

Let's Talk

VOLUME 27, NO. 3

Port-Cartier Institution



In the Heart of the
Quebec North Shore

An Alternative to
Long-Term Isolation

CORCAN
Practising Life Skills

A Relationship of
Mutual Support



Correctional Service
Canada

Service correctionnel
Canada

Canada

Let's Talk

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Let's Talk

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One Voice, One Message to Our Communities

Community outreach is vital to the Correctional Service of Canada (CSC). It's an investment in our common safety and a way of building stronger communities. Indeed, it offers us an opportunity to talk directly to Canadians about *their* needs in receiving offenders into their community. To meet our mandate, we must ensure that each of our decisions reflects public expectations vis-à-vis their safety—both short- and long-term safety.

Over the last few years in particular, CSC has improved these outreach activities to better engage the public. There are many examples: the Service organizes youth forums in partnership with boys' and girls' clubs and other agencies to discuss criminal justice issues that young people face. Another example is the COGECO cable television series that brought together many agencies working on criminal justice issues. There is also the Moncton Community Reintegration Project (developing skills in the area of construction) that provides support for offenders by giving them the knowledge and skills they require to become productive community members.

Community safety involves everybody. Citizens who support our objectives and get involved in institutional and related community-based projects help offenders become responsible citizens.

Keeping in touch with the community is key. We must continue to act persuasively, encourage each other and share best practices with the view of meeting our common interest—the well-being and safety of communities.

A stylized, handwritten signature in black ink that reads "McClung".


Lucie McClung
Commissioner
Correctional Service of Canada

**Safety,
Respect
and
Dignity
for All**



**La sécurité,
le respect
et la
dignité
pour tous**

Port-Cartier Institution



The two inmates on the left are part of the Port-Cartier Institution general population. The one on the right, inside the small fenced area, is under long-term protective custody.

Effective correctional practices distinguish between offenders who must be separated from the community and those who can be managed safely within. Similarly, offenders who cannot be integrated into the general population of other institutions and who require extra protection are housed in one place—Port-Cartier Institution.

In the Heart of the North Shore Community

By Djamila Amellal and Bill Rankin, Communications Officers, Communication and Consultation Sector

Photos : Bill Rankin

Situated along the 50th parallel between the towns of Tadoussac and Natashquan in northern Quebec is the industrial town of Port-Cartier. It lies between the southern edge of a boreal forest that girdles the entire planet at these latitudes and the mouth of the great St. Lawrence River, whose fresh waters empty into the depths of the salty, blue Atlantic.

Port-Cartier is a modern town with an economic backbone composed of three traditional industries: its pulp and paper plant is steadily fed by the region's vast forests; iron—which gives the region's rock its characteristic red tinge—is mined, processed and transported to steel mills around the world; and the North Shore fishery provides a bountiful variety of seafood products.

Added to this industrial mix is a newcomer—a federal penitentiary called the Port-Cartier Institution (PCI). Since its beginnings in the late 1980s, the institution has developed an exceptional symbiotic relationship with the community and is valued by locals for the security and economic benefits it provides.



Members of the Institutional Emergency Response Team. Front, left to right: Esther Boily, Denis Dion, Eric Dumont. Back: Guy Boulay, Frédéric Hérin

(Editor's note: after this story was completed, Warden Serge Gagnon was posted to a new position as warden of Montée Saint-François Institution in Laval.)



Warden Serge Gagnon

PORT-CARTIER INSTITUTION

In 1985, the government announced its intent to build the institution in the North Shore region. This modern structure, located in the heart of an almost virgin wilderness, was designed as a maximum-security facility to provide ordinary protective custody. It opened in the fall of 1988 and received its first inmates from the ancient Saint Vincent de Paul Penitentiary, which closed its doors for good shortly thereafter. The institution, located near Sept-Îles, is over 1,170 km from Correctional Service Canada (CSC) headquarters in Ottawa.

A UNIQUE OFFENDER POPULATION

Effective correctional practices distinguish between offenders who must be separated from the community and those who can be managed safely within. Similarly, offenders who cannot be integrated into the general population of other institutions and who require extra protection are

housed at PCI. Moreover, some of these same offenders are placed in long-term protective custody for a number of reasons including their heinous crimes or those that are highly publicized (such as sexual offences against women or children); crimes that break the code of local inmate cultures; debts; paranoia; and those who are known informants.

