people often ask about:

- **What if a fuel valve is sheared off a propane tank?**

  The tank has special double-acting safety valves which seal off the fuel if there is a sudden rush, or abnormal amount of fuel flowing from the tank.

- **What if a hose is torn off?**

  The sudden escape of fuel would activate an emergency shut off valve and cut off the fuel supply.

- **What if there is a fire near the propane tank?**

  If a fire engulfs the vehicle and tank and the pressure in the tank exceeds the relief valve pressure, it would expell fuel away from the reservoir and the vehicle. When the inside pressure returns to normal it would again seal itself until the fire was extinguished or the pressure again exceeded relief valve pressure. In a 1979 fire test, two identical buses, one a diesel, the other an LPG, were set on fire. Both were totally destroyed. The diesel fuel was totally burned. The LPG tanks still had seven litres of propane remaining. However, either gasoline or diesel vehicles reservoirs would likely burn and burst causing spreading of both fuel and fire.

- **What if someone shoots firearms at an LPG vehicle and hits the tank?**

  Most small arms *will not* penetrate the reservoir of an LPG vehicle (made of thick steel plate);

— *continued on page 4*

Employees of the month

Vic Savage

PRAIRIES — Vic Savage, laundry manager, Stony Mountain Institution, was named employee of the month. He joined CSC in 1966 as a CX-01 and has been promoted several times since then. In addition to his regular job, Savage manages the staff canteen and makes weekly trips to the wholesalers in Winnipeg to pick up groceries and other items staff have requested. "If it can be brought, I can get it for you," he maintains.

Savage serves as liaison officer for the inmate Jaycee program. Every year he also helps organize the children's Christmas party. This year he assisted with the staff picnic, too.

Savage is married and has three sons and one daugther. Over the years he and his wife have cared for 70 foster children. One 17-year-old boy who was placed with them when he was eight months old is still with them.

He has been a Cub leader for 20 years, is a member of the Sea Cadets and president of a local bowling league.

Colleen Tolmie

ONTARIO — Colleen Tolmie, CX-COF2, employee of the month at RHQ Ontario, has been a valuable member of the escort team since graduating from the staff college a year ago September.

Officer Tolmie, who was recently instrumental in finding dangerous contraband in a major institution, does an excellent public relations job while on duty, her work record is superior and she works well inside all institutions and outside of them.

Tolmie always finds time to participate in extra curricula escort team activities. She was a member of the regional escort team that took part in the national and regional weapons competition, shooting a very good score in the rifle competition.

Colleen Tolmie.

From left — Mike Vermette, Ray Brown, Rolly Fox, Betty Fox, Harold Gaucher, Bob Bourassa and John Campbell gathered for a cheque-presenting ceremony.

Mission Jaycees donate money for cancer research

The Mountainview Jaycee group at Mission Institution presented a $661 cheque for cancer research to **Rolly** and **Betty Fox**, parents of the late **Terry Fox**, on Sept. 27. "The money was raised from pledges staff and inmates made to **Harold Gaucher**, **Mike Vermette** and **Bob Bourassa** who completed a 10-mile run in the institution's first Terry Fox run, Sept. 15." stated **Myron Tokarek**, AW Administration at Mission. The cheque was only part of the $1,000 raised by the Jaycee group president, **Ray Brown**, and other members of the group who organized the run. The rest of the money, which is still being collected, will also go to cancer research. During her discussion with the inmates at Mission, Betty Fox recalled that her son visited three institutions in Ontario before his Marathon of Hope was cut short due to reccurrance of cancer. The Mountainview Jaycees plan to make the Terry Fox run an annual event.

Frontenac open house raises money for Arthritis society

Frontenac Institution held its annual open house, which raised $700 for the Arthritis Society, Sept. 15. Activities such as pony rides, haywagon rides, a baseball tournament between CKWS TV "No Stars" and Frontenac inmate "All Stars", tours of the dairy farm and children's games ran from Noon until 5 p.m. CKWS radio broadcasted from the institution throughout the afternoon.

Face to Face

with Solicitor General Perrin Beatty

IN THIS EXCLUSIVE INTERVIEW, Solicitor General Perrin Beatty explains his management style, what he's looking for from CSC staff, and what issues are important to him so far.

— *continued from page 1*

"There is no substitute for being on the front line yourself, and talking to the people who have the first hand experience."

Q Why is it important to you to meet staff at all levels and face to face?

A You find there is a real danger — a real risk that ministers run — of becoming trapped in their offices by the flow of paper that comes in, and of learning what's happening only through memos and briefings.

There is no substitute for being on the front line yourself, seeing it yourself, and talking to the people who have the first-hand experience.

What I'm trying to do — at least in the initial stage — is approach people with as open a mind as possible and simply absorb as much information as I can.

It is not my desire to interfere in the collective bargaining process, or to interpose myself between staff associations and the management of the various agencies, who have the direct responsibilities there.

I intend to be out of the office as much as possible, getting a first hand understanding of how we're functioning, and learning the feelings of the people who have experience and expertise.

Q Who did you meet on your first visits to institutions, and did you find the experience worthwhile?

A I visited Joyceville and Kingston penitentiaries first, and I'm hoping to see each of the others in time.

At Joyceville and Kingston, I met with management, with union representatives, with the inmate committee, community board members, and with individual employees and prisoners.

The candour of rank and file members of staff was invaluable. There's simply no substitute for that whatsoever. It was quite an experience to meet with a small group of staff privately, and to have a free-wheeling discussion on what it was like to work there and what we could be doing better.

More than anything else, the visits helped me to better understand what sort of questions I should be asking when I go elsewhere.

Q What major issues were raised in your talks with staff and inmates so far?

A Three issues that stood out for me were: the importance of work to rehabilitation; the cost of maintaining the whole system; and the question of security, and of ensuring that we give our staff the resources they need to do their job properly.

Q Do you have a priority issue of your own?

A As a member of Parliament for the last 13 years, I've heard a continuing call from my constituents that honest, law-abiding people have a right to be protected.

I agree with them. In a free society, the most basic right any of us has is the right to be protected from violent crime.

That's where I put my immediate priority.

Q In June, your predecessor tabled a bill that would prevent potentially dangerous inmates from being released before their sentence expires. Do you think this legislation designed to protect the public will be passed during the current sitting?

A I'm hoping this legislation will be passed with great speed. I believe it has broad support both with the public and with Parliament.

Q Generally speaking, how do you think we could reduce the cost of corrections.

A I guess the most obvious way of cutting costs is to look for ways in which we can reduce recidivism. Part and parcel with that, of course, is using incarceration as a last resort, rather than a first resort.

Q Do you support the practice of having offenders work when they're in prison?

A I think work is an important part of rehabilitation. Both staff and inmates have commented to me about the importance of ensuring that offenders' time is used productively — that we don't just warehouse inmates.

Apart from the gain to the offender, we can dramatically relieve the strain on the public purse by turning somebody who is a threat and a drain on society into somebody who is a potential asset.

It strikes me that this whole area of preparing inmates for re-integration into society is an important front-end investment.

I recently met with **Warren Burger**, chief justice of the United States. He has shown a great interest in the whole area of work in prisons, and how we can productively use inmates to help rehabilitate them — while defraying some of the costs of incarceration.

I think we can probably learn a great deal from people like Burger. And I'm looking forward to seeing what innovative actions we might take in this area.

Q There appears to be a growing emphasis on privatization and a movement toward greater use of exchange of service agreements with the provinces in the area of parole and correctional institutions. How do you see us moving with this in Canada?

A It's still very early. I'm looking to see what the policies are; and I'll be wanting to talk with staff, with provincial experts, and with people in the private sector to see the experience in other jurisdictions, and what the implications are for Canada.

We do, for example, have a joint agreement with Alberta in terms of sharing facilities there. I think it's a good policy and very much in the interests of both Alberta and the federal government.

Q There are about 10,000 staff in the Correctional Service of Canada. Is there anything you would like to say directly to them through *Let's Talk*?

A Yes, how much I'm looking forward to working with them, and to hearing their suggestions. Their work is extremely important to every Canadian. The thing that struck me on my visits with staff so far is their dedication. They have a real belief in what they're doing, and a commitment to the Correctional Service.

We're very fortunate to have this. Our most costly resource may be the facilities themselves, but our most important resource is the people. They're what make the system run.

Our strength is staff

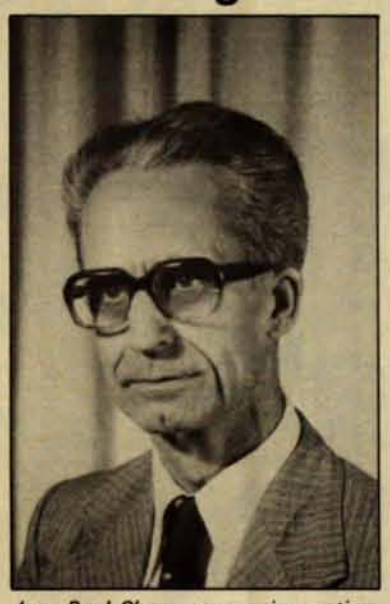
Champagne recalls working "on the inside"

by Christian Langlois
Communications, Quebec

QUEBEC — Jean-Paul Champagne joined CSC in 1946 when he was 22 years old. Although he retired 10 years ago he has not found time to be bored. His hobby, writing, keeps him busy. His retirement coincided with the publication of *Mes trente années de pénitencier*, a book he wrote about his 30 years as a correctional officer at St. Vincent de Paul Penitentiary and the Federal Training Centre. His seventh book, *Les murs du silence*, is scheduled for publication soon.

When I spoke with Champagne about his life since he retired, he said it has given him the long-awaited opportunity to spend more time with his family, to devote time to organizations in which he was active before retiring and to do more writing.

Champagne started writing articles and historical documents about places in which he has lived on an unpaid basis when he was a correctional officer. In 1955 he also founded a newspaper called *Le bric-à-brac*.



Jean-Paul Champagne enjoys retirement.

His second love

Champagne's second love is the theater. With his interest in writing and in theater it was inevitable that he would try his hand at writing plays. His output in this area includes comedies, dramas and a few sketches for amateur theater, most of it created during the seven or eight years he was at the sports centre at Laval College. More recently, the French-language service of the CBC has expressed an interest in producing his play called *L'Echafaud*.

During the 21 years he was recreational officer at the Federal Training Centre Champagne's plays were performed frequently by the inmates and he was quite impressed with their acting. In fact he feels this was one of the best times of his life. "I could see the inmates blossoming, opening up and developing their skills in a positive way," he recalls.

His writing has not signalled the end of his contribution to CSC. He favors closer ties between current staff and those who have retired and would like to help set up a regional association of retired staff.

Some of the activities he suggests include visits to institutions, social evenings, provincial exchanges and meetings with current staff. "I'd like to bring retired staff together with today's staff to work on a regional retired employees' committee."

The old days

What were things like in institutions in the old days? When Champagne joined CSC it was strict and severe. Staff had to enforce the rules of silence, prohibit inmates from smoking, censor letters and often make out inmate behaviour reports for minor incidents. "Sometimes there were only three guards to escort as many as 20 inmates to the quarry," he recalls. "Security wasn't what it is today. And a correctional officer's job was extremely stressful."

Today, the situation is quite different and Champagne feels that these changes are for the better. "The atmosphere is more relaxed," he states, "inmates have fewer reasons to rebel; staff are much less afraid. The climate is clearly more humane and security is far more sophisticated so that being a correctional officer is less stressful.

"Not everyone can be a CX," suggests Champagne, "Certain qualities are needed. Correctional officers must be fair and equitable, taking care not to follow the rules in one instance and closing their eyes in the next. A good officer must be humane, honest and consistant, providing a good example for inmates."

Now in his 60s, Champagne regards the time he spent in CSC as an invaluable learning experience, especially in the area of human relations. He stresses, however, that working in corrections has not always been an easy thing — some of his colleagues lost their lives doing so.

Today, Champagne has not forgotten his experiences "on the inside" and he recalls those days with fondness. We wish him the best of luck and many more years of happy writing.

Westmorland's team participating in the cons and coppers ball tournament donated almost $300 to United Way.

Westmorland inmates give proceeds to United Way

ATLANTIC — The Westmorland Angels, Moncton City Police (the Advanced Screen Printing Coppers) and the CKCW-CFQM radio No Stars, took part in the cons and coppers slow pitch ball tournament in Moncton, Oct. 6.

The Moncton City Police won the tournament, while the most valuable player award went to **Dale King** of the Westmorland Angels. **Wayne Spencer**, CKCW-CFQM won the most sportmanship award.

The Westmorland Angels donated about $300 — proceeds from the tournament — to the United Way Campaign.

"The guys should be highly commended for all the work they did," states **Linda Doyle** of the United Way. "They were always gentlemen and while they worked with us they did most of the work. They deserve a great deal of credit."

On behalf of the inmates at Westmorland, Inmate committee chairperson **Randy Janes** presented Doyle with a 36-inch square stained glass picture he had made depicting the United Way symbol and name.

From left — Drumheller's slow pitch coach Ron Pozzo, assistant coach Clint Paullus, Rick Pozzo, Brenda Jones, Butch Walters, Valerie Small, Ted Ginger, Don Loro, Bob Spencer, Jackie Devost, Kim Diquer, Donna Thomas, Gord Smith, Brian Stampbach, Judy Stampbach and Brett Yano.

Fuzzy's Flyers win Drumheller's slow pitch tournament

PRAIRIES — Eleven teams — seven from Drumheller Institution, and one each from Edmonton Institution, Saskatchewan Penitentiary, Calgary Parole Office and Bowden Institution — played in Drumheller's first annual slow pitch ball tournament Sept. 13-15.

Fuzzy's Flyers (Drumheller Institution) won the tournament that they hosted. Second and third places went to the Bowden team and the Spiers Chuckers (Drumheller), respectively. The most valuable players' award — a ball glove — went to **Gord Smith** of Drumheller and **Sherry Restorich** of Bowden.

The fun packed weekend included a dinner/dance with a '50s and '60s theme. **Doreen Decore, Ron Gorguik, Bill Braunberger, Brian Stampbach, Danny Worman, Doug Daniels, Wayne Dow, Larry Potter, Tom Pozzolo, Jim Taylor, Jim Spiers, Larry Faye** and **Gary Storrs** helped make the weekend a success.

lets talk

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June Coxon
Editor

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CSC's Propane Vehicles

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however, high powered rifles such as .308 armour piercing bullets or 7.62 tracer bullets or M16 shells registering direct hits *may* penetrate. In the tests, bullets which did penetrate remained lodged in the tank (did not puncture both sides), without ignition. Even bursts of machine gun fire failed to set it afire. It is also safe to assume that *if* a fire occurred it would not result in an explosion, but rather in a blow torch like effect with the flame shooting away from the vehicle until the fuel supply was finished. In comparison, a .22 rifle bullet will penetrate a gasoline tank and could result in a fire and explosion. The LPG fuel lines, hoses and connections are also high pressure and of top quality, leaving the LPG fuel system better protected, safety-wise, than the average family car operating on gasoline.

CSC Certification

CSC will be issuing its own certification to personnel who will be trained (by CSC) to refuel propane vehicles.

Most provinces have agreed to this principle, provided, (1) the refuelling is done by CSC employees, using CSC owned or leased filling equipment, and (2) the operation occurs on CSC property and involves only CSC vehicles.

Vince MacDonald

— continued from page 1

award for outstanding contribution to criminal justice in the Atlantic Region, in 1980, from the Atlantic Provinces Criminology and Corrections Association; and an honorary life membership in the Nova Scotia John Howard Society, in 1978, in recognition of excellence in service from 1961 to 1978.

Among his achievements are the introduction of the Real Opportunities for Prisoner Employment (ROPE) program, development of a program called the Atlantic Challenge, in 1978-80 and the introduction of the Living Unit Officer Integration Program.

MacDonald, his wife and two children left for Britain Oct. 2. Early in November his position in Nova Scotia was filled by **Carmen Neckles**, an employee of the Inner London Office since 1971. When she arrived she brought with her an interest in the sociology of work, ethnic minorities, and the piano.

MacDonald, naturally, hopes to gain more than a British accent while he is in London. Before leaving Nova Scotia, he told *Let's Talk* that he is eager to be exposed to another system and to be able to see the community side of parole. He also explained that he is interested to learn the British style of management and to gain new approaches, ideas and philosophies to the field of parole. "In exchange, I hope to have a chance to tell them about our system," he stated.

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Volume 10 Number 20 November 30, 1985

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Edmonton Institution Health Care reaccredited for three years

by Linda Lee
Regional Manager Communications
Prairies

PRAIRIES — Any accreditation process, to be meaningful, must be viewed by the participants with a degree of fear. The first time, the fear is of the unknown. Subsequently, there is a worse fear, that of failing where you succeeded before.

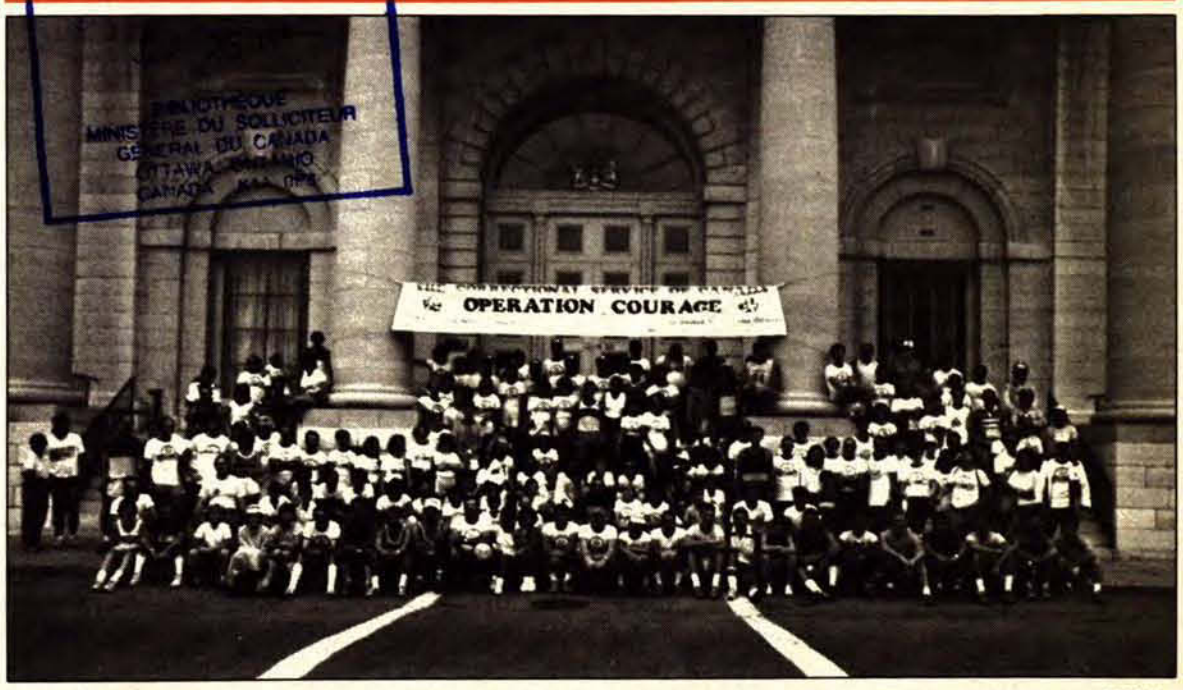
This year, Edmonton Institution's Health Care Centre faced that ultimate fear and passed the test.

In late September, a letter from the Canadian Council of Hospital Accreditation (CCHA) officially informed CSC that the Health Care Centre had been awarded accreditation status for another three years. A subsequent memo from **Dan Craigen**, director general, Medical and Health Care Services, pointed out that this is a "unique achievement" within CSC.

Edmonton Institution was audited for the first time by CCHA in November 1982 and awarded a three-year accreditation, the highest standard awarded by the council.

"It's a frightening experience," says **Dennis Heward**, assistant

— *continued on page 4*



These Ontario region staff, on the steps of Kingston, Ont. city hall, walked or jogged from Kingston to Watertown N.Y. in aid of disabled children.

Yvon Deschênes appointed warden of Donnacona

QUEBEC — The public was introduced to **Yvon Deschênes**, warden of the new Donnacona Institution, at a news conference held at Donnacona Oct. 15.

Warden Deschênes joined CSC in May 1963, at Leclerc Institution and since then has held a number of operational and administrative functions in a variety of Quebec institutions. Before his appointment to Donnacona, he was assistant warden, Socialization, at the Federal Training Centre.

The volunteer activities warden Deschênes has been involved in include being a member and president of a school committee, a representative on a parents' committee of the Chomedy-Laval area, a member and president of a choir called the *Petits chanteurs de Laval* and vice-president of the pastoral diocesan committee for inmates and ex-inmates.

Warden Yvon Deschênes

Commissioner reaffirms support of the NJC

OTTAWA — Speaking at the fall meeting of the National Joint Committee of the Canadian Association of Chiefs of Police and the Federal Correctional Services, in Ottawa, Oct. 9, CSC Commissioner **Rhéal LeBlanc** indicated that he continues to support the NJC. "He also discussed some of the initiatives currently under consideration by CSC, such as inmate management systems, regionalization, organizational review, privatization and federal-provincial relations," said **Gaston St-Jean**, executive secretary of the NJC.

From left — CSC Commissioner Rhéal LeBlanc, chairperson of the National Parole Board William Outerbridge and chairperson of the NJC Phil Young.

Operation Courage raises more than $12,000 for disabled children

ONTARIO — "More than 200 joggers and walkers took part in the 1985 Operation Courage memorial marathon to raise money to aid disabled children," reports **Dennis Halsall**, marathon organizer.

"The 18 teams raised more than $12,000, which will be divided and donated by the individual teams to aid physically handicapped children who reside in communities where the team members live."

The marathon, held in Sept., took place between Watertown, NY and Kingston, Ont. Watertown Mayor **Urling T. Walker**, started the marathon after two brief ceremonies. **Don Clark**, Ontario regional executive officer, presented plaques to the new American participants and gave Mayor Walker a first edition copy of *Kingston Penitentiary: The First Hundred and Fifty Years*. **Dennis Curtis**, regional manager Communications, a marathon participant and an author of the book, was on hand to autograph it.

In Kingston, Mayor **John Gerretsen** praised CSC and the marathoners for being involved in such a humanitarian event and pledged support of the City of Kingston for future events. More presentations were made by Clark to Gerretsen and to representatives of the Royal Military College, the RCMP, Ongwanada Hospital and the Ontario Hospital Insurance Plan head office. Special awards for achievement and dedication were presented also to CX4 **Bill Isaacs**, Kingston Penitentiary and IPSO **Karl Niemann**, Joyceville Institution, by Dennis Halsall.

Essay Contest results!

Your suggestions on

How to cope with stress

— Turn to page 3

Hallowe'en at NHQ

photo: Louis Genest

These dapper "gentlemen" are really the women of NHQ's Affirmative Action division. They decided to ham it up at the office on Hallowe'en and confused many a coworker with their attire. From left, Suzanne Léger, Irene Jurewicz and Claude Larabie. Seated: France-Marie Trépanier, Affirmative Action director.

Inmates foot bill for Edmonton rodeo

PRAIRIES — Approximately 150 inmates and 213 outside guests attended this year's Wild Rose Rodeo at Edmonton Institution, reports Assistant Warden Administration, ***Denis Augert****. "This year the inmates paid for the whole event. They raised some of the money through personal contributions but to pay for the barbeque on rodeo day, they forfeited weekend breakfasts in favor of brunches for several weeks," he said.*

Inmate employment committee tours prisons

PACIFIC — The Advisory Committee on Inmate Employment (ACIE), a group of citizens who act as a link between CSC and the private sector, held their quarterly meeting Oct. 17-19 in the Pacific Region to discuss new directions in employment and education with the regional deputy commissioner and his staff. They also toured Kent and Mission institutions, and at Kent they spoke with the inmate committee about educational and work opportunities in the institution.

The Committee said they were "very impressed" with Mission Institution's industrial program and the high quality of the products made by inmates. At Mission, "everything revolves around the industrial program," pointed out **Tony Martin**, regional manager, ETE. "Offender Programs works closely on the program with us."

The Advisory Committee, who serve without pay, are all experts in their various fields. They are appointed by the Solicitor General to advise the Commissioner on implementation of education and employment programs. They also act as a sounding board for new programs, and provide a liaison between the Education, Training and Employment Branch and the public.

British chaplains support 40 different faiths

Multi-faith, multi-racial approach —

By Helen Gooderham
NHQ Communications

Gone are the days when prison chaplaincy served only Christians.

Today in England and Wales, the Prison Service has an "ecumenical team" of chaplains who provide services, pastoral care and special diets to more than 40 faiths including Moslem, Sikh, Hindu, Buddhist and Rastafarian, says Rev. Dr. **Colin Copley**, assistant chaplain general (Midlands).

In Ottawa as part of a tour of the Ontario and Atlantic Regions, Dr. Copley plans to "exchange ideas and compare systems" with CSC Chaplaincy.

Chaplaincy in England and Wales (Scotland has its own system), is very much "a multi-faith, multi-racial affair," he says. Previously chaplaincy concerned itself only with Church of England, Methodist and Roman Catholic inmates but in the last few years, "we've come to see how important it is to provide prisoners of all faiths with access to their own religions." A recent census showed that the first four religious groups numerically were Church of England, Roman Catholic, a variety of Protestant denominations — and Moslem.

"I think the religious faith of all of us has been immeasurably enriched through working together as an ecumenical team," he added.

How does the multi-faith program work? "With each of our faiths, we consult with the appropriate religious leaders and develop a basic pattern of what is required concerning services, rites, feasts, fasts, clothing, literature and diet, and then we try to make it all available to them in a prison setting."