Port-Cartier has 300 beds but currently houses only 185 offenders. It's an ethnic mix of anglophone, francophone and Aboriginal inmates, many of whom are serving life sentences. Twenty-eight per cent of these men have no fixed release date, 51 per cent have committed offences causing serious harm, some are classified as dangerous offenders and others as suicidal. They range in age from 21 to 50, and many of them lack positive motivation.

These characteristics clearly show that the population is problematic and difficult to manage and, for the most part, the potential for reintegration into society is low.

FAMILY VISITS FROM AFAR

Despite the remote location, private family visits for inmates are offered at PCI. Every eight weeks, an inmate is entitled to a visit: 72 hours for families living between Port-Cartier and Tadoussac (about 358 km) and 96 hours for families south of Tadoussac, on the other side of the Saguenay River. Because of the distances and travel time, visitors here are entitled to stay one day more than those at other institutions.

often possess additional aptitudes and skills to effectively manage the PCI offender population.

"I am very proud of the new recruits and long-time employees," says Warden Serge Gagnon. "We give new staff a two-week orientation, with more senior employees voluntarily accompanying them. New employees are trained to be aware of their particular strengths and weaknesses and are always paired with seasoned employees who inter-

Gagnon adds that to emphasize the employees' vital role, the institution holds an appreciation day at which Richard Watkins, Regional Deputy Commissioner, congratulates employees for their excellent work, hands out medals and speaks to families about their invaluable contributions. According to Warden Gagnon, these gestures are appreciated by the employees. ♦



Visitors can be a source of drugs circulating within institutions. PCI's canine squad does an excellent job of searching with the help of Coal, its sniffer dog.

Visits take place in specially designed, fully furnished accommodations on the institution grounds, in an area that allows for a certain degree of privacy. Play areas have been set up for children visiting with their parents. Once the visit is over, the inmates submit another request right away in order to reserve the unit.

STAFF

PCI is staffed by 143 correctional officers (CXs)—31 women and 112 men, including 99 CX Is and 44 CX IIs. There are also unit managers, correctional supervisors, four psychologists and other contract workers, bringing the total number of staff to 267.

Employees are young and enthusiastic, many of the correctional officers being fresh out of college. They are hard working and

venue in difficult situations when necessary."

Assistant Warden Jean-Yves Bergeron, who started his career at CSC as a correctional officer at Donnacona Institution in 1987 and joined PCI in 1998 as a unit manager, comments, "The staff is efficient, and employees support one another in situations such as cell extractions carried out by the emergency response team."

Warden Gagnon is trying to improve the environment for his staff. "Following staff meetings, we concluded that each employee should know what the others are doing, in order to foster improved co-operation. I am considering 'position exchanges' for short periods in each sector of the institution to increase employees' understanding of their colleagues' duties."



New employees are trained to be aware of their particular strengths and weaknesses and are always paired with seasoned employees who intervene in difficult situations when necessary."

Warden Serge Gagnon

An Alternative to Long-Term Isolation

By Djamila Amellal and Bill Rankin, Communications Officers, Communication and Consultation Sector

Port-Cartier Institution (PCI), like other Correctional Service Canada (CSC) institutions, offers a variety of correctional programs to assist offenders in changing their criminal behaviour. Of these, the Social Adjustment Program (SAP) is considered special.



Unit manager Gilles Rose, a proponent of the Social Adjustment Program

"The program originated in 1990 at Archambault Institution, and in 1999 it was restructured to meet the specific needs of the PCI population," says Gilles Rose, a 25-year CSC veteran and unit manager at PCI for 12 years. "It was required that inmates in isolation be given a program for adjustment, cohabitation and learning basics, such as personal hygiene and social interaction."

This program is geared towards offenders who are in voluntary isolation because of rejection, betrayal of the "con code," or persecution by other inmates. Objectives vary, but they are directly related to the offender's needs and aimed at getting the inmate out of long-term protective custody and into the general population of the institution.