It often takes a lot of planning.

photo: Louis Genest

Dr. Colin Copley, assistant chaplain general (Midlands), England touring CSC's Ontario and Atlantic regions says chaplaincy in England and Wales is a multi-faith, multi-racial affair.

"When a Buddhist prisoner asked for an image of the Buddha to help him meditate we had a problem. We couldn't let him have a heavy metal one (security reasons) or a precious one that could be bartered or stolen. Through Buddhist leaders we were able to obtain a plastic model which satisfied everyone." Moslem inmates who wish to celebrate the month-long feast of Ramadan and must eat only after sunset receive their meals directly from the Moslem community. Sikh prisoners are allowed to wear their

— *continued on page 4*

Letter to the editor

Is Affirmative Action reverse discrimination?

A *Let's Talk* article (Vol. 10, No. 12) describing CSC's three-year affirmative action program and goals promoted this response (abridged) from a reader. Our reply is an attempt to give staff a better understanding of why human affirmative action is a positive human resources planning tool and how it works.

To the editor:

The whole subject of targeting any group according to sex, racial origin, physical or mental handicaps or any other specific restrictive quality is abhorrent.

As an equal opportunity employer, the CSC should regard people as people; base career decisions and job applications on an unbiased and totally equal basis; and deal with its employees in an unprejudiced fashion. Job capability, personal suitability, competence and total enthusiasm for the position should be the targets, not ethnic background or the fact that an individual is a man or woman.

Further, the article states that "women, natives and the handicapped will have to compete like everyone else for jobs". This statement offends me insofar as I have to wonder, as a female employee, why I am considered as something apart from all the regular people who work in the service.

I, hither to, have felt I was equal to any other employee of my status, regardless of these specific target areas, and that in any competition for advancement I would be considered on those qualifications which deal with the specific job, not on the fact that I am female.

As women, natives and the handicapped are hired and rise through the system to more senior positions, it will be because they have earned those advancements and are deserving, but with this projected targeting, it will be seen that those three groups will have advanced due to special attention being placed on the fact that they meet one of the target groups.

Sharon Tompkins
Social and Cultural Development Officer
Ferndale Insitution

To our reader:

Thank you for caring enough about this important and controversial issue to tell us your concerns.

First, I believe many of us at CSC agree with you that it is "abhorrent" to target people by sex, race, or handicap when it comes to job opportunities.

Unfortunately, this kind of targetting has been going on for countless years in both the public and private sector. Until affirmative action and other equal opportunity programs, however, it worked mainly on behalf of white, able-bodied males. The fact that the federal public service had regulations prohibiting the hiring of married women (cancelled in 1955) is just one small example.

As you say, it would be gratifying if organizations looked upon people simply as people when it comes to hiring, training, and promotions. Study after study, however, show that employers still cling to false beliefs about the workforce value of women, natives, and the handicapped — the three target groups for affirmative action. The result: a workforce operating at less than half its potential.

As well, even the most astute employers are often unaware that their procedures and practices can throw up roadblocks for women and minorities. It takes human resources specialists skilled at the techniques of affirmative action to show many managers how they have been guilty — often unwittingly — of discrimination.

Some examples of this innocent, yet powerful systemic discrimination include:

- the employer whose advertisement for engineers features a drawing of "two-fisted" and obviously Anglo-Saxon males;
- the employer whose hiring office is inaccessible by wheelchair;
- the employer who saves important business matters for same-sex gatherings — the washroom, the locker room, or the service club dinner.

An affirmative action plan starts with management's commitment to providing equality of opportunity in the work place. Then a management/employee team start to look at how the organization hires, trains and promotes workers.

It also compares the makeup of the current staff with the makeup of available workers on the labour market. If women on staff are concentrated in low-paying, low-status jobs; and if there are plenty of female "widget-makers" on the job market, but few are working for the organization in question, then systemic discrmination may be a factor.

Affirmative action is not reverse discrimination; it's catch-up ball. To open doors for those who've been closed out, an affirmative action plan will set goals (not hard-and-fast numbers) for hiring or promoting target group people. And, if necessary, the plan will include special measures like career counselling, training, and child care. Then progress and results will be measured, and the plan adjusted as necessary.

As a reminder that job opportunities don't just happen, **France-Marie Trépanier**, director of Affirmative Action at NHQ, points out that women made up only 1.4 per cent of the correctional officer staff at CSC in 1980. It was affirmative action that lifted those numbers to 11.9 per cent (581 female correctional officers) by April of this year.

"It's easy to be lulled into thinking that everything's OK today," — Trépanier warns. Here are some facts about women she offers as reminders that complacency is dangerous.

- Despite a decade of public and private sector equal opportunity programs, 62 per cent of women are still to be found in only three occupational categories — clerical, sales, and service. These are the same general categories into which they were segregated in 1901.
- Even where women perform managerial functions, as many secretaries do, they are not given credit when candidates for promotion to management are sought.
- In 1982, the average wage of a woman employed full-time ranged from 55 to 64 per cent of a man's full-time wage. This was an improvement of between 2 and 11 per cent since 1911.

Book Review

By Helen Gooderham
NHQ Communications

photo: Erik Gustafsson

Roger Caron, author of Bingo. He's now writing a spy-thriller.

Nightmare revisited:

1971 Riot at Kingston Pen

Bingo!
By Roger Caron
Methuen
19.95

Wednesday, April 14, 1971

To the guards on the evening shift at Kingston Penitentiary, it was just another workday. At 10:30, the institution was being deadlocked for the night and the guards were moving prisoners from the auditorium where they had been watching television. There was the usual shoving and pushing file of men going through the checkpoint but on this fateful night, something *was* different: six inmates determined to create a riot and take hostages had infiltrated the line from another range.

The guards hadn't noticed. Then, one young guard, Terry Decker, spotted an inmate with his shirttail flapping. "Tuck your shirt in," he shouted. Unknowingly he had picked on the inmate ringleader, **Billy Knight**, thus sparking off the riot. Billy punched Decker in the stomach while another inmate pounced on the guard's keys. He dragged the stunned guard through the line of surprised inmates past the checkpoint — and the "Bingo" (prison slang for riot) was on.

It would take four days and be one of the worst in Canada's prison history. Six guards would be held hostage, two inmates would die and much of Kingston Pen would be virtually gutted before it had run its course.

Decker was the first of the guards to be taken hostage as Billy and his gang of five sprang into action, picking off the guards one by one, subduing them, and locking them up. Not all the prisoners wanted a riot but they had little choice but to cooperate if it meant going against the inmate code. Along with Decker, five guards, **Ed Barrett**, 57, **Donald Floyd**, 45, **Douglas Dittrich**, 41, **Joseph Vallier**, 47, **Kerry Bushell**, 24, were locked up in F-Block to be used as pawns in demanding "decent living conditions" for inmates in the ancient fortress prison.

Ringleader Billy Knight ordered the hostages to be guarded by an inmate "police" force, a remarkable group of men who took their job so seriously they risked death to protect the hated "screws." Because of them no staff lost their lives, and the riot did not get completely out of control.

The inmates were not so lucky. As the Bingo dragged on day after unproductive day, and no concessions and no amnesty had been decided on between the riot committee and the prison authorities, inmate nerves became frazzled. Surrounding the prison was an army of soldiers waiting for the word to attack — an event many inmates believed they would not survive. Some of the inmates whose mood had turned ugly from drugs and fear, suddenly decided "to have some fun." They rushed F-Block where the hostages were but were foiled by the resolute "police" force. They moved on, a mob shouting for blood, to the unprotected protective custody inmates. All 14 were dragged howling and pleading to the dome where they were tied to chairs in a circle and tortured. Two inmates died. The others were badly beaten. Author **Roger Caron** makes clear the horror of the rank-and-file of inmates who could not stop the orgy without risking death or torture themselves. They simply watched, and the one inmate who dared to complain was beaten with a lead pipe.

Bingo! is skillfully written and well-researched. Because it's a first hand account by someone who was there, it presents an all-too-rare picture of life behind bars from the point of view of the incarcerated. Caron draws vivid pictures of both guards and inmates including Billy Knight, the inmate reformer who wanted to improve living conditions but who lost control to a handful of hotheads. His warmly drawn and very funny portraits of such prison characters as **Do-Die**, **Step-Ladder**, **Jezebel**, the drag queen, and **January Jones** intersperse humor into the horror.

Caron explains the causes of the riot as the inhumanity and insanity of prison life; the long, empty days; the constant fear. This fear was further exacerbated because of a new maximum security institution which was to open soon — Millhaven.

Prison management appears to have been unaware of how widespread this fear of Millhaven was. Unwittingly it had become a serious threat for inmates. In a world of uncertainty, it had become a fearful unknown.

Many necessary reforms came out of the riot: inmates were no longer thrown in the "hole" for the slightest infraction, they were called by their names instead of numbers, the dress code was relaxed, hair no longer had to be militarily short, visits were restored and expanded, and prison authorities began the gradual move away from warehousing to more opportunities for rehabilitation.

— *continued on page 4*

Essay Contest results

How to cope with stress

Last March, *Let's Talk* announced an essay contest on how staff manage stress in their jobs — with the promise that we'd print the most interesting and helpful suggestions.

We were a bit disappointed when only five of you sent us contributions — maybe stress is not the burning issue we thought it was! With that said, we had a hard time deciding who had the most helpful suggestions so we thought we'd take the best ideas from each contribution and print them in a series of two articles.

Best overall entry was **Patrick Mulgrew's** very comprehensive paper entitled "*Stress in Correctional Employment*." Mulgrew, who is assistant warden, Education, Training and Employment at Drumheller, is something of a pro on stress having made it the subject of a study he did for the University of Alberta. Here are some extracts from his study on stress in correctional institutions:

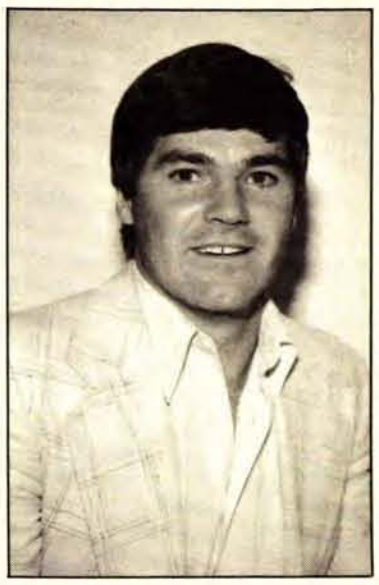
Stress in institutions: employee coping styles

By Patrick Mulgrew

Correctional employees are working in situations where there is the continual threat of violence. In the close confines of a prison, this threat increases significantly anxiety and emotional strain among employees.

In correctional work long-term stress is neither temporary nor intermittent, but arises from structured conditions that have no prospect of termination. . . At first, there is awareness of conflict on the job. At some point, employees begin to believe the problem is not an isolated or transient one, but is inherent in the work situation itself and they see no hope for change. Stress becomes distress. The employees dislike going to work and experience intense discomfort while there. They begin thinking of themselves as an isolated individual rather than a member of a team or organization. These work problems may be carried over into non-work time, affecting leisure and sleep. . . .

Until recently, little training has



Patrick Mulgrew

been given to correctional personnel in what they could do to reduce the stress they may experience during their career. There are several methods for stress reduction. Physical exercise is a highly effective stress reducer; the results to the individual are rewarding in terms of one's physical ability to cope with stress. All types of exercise are valuable; however, aerobic exercises are most effective because these activities provide cardio-vascular benefit.

Diet is another effective method of providing care for the individual and reducing stress. Officers' diets, because of job demands and shift changes, are often nutritionally deficient. Eating the proper amount and type of food aids health, reduces the effects of stress and enables the employee to perform more effectively.

Relaxation techniques appear to alleviate stress-related problems. Such things as meditation, progressive relaxation techniques, biofeedback, self-hypnosis, and others allow a person to become more relaxed, get a feeling about what is happening with his or her body and, consequently, understand himself or herself more fully.

Burn-out rates are lower for those who actively express, analyze, and share their personal feelings with their colleagues. Not only do they consciously get things off their chest, but they have an opportunity to receive constructive feedback from others.

Other techniques that individuals should be aware of include: reduce drug intake which includes smoking, caffeine and other prescribed and non-prescribed drugs; ensure that one's lifestyle is healthy by getting adequate rest and sleep, and escape from stress through hobbies and leisure-time activities.

There are three important factors to effectively cope with stress. Firstly, employees must be aware of situations in their lives which have the potential to produce stress. Secondly, they must create a sensitivity to their physiological reactions and signals, and finally, take care of the symptoms by developing a capacity for alternative responses. No agency or organization is able to place a higher value on human life than the individual does herself or himself. If people care enough about themselves there will be an attempt to take care of their system so that it works effectively and handles stress appropriately.

Alcohol, drugs, lovers or religion?

By Linda Dunlop, CX-1
Matsqui Institution
Abbotsford, B.C.

Stress is a terrible disease. I see it in my fellow officers, male and

— *continued on page 4*

Linda Dunlop

Propane power: Why use it?

Third in a series of articles
by Harry Rideout
CSC's Fleet Management Systems officer, NHQ

Why use propane? First because it's cheaper — about half the price of gasoline. Government use of propane also results in tax dollar savings. Internationally, automative fuel suppliers from middle eastern countries are unreliable, so the more Canadian resources we use, the less dependent we become on foreign suppliers and the fewer Canadian dollars leave the country. And, based on *present* available supplies, propane will last well into the 21st century. As of last April, about 15 per cent of CSC's fleet of cars, trucks, buses and tractors use propane. CSC's participation is increasing gradually.

How do we save with propane vehicles? Let's make a comparison with gasoline. Propane (LPG) has a lower energy content than the same amount of gasoline but it's better suited to the stop-and-go rigors of city driving. On the highway, however, an average 15 per cent more propane is needed to cover the same distance as gasoline — but since gasoline is twice as expensive, it's still much cheaper to use propane.

Here's a good example: In a 15,000 mile-a-year operation, using 4,540 litres of gasoline at about 50¢ a litre, the cost is $2,270 a year. Using propane at 26¢ a litre (and accounting for the extra 15 per cent more propane needed to cover the same distance as gasoline) which comes to 5,228 litres, the cost is $1,359.92, or a saving of $910.08!

By purchasing a new LPG car, you also save the Ontario sales tax, a further seven per cent of the cost of the vehicle. On a $12,000 car, that saving would be $840 — almost half the cost of conversion. Other provinces have incentives, so one should check with the local suppliers for further information.

Propane is also a much cleaner fuel than gasoline, and so reduces wear and tear on the engine. Since propane is a vapor when it's drawn into the engine, a pre-heater for the manifold or a choke are not needed. A fuel pump isn't required for propane vehicles, and neither is a gasoline carburetor with its intricate workings. Instead, a simple venturi is used to measure the propane. This means that the LPG vehicle is a relatively trouble-free system to operate.

A few years ago, propane vehicles were sometimes hard to start, but that "bug" has been worked out of the system, and LPG vehicles now start easily even in cold weather. Below -40C or fahrenheit, one can expect problems with gasoline or LPG if the vehicle is not properly tuned or plugged in.

All in all, propane is a good deal for everyone — government or individual.

British chaplains support 40 different faiths

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turbans and keep their beards, but can have only a symbolic dagger!

"We always try to involve the local churches and religious communities as much as possible so the inmate has a group on which to rely during their stay in prison and afterwards.

"Each of the prisons now has a race relations liaison officer who works closely with the prison chaplain," he notes.

Chaplaincy is considered important, is well supported by management, and has a place in the organization structure. "They call us "our conscience," and we have recourse to the governor (warden) of a prison or to our own bishops. In matters of dispute, we try to bring the church into the debate."

Comparing systems

Prison chaplains in England and Wales are directly employed by the Prison Service and can make a career within chaplaincy. In CSC, chaplains are hired on annual contract under the terms of a Memorandum of Understanding with the Interfaith Committee on Chaplaincy in the CSC.

The English prison system handles all offenders and remand prisoners (there is no federal/provincial separation) and has four levels of security: "A" prisons are top security; "B" prisons are closed, walled institutions for the majority of offenders, "C" prisons are training institutions where programs predominate, and "D" prisons are open institutions where offenders are "de-categorized" (English for "cascaded") to prepare them for their return to the community. There are about 43,000 prisoners, 1,500 of them women.

A popular misconception about the English prison service is that "we have one of the highest incarceration levels in the world. Not true," Says Dr. Copley. "Our level is 87 per 100,000 population (check your CSC *Basic Facts* handbook) compared to Canada with 111 per 100,000 population and the US with 270 per 100,000 population.

Capital punishment

"Capital punishment was abolished in England and Wales in 1965, and periodically there is agitation to reinstate it, especially in times of rising crime and increased violence," Dr. Copley says. Government so far remains firm in its insistence on abolition although if a referendum were offered to citizens, Dr. Copley has no doubt that that would change. (Canada abolished capital punishment in 1976.)

"People are anxious about crime," he confesses, "and tend to believe penalties should be tougher. On the other hand, those concerned about humane treatment of prisoners work hard for the improvement of conditions."

Overcrowding is a problem as it is in Canada, but has "eased somewhat since the peak in the early 1970s. Double-bunking exists but an active building and renovation program is creating more space and better accommodation for prisoners."

Following consultations with NHQ Chaplaincy, Dr. Copley was off to the Atlantic Region to visit prisons there.

CORP grads assigned to institutions

CORP 137 graduated from the staff induction centre in Kingston Oct. 1. Graduates were posted to Quebec, Ontario and Prairie regions. Front row, from left: *Ray Heppenstall instructor; Bob Murphy — instructor; D. Heard — instructor; Reg Shier — assistant director; Alan Snider ' instructor; Don Britten — instructor.* Second row: *A. Dau — Drumheller; G. Gauthier — Stony Mountain; W. Dodd, M. Hagen — Drumheller; M. Renaud — Stony Mountain; H. Albritton — Bowden; J. Downey — Saskatchewan Penitentiary; B. Warkentin — Edmonton; H. Campbell — Stony Mountain.* Back row: *M. Miller — Warkworth; G. Grega — Leclerc; G. Default — Drumheller, D. Bryant — Joyceville; C. Chanas, A. Walstra — Stony Mountain; J. Bouvier — Saskatchewan Penitentiary; J. Shannon — Drumheller; M. Hein — Bowden — D. Wright — Drumheller.*

How to cope with stress

Alcohol, drugs, lovers or religion?

— continued from page 3

female, for many varied reasons. Confrontations with inmates, insensitive, personal rumors, officers over-tired because our bodies have a difficult time adjusting to irregular working hours with shift changes.

Our families don't understand our jobs and can't because they don't know what it's "really like". How could they understand how we feel when we see the wasted lives we are to look after and protect?

We all have personal problems. Some are related to our work — a single parent trying to raise a child while working shifts . . . and wanting to find a relationship to build on for him/herself. My life revolves around a calendar — what shift am I on? what day is it? what time is it?

How do we cope? Some escape with the help of alcohol, drugs, lovers or religion. I cope with the help of friends.

Friends are a priceless commodity. I have listened to them, wanted to cry with them and have been there when they needed me. My friends are mostly with the CSC. I understand them, their fears, their frustrations, their successes and their failures. When there's danger, I'll go with them. When they are happy, I, too, will rejoice.

I cope with stress by being a friend because I know that when I need a friend, I'll always have one — somewhere.

In our next article, we'll give you stress control suggestions from other contributors.

How many pies do you think were made from these pumpkins? The one on the left, grown at Bowden Institution, weighed in at 65 pounds. Gilbert Neufeld, Agribusiness instructor at Ferndale, holds an equally large pumpkin grown at that institution.

Good grief, it's the Great Pumpkin!

The Great Pumpkin seems to have visited two regions last month. The pumpkin on the left, grown at Bowden Institution, tipped the scales at 30 kilograms (65 pounds). It was only one of the many crops grown by Prairie region's three farm institutions, says **Les Shand**, assistant regional manager Communications.

The Great Pumpkin had to compete with other produce for size in the Pacific region. **Sharon Thompkins**, social and cultural officer, Ferndale Institution reports that this was a bumper year for crops, "particularly squash, some of which weighed more than 18 kilograms (40 pounds) each."

Because the produce from the garden far exceeded the goals set the squash was made available to other institutions in the region.

"On Oct. 23 the institution also delivered a truck load of hubbard squash to the food banks in Mission and Abbotsford, to distribute to the public," said **Gilbert Neufeld**, Agribusiness instructor at Ferndale. Other crops grown by the institution include potatoes and herbs.

Joyceville officer is plowing match judge

ONTARIO — Lorne Hulton, living unit officer at Joyceville Institution, was chosen, this year, to judge at the world's largest outdoor farm classic. He took part in judging some of the most prestigious classes at the International Plowing Match, held near St. Thomas, Ont.

Edmonton Institution Health Care reaccredited for three years

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warden, Health Care Services, Edmonton Institution, in a recent interview. "Once you reach the top, the only way to go is down. You can't just sit still and rest on your laurels. You have to demonstrate constant developments and improvements."

He explained the accreditation is an achievement not just of the Health Care Centre, but of the entire institution.

"The auditor measured us on all aspects of the care we provide, not just what is actually done in the centre. We don't do surgery and lab work in the centre itself, for instance, but the quality of the facility where it is done affects our accreditation. The services provided to health care by other divisions in the institution, — things like personnel services, finance, food, — are all thoroughly checked.

The auditor, Dr. **James Galloway** from Ontario, "didn't miss a thing."

The original accreditation was granted in the aftermath of the ACA accreditation process for the entire institution. This time it came on its own, and Heward thought the institution staff may have felt more involved as a result. He commented on the enthusiasm shown by other divisions, such as food services, in gearing up to it. "There's a lot of pride throughout the institution."

Book Review

— continued from page 3

About the author

Roger Caron's second book (his first was the bestseller *Go Boy!*), took him seven years to write. It was agonizing, he says, to recreate those terrible days of the riot, but necessary for him to rid himself of the demons of his 24 years in prison.

Bingo! is a fair and informative treatment of the riot, a sincere attempt to discover what happened and why without bitterness or blame.

It's also an excellent "read" — if you're not squeamish — and shows that Caron, on parole for the last five years, can fulfill his dream of going on to write novels. He's at work on a spy-thriller and says he plans no more prison books.

lets talk

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June Coxon
Editor

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let's talk

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SEASONS GREETINGS AND HAPPY ANNIVERSARY!

OTTAWA — This is the 10th anniversary of **Let's Talk** and issue number 192. That's right! we've produced 192 issues in the last 10 years. We've printed nearly 2 million copies. To fill these pages, we've hassled you for news, chased you for photographs, waited for approvals, hustled after the designers and printers, misspelled your names, published on time (mostly) and printed retractions when we were wrong (which hasn't been all that often has it?).

Tom McDonald

Season's Greetings

What we have here, is a commitment to communicate!

Let's Talk celebrates 10th Christmas

by John Vandoremalen
Chief, Publications, NHQ

We've reached another milestone in CSC! In December 1975, the first issue of *Let's Talk* came off the press. This issue marks the 10th anniversary of CSC's national staff newspaper. Although you may not see it as a big deal (you probably take us for granted by now), we thought it would be fun to look back and recount some of our leading stories from the past 10 years. After all, Christmas tends to be a time for nostalgia and reflection.

Throughout these 10 years we've been criticized, berated, applauded, and honored with recognition for significant achievement. We've tried to be informative, we've tried to meet your expectations, we've tried to help you understand what is happening in the Service, we've tried to achieve a level of excellence in how we communicate with you and we've tried to bring you a measure of pride in your jobs and personal achievements. We may not have been totally successful at all times, but we've given it a sincere effort and we've had fun! One thing is certain — we couldn't have done it without you.

Let's Talk originally started as a quarterly in 1975 but became a monthly newspaper a year later. Since 1979 it has been published twice a month with a distribution to about 10,000 staff and 3,000 people outside the Service who have expressed interest in following what the Service is doing. Copies are mailed to countries as far away as Australia and New Zealand.

We've entered the paper in various contests to see how we stack up against newspapers and tabloids produced in other government departments and private industry. And guess what? In the past three consecutive years we've won first prize from the International Association of Business Communicators "for outstanding achievement in the pursuit of excellence in business communications". So, as far as professional communications people were concerned, we're among the very best. But what means more to us is, what do you think? How do you feel about the paper? After all, it's your paper. And as the jingle goes: "We do it all for you." So you see, your input and contribution is rather important, if not essential, to us. Perhaps we haven't said it enough, but we really do mean it.

So now as we reflect on the past and contemplate the future, the editors and staff of *Let's Talk* wish to extend to you our sincere thanks for all you've done to help us over the past decade. We would also like to take this occasion to wish you and your families our best wishes for a very Merry Christmas and a Healthy and Happy New Year. May we be granted the privilege of working with you for another challenging and productive 10 years.

Exemplary Service medals presented to eight Prison for Women staff

Don Clark, regional executive officer and former warden, Prison for Women, presented exemplary service medals to eight prison for Women staff, Sept. 27. The presentation took place at Westlake Hall in the Correctional Staff College, Kingston. Warden George Caron — front row far left, Don Clark — front row second from end and Barry Thorne, chairperson of the Citizens Advisory Committee, Prison for Women — front row far right, pose with the recipients. They are, from left, Joyce Houston, Gladys Porter, Esther Hopper, and Ruth Quibell. Back row — Carol Smith, Vince Scott, Don Walsh and Ron Vallier.

Morris Sackney honored for exceptional contribution to the Service

PRAIRIES — **Morris Sackney**, plant superintendent, Regional Psychiatric Centre, Saskatoon, received a Public Service Merit award for "an exceptional and distinguished contribution to the effectiveness and efficiency of the Public Service" and a $1,000 cheque Oct. 7, from Solicitor General **Perrin Beatty**.

He was also presented with the Commissioner's Citation for Meritorious Service, in recognition of the consistently high standard he has set in the fire prevention program.