THE COACHING TEAM

The SAP requires a team of five people: a psychologist, a facilitator, and three correctional officers. COs meet with inmates in voluntary isolation and suggest they join SAP. If the

offender agrees, the psychologist conducts an assessment to establish objectives. The facilitator organizes and assists in educational, physical and cultural activities for the inmate. Individual and group meetings and follow-up assessments are arranged.

"SAP is a very demanding program that requires a great deal of patience from participants, but it is the best alternative to isolation," says Gilles Rose. "When an inmate is integrated into a group, he is able to adapt and take positive action such as paying off debts. It fosters team spirit and personal satisfaction."

SAP Program Officer Donna Walker says the program is very valuable because it is a group effort that allows the inmate to believe in himself and in those supporting him. And SAP can always be improved to better respond to the inmate's needs following an assessment.

"I am responsible for the social skills component and 10 sessions on problem solving," explains Donna. "I organize all sorts of activities such as lunches and dinner meetings, and I try to put the theory I teach into practice."

We talk about problems, try to find solutions; we film the inmates in various situations and show it to them for self-evaluation. The program is viable because it teaches inmates to be less aggressive, more polite, and to have a more positive attitude."

Correctional Officer (CXII) Sylvain Gaul, who joined Port Cartier Institution in October 1989, is a member of the SAP team. "My work consists of ensuring that security follow-up is done and information is shared with all team members. As correctional officers, we are a very important link because we have the most direct contact with the offenders. We are in a good position to facilitate follow-up on cases. This teamwork brings together the COs, co-ordinator, unit supervisor, unit manager and all others assigned to that unit who deal with its daily reality."

Denis Dion, a correctional officer who has been at PCI since February 2001, says, "You cannot expect miracles. Progress happens gradually and each small step is a victory." ♦

SAP Program Officer Donna Walker says the program is very valuable because it is a group effort that allows the inmate to believe in himself and in those supporting him.



Correctional Officer Sylvain Gaul, CXII



SAP Program Officer Donna Walker

CORCAN Practising Life Skills

By Djamila Amellal and Bill Rankin, Communications Officers, Communication and Consultation Sector

At Port-Cartier Institution, CORCAN has a vital role in program delivery. In addition to employing 35 inmates (on average) and producing a line of textile products, CORCAN's workshops provide an environment where inmates can practise what they have learned about social interaction.

"The institution is a type of micro-society, and working at CORCAN allows offenders to interact," explains Daniel Côté, a contract teacher responsible for the Socio-occupational Integration Services (SIS) program.

Mr. Côté explains that SIS also teaches offenders to adapt to the job market and to increase their sense of responsibility. In short, it is a tool that helps inmates face society.

Offenders who complete their training are awarded a certificate they can show to prospective employers. "A diploma in their pocket represents hope and self-confidence," says Côté, who also works for the Commission scolaire de Seigneurie-des-Milles-Îles, and has previously taught in the North Shore community. "I prefer my work in the institution to what I was doing in the community schools. I like being with adults. The inmates are themselves; they have nothing to hide. And there are challenges to address here. We help the inmate to get on the right path. It is a good cause and the effort is worth it." ♦



Inside the CORCAN workshop. Left to right: Dorothée Leblanc, CORCAN representative; Daniel Landry and Daniel Côté, teachers of the SIS program

A Relationship of Mutual Support

By Djamila Amellal and Bill Rankin, Communications Officers, Communication and Consultation Sector

Effective correctional services depend on outside participation, so institutions must work closely with the community—and Port-Cartier Institution invests considerable time and effort in this regard.

"We try to demystify the role of the institution and of CSC," says Warden Serge Gagnon. "We started organizing events, such as a first-time open house for employees' families in June 2002. We've received very positive feedback. Next time, we intend to invite members of the community."

The warden's sentiments are echoed by Raymond Blaney, Deputy Mayor of Port-Cartier.

"Our relationship with the institution is a healthy one, and it always has been. Right from the onset of construction, the institution has boosted the region's economy. Today, the relationship is taking on many other forms, such as employees increasingly taking on volunteer positions in the community."