Sackney developed and has maintained a fire prevention program of such high calibre that the institution has been awarded the Dominion Fire Commissioner's shield for four consecutive years. He has done this in addition to his responsibility for overall maintenance of the facility at a level that has received favorable recognition.

Solicitor General, Perrin Beatty, centre left, congratulates award winner Morris Sackney, while Deputy Commissioner Prairies, Jim Phelps, left, and Bob Gilles, executive director RPC, wait their turn.

Commissioner presents Merit award

QUEBEC — CSC Commissioner **Rhéal LeBlanc** took advantage of his visit to Laval Institution, Oct. 30, to present a cheque for $500 and a merit award certificate to **Marcelle Benoît**, secretary to the warden, in recognition of her courageous behavior during an escape at Laval Institution July 11, 1978. Commissioner LeBlanc also presented a long service plaque to **André Voyer**, assistant warden, Finance, in recognition of his 25 years of service.

From left — Marc-André Lafleur, Laval warden, CSC Commissioner Rhéal LeBlanc and Marcelle Benoît.

Lorne Walton recognized for capturing escaped inmates

PRAIRIES — A Saskatchewan Farm employee was recognized, Oct. 10, for the part he played last September in apprehending two unlawfully at large inmates.

Solicitor General, **Perrin Beatty** on hand to answer questions during a staff assembly, presented Living Unit Officer, **Lorne Walton**, with a Public Service Merit Award and the Commissioner's Citation for Meritorious Service. At the same time Farm Superintendent **Sepp Tschierchwitz** presented Walton with a pin and $1,000 cheque.

When officer Walton discovered the two inmates unlawfully at large in Prince Albert he ordered them into his vehicle where they turned over their knives to him before he returned them to custody.

Two time award winner Lorne Walton, left, and Solicitor General Perrin Beatty.

Reorganization at NHQ and RHQs shifts authority to the field

by Andrea Nugent
Communications Branch NHQ

NHQ — A major shakeup at NHQ and minor changes at RHQs are under way to shift more authority to field managers — the people who run CSC's institutions and parole offices.

The reorganization reduces the number of staff at NHQ and transfers some NHQ roles to RHQs. Officials hope to complete the changes without laying off any staff.

However, some NHQ and RHQ people may be asked to take other jobs — perhaps lower-level — or to work for CSC elsewhere in Canada.

The decentralization also mirrors a decision taken earlier this year to give regional (rather than NHQ) executives the majority voice on senior management committee (SMC). Voting members of the new SMC will be the commissioner, two NHQ executives (12 in 1984), and the five regional deputy commissioners.

SMC approved the NHQ/RHQ changes in October in response to recommendations by several internal and external bodies.

Two particular influences were the internal Organization Review Task Force, which developed the specific suggestions approved by SMC; and the 1984 Carson report — known formally as the *Report of the Advisory Committee to the Solicitor General of Canada on the Management of Correctional Institutions.*

The concensus was that headquarters people were hampering wardens and parole office directors with too many rules and red tape. Headquarters people should stick to what they know best — policy and co-ordination; letting the field managers run their own shops, was the recurring theme.

SMC is now setting up a task force of field managers to study how best to reorganize institutions and parole offices in keeping with the Service's new management style and its new set of functions for NHQ and RHQs. (See separate stories on style and functions.)

The headquarters' reorganizations are due for completion next April. The field study should be over next July and the reorganization of institutions and parole offices is slated for October 1986.

RHQs will take on several roles now being carried out by NHQ staff. These include the regular review of institutions, developing staff training courses, and making decisions about inmate classification and transfers, administrative segregation, and protective custody.

The Organizational Review Task Force recommended only minor changes to the structure of RHQs. It will be up to regional deputy commissioners to decide whether they want to mirror NHQ's structure in the future. One change eliminates person years by having only one regional manager to cover the inmate education, training and employment areas.

In the Ontario region only, one person year will be eliminated by merging the planning and administrative areas.

The reshuffling at NHQ is major. The senior deputy commissioner position disappears, and the new second-in-command to the commissioner is called deputy commissioner in charge of offender policy and program development.

The position of deputy commissioner in charge of policy, planning and administration disappears. This function will now be carried out by two senior officials — an assistant commissioner in charge of administrative policy and services, and a director general of corporate policy and planning.

No people have yet been named to fill any of the new or revised positions at NHQ. The internal task force that recommended the restructuring is now working with NHQ managers to put together job descriptions and a more detailed set of duties for executive, middle level, and junior positions.

Another change at NHQ involves the elimination of Communications, Staff Training and Development, and Technical Services as distinct branches. The bulk of their functions will be located within the Administrative Policy and Services, and the Offender Policy and Program Development areas.

The role of Inmate Affairs changes from advocacy to ensuring redress on significant matters. The division is moved from the Inspector General's Branch to the Secretariat, and person years reduced from 13 to six.

A new role for both NHQ and RHQs will be to loan or second experts to the field to work on special projects.

The reorganizations at NHQ, RHQs, and the field are only the first reviews in a 21-part operational and resource management review. Other studies now on-going include reviews of management information systems, inmate population management, offender support programs, capital expenditures, and budget development and control.

SMC defines NHQ/RHQ functions

Senior management committee has approved the following separate functions for national and regional headquarters. They were recommended by a task force that has been studying ways to decentralize the organization.

The functions of national headquarters are:

- to develop broad policy statements and be responsible for national objectives. (Commissioner's Directives (CDs) and Divisional Instructions (DIs) will now focus on the "what" and "why" of an issue, not on the "how to", "where", and "when";
- to develop general, rather than specific, functional standards;
- to provide functional expertise where it is not economic for regions to have their own experts;
- to evaluate national programs;
- to review audits conducted at the regional level so that all CSC activities are carried out in accordance with Treasury Board requirements and good management principles;
- to manage national information systems (e.g. PARS, FINCON), but not provide information about the performance of institutions on a regular basis;
- to liaise with outside agencies, such as provincial governments, international corrections organizations, and other federal government departments.

The functions of regional headquarters are:

- to ensure consistent, but not uniform, implementation of policies and programs by institutions and district offices;
- to audit institutions and district offices according to regional standards and those set by the Inspector General;
- to control the overall regional budget; and establish a "bottom up" approach to budget setting, allowing the field to describe its own needs and hold the right to juggle dollars within its responsibility centers;
- to provide advice and specialist skills to the field; liaise with NHQ and regional offices of other federal departments, and other agencies;
- to provide cost effective services in such areas as finance, personnel, stores, and staff training.

Government assists surplus, laid-off workers

NHQ — Every effort is being made to prevent layoffs as a result of CSC's current reorganization at NHQ and the RHQs. However, some staff may be declared surplus by the time the exercise is completed in April.

Surplus employees are guaranteed their pay cheque for at least six months after they receive notice. It's expected they will have new jobs by the end of the six months, but some may be working at a lower level or elsewhere in Canada.

People affected by the reorganization will be helped by the government's work force adjustment policy, which provides a variety of benefits to employees who are declared surplus or laid off.

These benefits include priority status for job vacancies, employment counselling, salary protection for one year on the new job, retraining, and relocation expenses.

The details of work force adjustment are listed in Treasury Board's *Personnel Management Manual*, Chapter 20. Here are some highlights.

The policy applies only to indeterminate (not term or contract) workers in the federal government. It kicks in when a deputy head (the Commissioner in the case of the CSC) decides that one or more workers will have to be found a new job or be let go due to lack of work or because a function is to be dropped.

If this happens to you at CSC, you will receive written notice that you are a surplus employee — due for layoff in no less than six months if no other job is found for you.

At the same time, CSC will assign you an employment counsellor, and have a staffing clearance system set up to make sure you — as a priority person — get first crack at CSC job openings across Canada. A term employee will be let go if you, an indeterminate employee, could do their work and you are in danger of layoff.

Meanwhile, the Public Service Commission will also have you on a priority list and will actively market you to all departments. These job search services will continue for a full year after layoff, if necessary.

You should take initiative too. You should make sure of your rights and obligations in this situation, track down job leads on your own, work with the employment counsellor in preparing an updated résumé, and provide other useful information to the government people helping you find a new position.

You should be available for appointments made for you, and seriously consider all opportunities — including relocation, retraining, term and lower-level positions.

Salary protection works the following way. If you are a surplus employee (you've had notice of layoff, but you're still on the payroll), and if you accept an indeterminate federal government job that has a lower maximum pay, you'll continue to earn the going rate of your old job for one year.

If you've already been laid off, and you accept such a lower-level position, you'll receive your old pay for one year from the date of your layoff (not the date of your new appointment). You won't benefit from any pay raises that took effect during your layoff.

When the year is up, you will earn as close to your old pay as the range of your lower-level position permits.

Both the Public Service Commission and CSC are obliged to keep an eye on possible retraining opportunities for you — whether you are in your first year of layoff, or you are surplus.

The usual retraining period is up to six months, but in some circumstances this can be stretched to two years. The government pays the costs, including tuition, travel, and your salary. A surplus employee's layoff date would be extended to cover his or her training period.

Surplus and laid off people are eligible for retraining when there's a job opening and no fully qualified priority person to fill it.

When there's no specific job opening, only surplus employees are eligible for retraining, and then only for an occupation or location with a shortage of qualified people.

Relocation is another way to avoid layoffs and long-term unemployment. If you are a surplus employee, or become laid off, the government will pay your cost of travelling to an interview, and your moving costs if you decide to relocate.

CSC open management style stresses field priorities, readily-shared information

Senior management committee has approved the following seven-point statement of managerial style to govern the Service:

- a recognition that the mission and goals of the organization predicate an emphasis on service to its clients, whether society or offender;
- an open style of management that ensures information on decisions, resources, priorities and anticipated results are made available to all levels of the organization in a consistent and timely fashion;
- involvement of all managerial elements in the corporate decision-making process commensurate with the capacity to make decisions quickly to respond to rapidly changing conditions;
- readily shared information, to provide an overview of how the whole Service is operating and how problems are being overcome in other centers, and to facilitate decision making;
- decisions on resource allocation and policy direction to be governed by line management priorities as distinct from those of functional or staff specialists (if not precluded by external direction);
- flexibility to move resources within responsibility centres to reflect the dynamic nature of the environment and offender population;
- delegated authority as required to operate institutions and district offices in ways to reflect the geography and the economics of surrounding environment and the nature and characteristics of the offender population.

Staff suggestions:

How to handle stress successfully

In March we asked staff to send us ideas on how you handle stress situations at work. In our last issue, we printed some of your replies. Here, to conclude, are suggestions from two more of you. Thanks to all who contributed!

T'ai Chi idea for CXs

by **Angela Wachowicz**
Data Systems Operator,
Offender Programs
Prairie Regional Headquarters

I found that the martial art of T'ai Chi helped me cope with stress because of its slow, disciplined movements and philosophy. It builds concentration, stamina both physical and mental ... and it also made me a better skier!

I feel T'ai Chi is particularly suited to institutional employees. Although it's classified as a martial sport, T'ai Chi's fundamental purpose is not to fight or compete. There are no belts, levels or uniforms. The main idea is to foster physical and mental health in one's own self.

You can practice it in a small amount of space, in groups, or singly. There are long exercises called "forms" that take 30 minutes to complete, or short forms (called the "24" or "Business person's form") requiring only six to eight minutes to do. This means you can practice the short form on scheduled breaks to relieve tension and feel revitalized.

T'ai Chi evolved in China around the 13th century from different styles of boxing, and is related to the classic philosophy of "yin" and "yang." Since that time, T'ai Chi has evolved in different syles. The most popular is the "Yang" style characterized by extended and natural postures, slow and even motions, and curving flowing lines.

T'ai Chi required that hands, eyes, body and limbs perform as a whole, with the legs as a base and the waist as the axis. The movements are gentle and slow, and each part of the body is in constant motion. A high degree of concentration is emphasized.

It's a fact that high colesterol levels drop substantially for those engaged in regular exercises. T'ai Chi increases the blood supply to the bones, aiding and retarding degenerative bone diseases. It's no surprise to more experienced practitioners that their arthritis and back problems have disappeared.

The "Yang" style also includes breathing and meditation. Another important part of T'ai Chi is the dual training involving two people. It's called hand-pushing and looks like hand-to-hand combat in slow motion.

Several styles of T'ai Chi are offered, each with its own philosophy so it's up to the individual to observe and choose the one that suits them best.

John Carraccetto.

Angela Wachowicz in the T'ai Chi position, "separation of The Right Foot," photographed aginast a Vancouver Chinatown background. T'ai Chi is a great stress-reducer, she says.

A classification director's view of stress

by **John Carroccetto**
Director of Classification, NHQ

Stress has become a very serious and sensitive issue in today's working environment. It is a major cause of employee absences from work, frustration, low morale and lack of productivity. It not only affects people at work but also causes a variety of problems at home.

Employee frustration is a significant contributor of stress. It could be caused by the requirement to perform menial or unappreciated tasks; by work that is repetitive and unchallenging; by work that is difficult and for which the employee has not been properly or adequately trained; by work that needs to be completed over and over again because of conflicting or vague instructions; by work that does not appear to have any real meaning or purpose; and by work that fluctuates from no work to a high work volume with tight deadlines.

Another aspect of stress is low morale and lack of productivity. This can be caused by poor organization of work activities; by overlapping or duplicating of duties; by redundant tasks, outmoded office equipment and procedures; by working stereotyping; by work methods which do not allow employees to use initiative or judgement.

Some general remedial solutions would be to monitor and assess the organization and assignment of work activities; to establish a job enrichment program wherever feasible; to examine what work is done, why we do it, what is done with it, and if it needs to be continued; to ask and encourage employees to offer suggestions on work improvements; to replace outdated equipment and to ensure that employees are well trained and qualified to do the work expected of them.

There are many other things we can do on a personal basis. Why not try some of these suggestions:

Why not try a sport — jogging, swimming, dancing, skating, skiing, snowshoeing, bicycling, hiking, camping, bowling etc. Take up a hobby. What about gardening? Take a vacation. Do volunteer work, donate blood, help organize a charitable event, actively participate in competitive sports events like baseball, hockey, broomball, curling; engage in group or church activities; try a new recipe. Walk rather than drive everywhere. Smile a lot. Read. Write a letter to a friend or relative. Teach someone something you can do well.

There is no single solution for the relief of stress but an awareness of its causes and remedies is perhaps the most effective way to eliminate or reduce it. Stress will not go away by itself. We must take action to get rid of it.!

photo: Chris Nicholson

Toys made by Frontenac Institution inmates were the theme of the institution's float in Kingston's Santa Claus parade this year. Tony Simonetta, who conceived the idea of Multi Ethnic Toys, checks the toys on the float before the parade begins.

The inmates' Christmas

When most of the outside world is bustling with Christmas preparations — selecting special gifts, preparing for visits of family and friends, enjoying numerous parties — what is the Christmas season like for inmates in Canadian institutions?

Although being in an institution at Christmas time is definitely not like home, judging from the past few years the inmates' Christmas season is filled with festive activities.

Many inmates got into the Christmas spirit long before December last year. In the Atlantic region, for instance, parolees involved with the Real Opportunities for Prisoners' Employment (ROPE), held a toy drive, and after making the old toys look like new, donated them in time for Christmas, to children of battered women and families of inmates and parolees. At one Ontario Institution, inmates refurbished the Jaycees' Santa Claus float in time for Kingston's Santa Claus parade. Other inmates at the same institution manufactured 1,000 high quality, hand-painted wooden toys that were distributed to needy children in the area. The idea, originated with inmate **Tony Simonetta**.

Inmates also hosted Christmas parties for patients at a hospital in Ontario and for underprivileged children in BC. Two inmates in BC ran 10 miles each, raising $600 through inmate donations, to help needy children in the Chilliwack area. Another inmate group bought six Christmas turkeys and donated them to the Royal Canadian Legion which gave them to needy families.

Inmates also had their time to party. Most institutions held get-togethers or parties for inmates and their families.

The spiritual aspect of Christmas is not forgotten. Many institutions offer religious services Dec. 25 or Christmas eve. In addition, numerous church groups share their Christmas with inmates by holding church or carol services at an institution.

Solicitor General visits Archambault

***QUEBEC** — Solicitor General Perrin Beatty, visited Archambault Institution Oct. 29, escorted by Michael Bourque, his special assistant. He talked with the management of the institution, and met members of the staff, and inmates. Left to right: Michel Deslauriers, A/W, Education, Training and Employment, Michael Bourque, Special Assistant to the Minister, Jean-Yves Blais, A/W, Industries, Michel Gilbert, A/W, Security, Solicitor General Perrin Beatty, Pierre Viau, warden of the institution, Jean Courtemanche, A/W, Technical Services and Pierre Gauthier, A/W, Administration.*

Correctional Newsline

Beatty says he'll change youth law

Solicitor General **Perrin Beatty** has promised to overhaul the Young Offenders Act after he has heard the concerns of social workers, police and the provinces. But rather than introduce a bill to revise the act hastily, Beatty told the House of Commons, Oct. 18, he wants the amendments to be "comprehensive," effective and well considered.

Beatty vows to end early jail release for violent offenders

The government should have authority to stop the early release of dangerous offenders from prison and more power to seize the profits of organized crime, federal Solicitor General **Perrin Beatty** said in a speech to the Empire Club of Canada, in Toronto, Oct. 24. He said he finds it "shocking that we are now bound by a law that puts dangerous offenders like child molesters and rapists out on the street before the end of their sentences when we know, or we strongly suspect, that a particular individual will be a danger to society."

Victims should be heard before their assailants are released on parole

Solicitor General **Perrin Beatty** said, Oct. 24, he favors legislative changes to give crime victims and their families a right to be heard before their assailants are released from prison on parole. Appearing before a legislative committee reviewing proposed changes to the controversial early-release program, Beatty said victims already have the prerogative of writing the National Parole Board about the early release of inmates. However, he acknowledged that few people know that fact, and agreed with Tory MP **David Kilgour** that more victims might exercise the right if it were entrenched in legislation.

NY 'school for victims' teaches how to avoid crime and violence

An unusual "school for victims" has been launched for CBS employees who have suffered from — or want to avoid — crime and violence on New York streets. About 150 participants, including more than 30 victims, signed up for the opening series of seminars, according to **Sarah Steck**, director of the CBS Employee Consultation Service which planned the program. Called Partnership for Victim Protection, the program was designed by CBS in cooperation with Laws at Work, a national citizens' corporation under a grant from the National Institute of Justice, US Department of Justice.

Briefly

RHQ Prairies offers staff child ID program

Supporting the idea of child identification and "street-proofing" kids, Prairie regional headquarters recently gave CSC parents an opportunity to record their children's ID. They took their children to RHQ one weekend to fill out child ID record forms which had been printed at Saskatchewan Penitentiary. Each child was photographed and fingerprinted and the completed record forms were given to parents for their personal filing.

B.C.'s M2/W2 association assists 759 inmates this year

More than 600 supporters of British Columbia's M2/W2 Association, including local M.P. **Ross Belsher** and Parole Board member **Robert Thompson**, provincial and federal corrections officials and some inmates attended the association's annual dinner in Clearbrook, BC. Guest speaker was The Rev'd. Cannon **Tom James**, Chaplaincy Division, NHQ. **John Zanatta**, area manager, Chilliwack Parole Office, brought words of appreciation from CSC. M2/W2 assisted 759 inmates in federal and provincial institutions in the Lower Mainland area in 1984-85.

Altadore CCC awards volunteer

Bryan Amadore, CMOC and volunteer coordinator, Altadore Centre, in Calgary, presented volunteer **Anita Samek** with an engraved plaque recognizing the contribution she has made to the Centre as a volunteer in the past two years. Samek, a third year psychology major at the University of Calgary, was a summer student at the Centre for the past two years. This year her increased study load has limited her time but she continues her volunteer work. "Volunteers play an important role in CSC and people like Samek are and will continue to be an asset to operations such as Altadore Centre," says **W.E. Reddon**, superintendent of the Centre. "Keep up the good work Anita!"

Dorchester holds 6th annual volunteer banquet

Volunteers from the St. John, Halifax and Moncton areas were honored by inmates and chaplains, Oct. 26. It was Dorchester Institution's sixth annual volunteers' banquet, and nearly 100 inmates, volunteers and chaplains were on hand for the volunteer pin presentations and to hear guest speaker Rev. **Colin Copley**, assistant chaplain general, British Prison Services.

Donna Thomas, hockey coach and CSC staffer, back row left, poses with her team, the L'il Rascals. Team members are, back row, from left, Dallas Durant, Brent Wilson, Colin McKenzie, Ryan Merkly, Travis Molyneaux, Lonnie Farmer, Sheldon Thomas, coach Bill Judge. Front row, from left, coach Kevin Farmer, Bruce Raby, Stephen Rolheiser, Josh Edwards, goalie Danny Skiehar, David Judge, Jarett Storle, Justin Zenner and coach Bill Goodwin.

CSC salutes International Youth Year

During 1985, International Youth Year, young people around the world took part in activities focusing on the year's themes — participation, development and peace. CSC salutes International Youth Year by featuring staffer **Donna Thomas** who has worked with young people for many years and **Bob Maguire**, son of a CSC employee, whose volunteer services exemplify the special efforts put forth by young Canadians in 1985.

Donna Thomas

■ Donna Thomas, acting supervisor, secretary pool, Drumheller Institution, has taught young people figure and power skating in her spare time for the past seven years, first in Prince Albert, now in Drumheller. "She has been a power skating instructor for the Drumheller Hockey Association since 1981 and hockey coach for a year," says **Ron Boutin**, Living Unit officer 2 at Drumheller.

Thomas is not new to hockey. She comes from a sports-minded family. Her father and brother played semi-pro hockey in the province and two cousins played professional hockey for various Saskatchewan farm teams as well as the Boston Bruins and the Buffalo Sabers.

"I got involved in hockey last winter," Thomas explains, "because my seven-year-old son, **Sheldon**, started playing the game and I decided the best way to assist was to help coach. To my surprise I was chosen head coach of the team!"

The team, the L'il Rascals, consists of 12 boys aged five to eight. During the season — October to March — Thomas concentrated on teaching them power skating and position hockey. They practised twice a week and played in three tournaments. During the second tournament, the L'il Rascals tied with a Red Deer team and they placed second in the 'B' event in the last tournament. "Not bad for a team where most of the boys had never played hockey before!" says coach Thomas. Looking back on the experience she says she had good cooperation from the boys and excellent response from their parents.

Bob Maguire

■ **Bob Maguire** senior regional manager, Technical Services, RHQ Prairies, is understandably proud of his 18-year-old son **Robert** junior who earned two awards this year, reports **Les Shand**, assistant manager Communications, Prairie Region. Robert jr. received the 1985 Saskatoon Police Week award, presented on behalf of the 7-Eleven Stores Division of Southland Canada, for his contribution to the Addiction Services Program that makes people aware of substance abuse problems. He also received a Youth Achievement award from the Honorable **Ray Hnatyshyn**, during Saskatoon's Canada Day celebrations.

Robert jr.'s devotion to helping prevent youth substance abuse has stretched across North America. His contact with youth drug education seminars in the US, the Parent Resources Institute for Drug Education (PRIDE) and Addiction Services and Knowledge (ASK) programs also made him a fitting youth coordinator for the international conference of the PRIDE organization held at the University of Saskatchewan in May.

photo: Glen Berger, Star Pheonix

Bob Maguire, junior.

Let's Get It Straight

In the *Let's Talk* October 30 issue, in the article on "Propane fuel — how safe is it?" we incorrectly stated that **Harry Rideout** was CSC's fleet manager. Our apologies to **Moe Forget** who, in fact, has that position.

lets talk

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June Coxon
Editor

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We're 10 years old!

LET'S TALK...CELEBRATES A DECADE

by Helen Gooderham, Communications, NHQ

IN DECEMBER, *LET'S TALK* CELEBRATES ITS FIRST DECADE. FOR 10 YEARS we've chased down the news — and the approvals to print — about the people, the policies and the programs of the Service, bringing together into one family, staff from five very diverse regions, and NHQ.

It's been a lively 10 years, a decade of almost constant change as the Service streamlined, standardized and automated its operations. We merged our penitentiary and parole arms, opened six new penitentiaries, and changed our name. We were directed by no less than six solicitors general and three commissioners. We saw our staff grow from 9,000 to about 10,800; and our inmate count from 9,000 to 12,000. Of those of you who were here in 1975, 4,029 are still with us. We've seen our staff become career professionals through better training, and women officers are now a common sight in what was once a male preserve. We have seen considerable achievement but have also experienced heart-breaking tragedy and loss.

1976

Reorganization and decentralization of authority

What was it like a decade ago? Very different. (We were called the Canadian Penitentiary Service, and the National Parole Service was a separate organization. **Francis Fox** was our solicitor general and **André Therrien** our commissioner.)

And yet not so different. Reorganization was in the air and as usual staff were not at all sure where it would lead. Hottest topics in *Let's Talk*'s first few issues concerned "Decentralization — it's here" and the proposed new merger between the Canadian Penitentiary Service and the National Parole Service. This "marriage" was causing considerable trauma, especially for parole officers who said they felt like minnows being swallowed by a whale.

But Commissioner Therrien was solidly behind the merger. He believed it would make the Service more responsive to the needs of inmates regardless of what side of the fence they were on. He was strongly in favor of decentralization. "He relied a lot", said an article in *Let's Talk*, "on the regional directors general and the wardens. He was inclined to locate decision-making almost entirely at the regional and institutional levels. NHQ was expected to take a more policy-making role."

The basic idea was a redistribution of the power bases from NHQ to the regions. Sound like 1986?

Two new penitentiaries opened in 1976. Bowden in Alberta, a provincial institution, was bought and converted into a federal prison at the medium-security level; and Elbow Lake, a forestry camp in BC, was a minimum-security institution for inmates who wanted to work hard and prepare themselves for BC's labor-hungry forestry operations.

LET'S TALK

Let's Talk is a publication for staff of the Canadian Penitentiary and National Parole Services. Published by Public Affairs Division, 340 Laurier Avenue West, Ottawa K1A 0P9. Editor Mona C. Ricks

First newsletter hits CPS/NPS news stand

There's been talk for many months about exchanging staff news in Ottawa and the Regions — now you have the chance. Here is the first issue of ***Let's Talk***, a tabloid where tall tales and small stories can find an outlet.

Like her confreres, the editor of ***Let's Talk*** is full of ideas, but lean on getting the stuff on paper. Won't you help? Have you an idea for a story? Better still a story written by you? Perhaps you took a great photograph during your holiday, or you have a point-of-view about your job. Could be you have a beef! And what about the sports enthusiasts — let's hear from you.

Let's Talk wants to share your views and news with others, so what about passing on the glad or not so glad tidings. Make this your newspaper. File 13 gets filled all too easily — now you can use an ever-open file — waiting for your ideas and contributions.

The editor's telephone number in Ottawa is: 995-2746, and the address for all those stories: ***Let's Talk***, Public Affairs Division, CPS/NPS, 340 Laurier Ave. West, Ottawa K1A 0P9.

STOP-THE-PRESS

CANADA IN KENTUCKY

To the strains of ***O Canada***, and an array of Canadian flags, delegates from the Ministry of the Solicitor General entertained guests during the 106th Congress of the American Correctional Association in Kentucky last August (ACA). With the Solicitor General, Commissioner of Penitentiaries, and Chairman of the National Parole Board, were staff from Ottawa headquarters and the five regions.

Tuesday evening of the five-day Congress was set aside as ***Canada Night***, when host Solicitor General Warren Allmand tempted delegates with a feast of Canadian dishes at an informal buffet supper.

ACA President, John Braithwaite, CPS deputy commissioner, inmate programs, spoke at the opening and general sessions. He referred to the theme of the Congress as ***The Year of Accountability***, defining it as meaning "bound to give account." But, he said, "...the time has come, not only to be accountable, but to give a clearer definition of what it is we are accountable for...the criminal justice system has lacked a sense of continuous realism in our approach to crime."

Honing in on what he referred to as "the skunk at the criminal justice party," President Braithwaite outlined the purpose of corrections, emphasizing that rehabilitation may only be one aspect of it.

He asked that the perspective of current correctional programs be reconsidered, and colorfully described the concept of rehabilitation as a kind of snake oil, or magic potion, currently expected to cure the ills of inmates and parolees. He suggested the correctional system, especially prisons, reflect the society in which we live, and society cannot escape its responsibility.

"...the time has come, not only to be accountable, but to give a clearer definition of what it is we are accountable for...the criminal justice system has lacked a sense of continuous realism in our approach to crime." John Braithwaite

Prison environments, he said, tend to be regimented, where individual initiative is "subjected to the control of the mass — where democratic participation is frowned on and stamped out — where punishment is more apparent than promise."

He cited history to explain the paradox of social values versus rehabilitation: William Penn and his fellow Quakers founded prisons late in the 18th century as a reform measure, considered a highly progressive step at that time. But, said Braithwaite, "the concept that reformation is something achieved through penitence or the acquisition of skills, has lost some of its popularity."

Realities was the keynote of Braithwaite's address. He asked the delegates, representatives of corrections from the United States, Canada, and other countries, to question the "ideological inheritance" equating criminal offences with moral or psychological illness — concluding that "sick persons must be given treatment and treatment should be in an institution."

Braithwaite asked that a good version of the public health model replace the present system of correcting and treating offenders. A more aggressive move toward community-based corrections would also assist community understanding of the role corrections play in society. He contended isolation of the correctional myth from social responsibility would not cure criminal ills.

see p.4
ACA appointment

Referring to the role of the American Correctional Association, President Braithwaite said it is clearer today than ever before. The challenge is — "can we prove capable of developing a coherent and cohesive statement of objectives and responsibilities."

Acknowledging he couldn't give precise predictions on the future of ACA, Mr. Braithwaite concluded his address by citing Albert Schweitzer: "I know not what the future may hold, but I do know that the only ones who will find true and lasting happiness are those who have served themselves and their fellow man truly and well."

As the largest professional organization of correctional workers in the world, the ACA annual congress gives members an opportunity to look back on the correctional scene, and forward to the betterment of its responsibilities in criminal justice.

Mr. Braithwaite relinquished his term as ACA President 1974-75 following the Congress to President-elect Professor Oliver J. Keller, University of Florida, Gainsville, Florida, formerly Secretary, Department of Health and Rehabilitation Services, the State of Florida, US.

Let's Talk as a baby: our first issue.

1977

A year of crisis — The Parliamentary Report

This was another year of change — in fact, crisis. The merger between the Canadian Penitentiary Service and the National Parole Service was well on the way and the new Service became known as The Correctional Service of Canada. (Legislation confirming this is currently before the House of Commons).

The inmate population was steadily climbing and the accelerated construction program was in full swing. Nine new penitentiaries were planned for all across the country. The Atlantic was talking about a new prison at Renous, and one at Dorchester. Quebec was planning two new prisons, one at Mirabel and the other at Ste-Anne-des-Plaines. Ontario was interested in a new institution at London, while the Pacific was looking at sites in Kamloops and Lillooet.

Joyceville's pilot industrial plant opened in the fall with a big celebration. Commissioner Therrien attended in one of his last official appearances. He died suddenly on his way to a meeting soon after. Before Christmas there was a new commissioner — **Donald Yeomans** who was to bring radical change in the form of modern management techniques and automation.

The new commissioner leaned towards centralization and was to leave an indelible mark on the Service's operations during the next seven years.

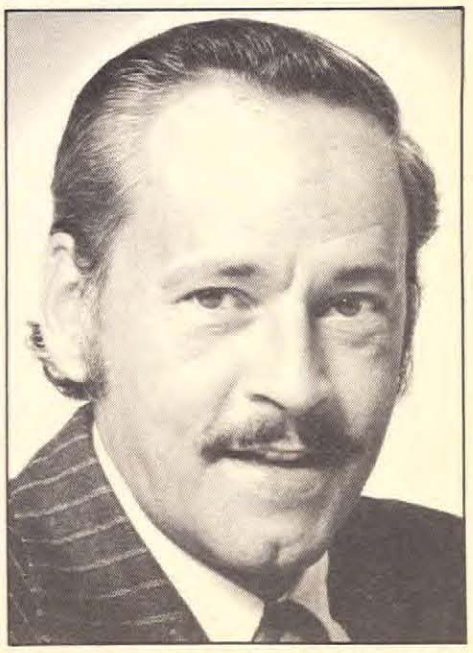
Yeomans' mandate was prompted by the Parliamentary Subcommittee which had toured the country to report to the penitentiary system because of a rash of riots and disturbances which had plagued the Service since the early seventies. Their report, tabled in June, shocked the Service. It claimed CSC "was in a state of crisis," and offered 65 recommendations which called for a no deals policy for hostage-takers, a code of conduct for employees, more training, an emergency response team system, better education and work programs for inmates, special handling units for the most dangerous offenders, use of gas as a last resort only, security controlled at NHQ, and more female CXs. This report formed the blueprint of change which was to influence the Service for the next five years or so.

The Service's new and controversial university education program honored its first inmate BA graduate, a Matsqui lifer who had been a grade eight dropout.

Mission Institution in BC opened in April, the first campus-style, one-level prison. It was dedicated to providing more work opportunities for inmates. "Work opportunities" was the Service's response to critics who wanted better rehabilitation for inmates. We have no special magic, they were told in *Let's Talk*. You can't force inmates to rehabilitate themselves. You can only offer them opportunities for education, work and counselling. They have to make the effort themselves.

— *continued on page 7*

Francis Fox, our solicitor general in 1976. A merger between the Canadian Penitentiary and National Parole Services.



Commissioner André Therrien: In 1976-77 a redistribution of authority from NHQ to the field.

1978 Cascading and Case Management

A new solicitor general was on the scene by 1978. **Jean-Jacques Blais** replaced **Francis Fox** on Feb. 2.

The big thrust this year was in case management. **Gordon Pinder** was the director of this new division with its mandate to improve the working relationship between CPS and NPS, and provide "streamlined" case management for offenders from prison entry to warrant expiry. "Cascading" was a word heard more and more as inmates were moved "as fast as was feasible" through the various security levels to parole supervision.

Two new prisons were opened. In October, Alberta got its first maximum-security prison — Edmonton Institution, and the Regional Psychiatric Centre opened in Saskatoon, a month later. The latter featured a unique partnership between the prison and the University of Saskatchewan. Both prisons had the new PIDS (Perimeter Intrusion Detection System) electronic fences to protect their perimeters, and the Saskatoon Centre boasted CSC's first women officers in a maximum-security setting.

Mission Institution, a medium, also hired female CXs this year. Stress was a subject that was getting more attention, and CSC's first EAP program (Employee Assistance) was set up in BC with special emphasis on fitness. EAP would spread to the other regions in the next few years.

1979 Accreditation, staff training and PIDS

CSC's new CORP training recruit program was launched in 1979. Increased from nine to 12 weeks, it provided the basis for a more professional, career-oriented Service.

There was a new Solicitor General — **Allan Lawrence** — who took up his new duties June 4, marking a dramatic change in the federal government from the Liberals to the Conservatives.

A major new effort was the accreditation of institutions and parole offices by the American Commission on Accreditation for Corrections. In the next few years 42 CSC facilities would proudly display their accreditation certificates.

Kent Institution, a maximum-security prison, opened August 1, in preparation for the closing of the "old fortress," BC Penitentiary. Springhill Institution inaugurated its tree nursery project and a cooperative agreement with Scott Paper to provide work for inmates. There was a new badge this year, a six-pointed gold star — and senior management and the commissioner now wore specially-designed brown and beige uniforms to official functions.

Agribusiness was beginning its five-year expansion plan to modernize and expand its services which would soon include new farm equipment, greenhouses, even a trout farm operation at La Macaza.

This was a red letter year for CSC sharpshooters. They outshot the RCMP to win three out of four trophies at the Solicitor General's Weapons Competition.

1980 New thrust to inmate work programs

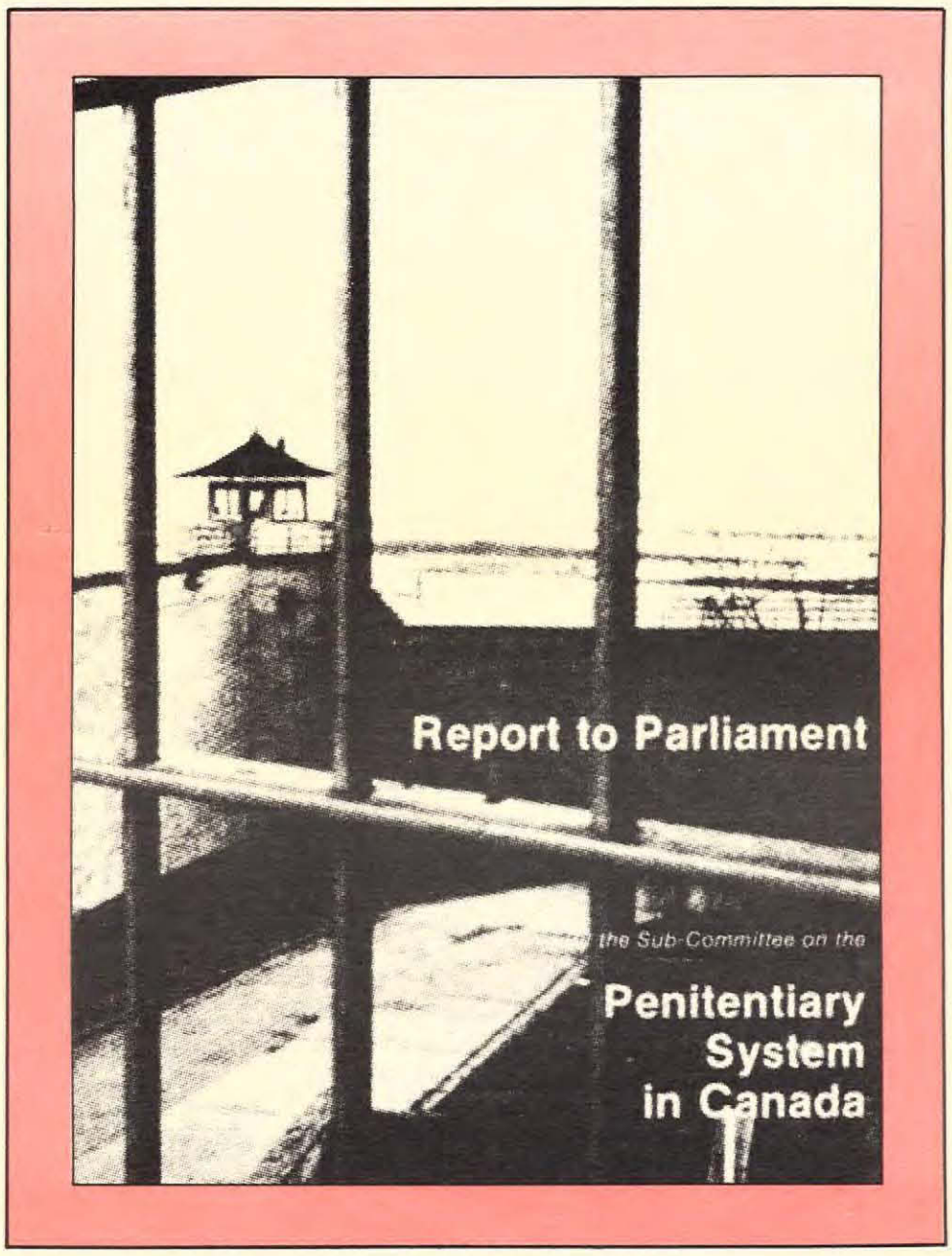
The Liberals were back in power again and that meant CSC had still another Solicitor General — **Bob Kaplan**, on March 3.

BC Penitentiary closed its doors with a bang-up celebration that attracted some 80,000 citizens who came to tour the prison and find out what the old "joint" was really like.

Controversy was whirling around the idea of overnight visiting for inmates families, and a pilot project was set up to test the waters — especially the opinions of the public. Millhaven began its program the week before Christmas, 1980, and in the next few years most maximum and medium institutions would have a family visiting program.

Industries held its first national conference in 12 years, signifying the commissioner's concern that more work be found for inmates and that increased efficiency and production help defray the costs of imprisonment.

Terry Fox, who was running across Canada for cancer research, stopped off at Beaver Creek Institution where he ate not one but two steak dinners with the delighted inmates. It was his 22nd birthday, June 2.



1981 Centralization and national standards

Commissioner Yeomans had just celebrated his third year as commissioner. There were many changes in the way CSC was now run: a new inmate pay plan, automation of financial services, standardized training for recruits revision of the directives, a new case management procedure, national standards for the classification of inmates, a new inmate grievance procedure, Citizens' Advisory Committees in all institutions and parole offices, and independent chairpersons to preside over disciplinary courts in prison.

There was a riot at Matsqui Institution in June with more than $4 million dollars damage. The inmates had to be accommodated in a tent city until the late fall when new quarters would be ready.

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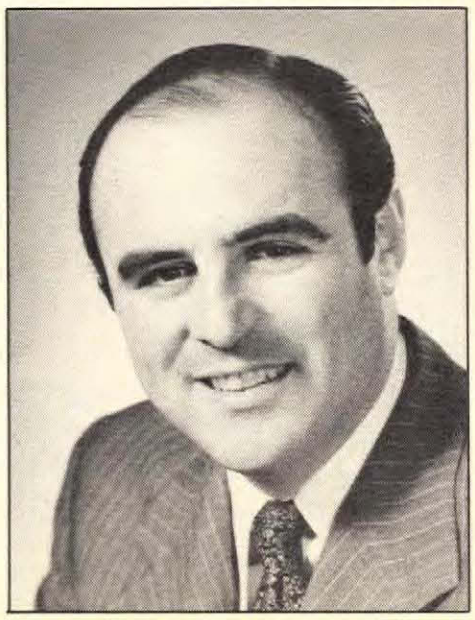
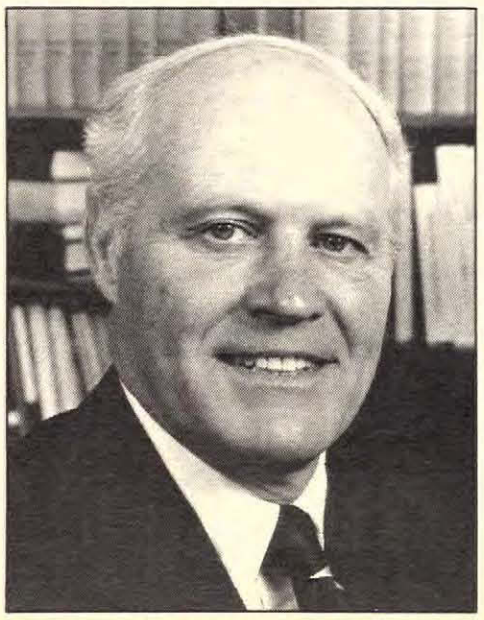
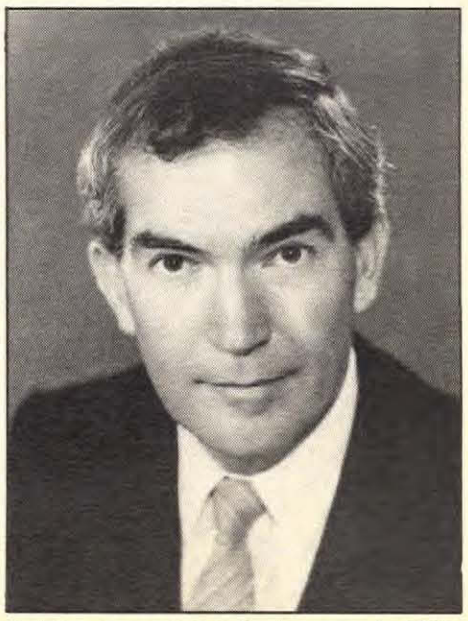
Donald Yeomans was commissioner for seven years of modern management techniques, automation, centralization.



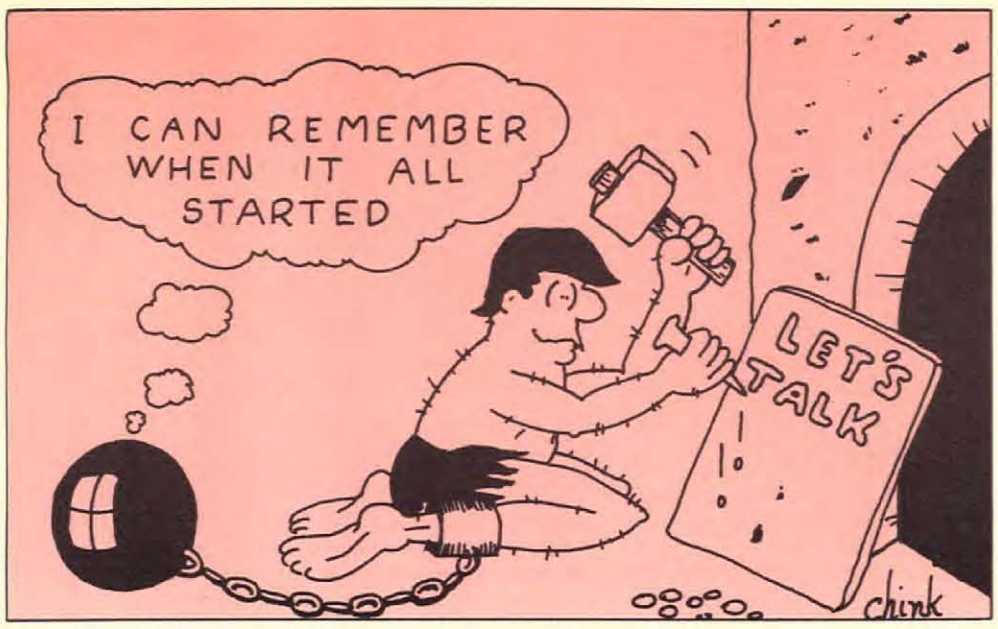
Solicitor General Jean-Jacques Blais arrived early in 1978. Case management was the big thrust that year.



Solicitor General Allan Lawrence was appointed in June 1979 when the Liberals were briefly swept out of power.



Solicitor General Bob Kaplan came in 1980 with the return of the Liberals. BC Penitentiary closed.



KNUCKLES by Harold Paquette

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1976-86: decade of progress

1982 — Computers and tragedy at Archambault

"This is to be the year of the computer," said Commissioner Yeomans at the Spring Administrators' Conference in Ottawa. Hi tech had come to CSC. Computers were installed in all maximum and medium security institutions and the psychiatric centres. A mainframe in Toronto linked CSC facilities in a Canada-wide communications network of statistics and figures.

It was also a year of tragedy. Archambault erupted in a serious disturbance that claimed the lives of three staff, July 25.

An historic accord signed between CSC and the Interfaith Committee on Chaplaincy allowed chaplains to be hired on short-term contracts.

The American Correctional Association's 112th Congress of Correction was hosted in Toronto. This marked the fifth time this Congress was held in Canada and 3,500 delegates attended.

Frontenac had just completed a major renovation and Dorchester was slated for a $7.2 million modernization. Renous Institution got the green light to begin construction — it would later be called Atlantic Institution.

The Charter of Rights and Freedoms became law.

1983 — The challenge of double-bunking

This was another year of disturbance at Archambault Institution, and a CX 2 was killed. Double-bunking was becoming a serious challenge for management as the inmate count continued to rise. Cutbacks were creating problems for logging camps in BC, shattering CSC's day parole forestry program for inmates.

The Second World Congress on Prison Medical Care was held in Ottawa in the fall and showcased CSC's health care system. Forty nations sent delegates.

The Gallup poll this year showed the public was becoming more supportive and more aware of CSC programs and activities.

Kingston Pen re-opened 80 cells damaged in the 1971 riot, and became a protective custody prison.

Long-term inmates are on the increase according to CSC's Strategic Planning Committee who warned that 20 per cent of all inmates would be long-termers by 2000.

1984 — A tough year — two critical reports

Another year of dramatic changes. An average of 660 inmates were being double-bunked in 330 cells as the inmate population soared to 12,000.

Quebec's new medium-security institution, Drummond, opened in December and 30,000 members of the public took advantage of an invitation to take a look at the brand new penitentiary.

The Collins Bay Olympiad celebrated its eighth annual weekend of sports for mentally handicapped people in the area — and Edmonton Institution, which liked the idea, celebrated their first Olympiad.

Bowden Institution now housed CSC's sixth farm and the penitentiary received a $50 million renovation.

EAP — the Employee Assistance Program to provide confidential assistance to staff across the country was developing successfully in each region.

A new Senstar escape detection system was installed in five penitentiaries. A more sophisticated version of the electronic fence installed at the Saskatoon Psychiatric Centre, Edmonton Institution and Matsqui, it was set up at the Psychiatric Centre in BC, Stony Mountain, Millhaven, Joyceville, and Archambault.

In a fall election, the Conservatives swept the Liberals out of power and CSC had a new Solicitor General — **Elmer MacKay**.

Two critical reports had an almost immediate impact on the Service in 1984. The Report of the Study Group on Murders and Assaults in the Ontario Region was completed in May. The study group under Dr. **James Vantour** was commissioned to review, examine and analyze the causes and circumstances that led to a series of inmate murders in the Ontario Region between January 1983 and January 1984.

The report pointed to a "laissez-faire milieu" within the higher security level institutions as being the most fundamental contributing factor to inmate violence. The report cited 27 recommendations aimed at improving meaningful communication between management and staff and between staff and inmate.

In November the Report of the Advisory Committee to the Solicitor General on the Management of Correctional Institutions was released. The committee, chaired by **John Carson**, acknowledged the many progressive steps and achievements of the Service, but also pointed to an over-emphasis on centralized control and decision-making and a homogeneous approach to the solution of institutional problems. The committee proposed 56 recommendations prompting the Service to relinquish some of its tight centralized controls and adopt a more integrated style of management that would merge well conceived, responsive systems with a true concern for human, institutional and regional diversity.

La Macaza opened two new cell blocks for 80 persons each, and Kent finished its 72-bed segregation unit.

1985 — Major reorganization — pendulum swings back to decentralization

Kingston Penitentiary celebrated its 150th anniversary as Canada's oldest penitentiary. A commemorative history book on the prison became a bestseller.

Early in the new year, the Service learned it also had a new commissioner. Donald Yeomans was replaced by **Rhéal LeBlanc** who for the past 10 years had been Alberta's deputy solicitor general.

CSC committed itself to a three-year plan to hire more women. The goal was 19 per cent women in junior level CX positions by 1988.

The new commissioner announced a complete reorganization of NHQ, RHQ and the institutions. Tight financial resources were predicted for the year and managers were told they must live within their budgets. No less than 21 studies are underway covering virtually every aspect of CSC operations. On top of this we're facing a comprehensive audit by the Auditor General.

In August, the Honorable **Perrin Beatty** became Canada's eleventh Solicitor General since the department was established in 1966.

Native inmates won the right to practice their own religion. Financial officers across the country got microcomputers and special software to "tell at a glance where we are financially." The Quebec Regional Reception Centre opened a special handling unit.

As 1985 ends, staff are awaiting the results of the reorganization at NHQ and RHQ and are pondering the future of the Service as we embark on another era of decentralization and another decade of challenge and change.

All in all, it's been a dramatic — and progressive — 10 years with every reason to believe that the last half of the eighties and the first half of the nineties will be just as exciting.

Rhéal LeBlanc became commissioner in February 1985 ushering in a new era of reorganization and decentralization.

Elmer MacKay was solicitor general after a 1984 fall election brought the Conservatives to power.

Perrin Beatty: CSC's solicitor general since August 1985 — a reputation for innovation and an open management style.