Left to right: Denis Paquet, Director General, City of Port-Cartier; Raymond Blaney; Bernard Gauthier

Bernard Gauthier, Industrial Commissioner of the Corporation de développement économique de la région Port-Cartier, adds, "Having the institution here is an asset for the region. Its closure and the resulting loss of jobs

would certainly have a negative effect on the economy."

NORTH SHORE NETWORK

Federal government directors on the North Shore work very hard at building communication networks and countering isolation between departments. Thanks to Warden Gagnon's encouragement, 10 representatives meet to discuss the economy, partnerships and any other problems that may arise. Jobs are always a topic of discussion. What can be done to keep young people from leaving the region? How can departments pool their resources? Solutions are often simple, but without the meetings they might never be considered.

Who knows how these gatherings will influence the local economy in the long term! ♦

Coming Home

International Transfers for Canadians Sentenced Abroad

By G. Chartier and Martin Bélanger, Communications and Consultation Sector

Photos: Martin Bélanger

In the picturesque Adirondacks of New York State, many come to enjoy the benefits of nature—fresh air, lakes, mountains and a myriad of outdoor activities. In 1932 and again in 1980, this region hosted the Winter Olympics and welcomed visitors from around the world. After the 1980 games, the Athletes' Village was converted into a federal correctional institution, FCI Ray Brook. Originally built to house 500 inmates, the facility now holds 1,227 (as of June 27, 2002).

On June 18, 2002, representatives from both Canada and the United States traveled to Ray Brook to observe the transfer of 12 Canadian citizens into Canadian custody. After the verification of consent hearing, the inmates were to be taken to the Regional Reception Centre (RRC) in Sainte-Anne-des-Plaines, Quebec. From there, the offenders were to be sent to correctional institutions across Canada to serve the remainder of their sentences.

International transfers are the result of agreements between sovereign nations. Their purpose is to allow the return of offenders from the country in which they were convicted to their home countries. These transfers are now an internationally accepted feature of modern corrections. With the consent of both countries and of the offender, they allow offenders to serve a sentence imposed by another country in the country of their citizenship.

A HEARING BEFORE A JUDGE

Such transfers require detailed preparation on the part of many people to ensure their legality. Many of the Canadians and Americans who worked on the transfer that occurred on June 18 attended the hearing at FCI Ray Brook. United States Magistrate Judge Larry

Kudrle examined each case and spoke to each offender to ensure his consent to the transfer, as required by American law.

Assistant Federal Public Defender Paul J. Evangelista of the District of Northern New York and Vermont represented the offenders at the hearing.

"I go through the verification form with them and make sure they understand each of the factors," he says. "My role is to make sure that the persons being transferred understand what rights they have, what rights they're giving up and to make sure they have counsel at the hearing."


The offenders arrived at FCI Ray Brook from state and federal institutions across the United States, some from as far away as California.

THE HEARING

The offenders come to the hearing room in beige jump suits — standard issue for the inmates at FCI Ray Brook. One by one, each man is sworn in before Judge Kudrle who assesses their competency and ensures that they have had an opportunity to consult with the public defender. The judge explains to each offender the conditions for transfer. For example, their convictions can be modified or set aside through appropriate proceedings in the United States only and that the sentence will be carried out according to the laws of Canada. He also advises them that once he verifies their consent, it cannot be revoked.

"Is your consent wholly voluntary and not from threats, promises or improper inducements?" he asks each offender.

In turn, the 12 men agree to the transfer before Judge Kudrle, who finds in each case that the consent was voluntary and informed. Each offender is required to signify his consent in writing.



Immigration officer
François Jobidon
speaks with each
offender on the bus.



A warm welcome from FCI Ray Brook Warden Michael Nalley to the delegates



The Canadian and American delegations with FCI Ray Brook administration staff



Magistrate Judge Larry Kudrle and Assistant Federal Public Defender Paul J. Evangelista, Office of the Public Defender, District of Northern New York and Vermont



The CSC escort personnel, left to right: Jacques Valiquette, bus driver; Philippe Blondin; Martin Cadieux; Michèle Bourbonnais; Michel Lavoie, driver of the keeper's truck; Benoît Bertrand, Supervisor, Correctional Operations

CANADIAN CORRECTIONAL OFFICERS TAKE CUSTODY

When the hearing ends, an escort team of correctional officers from the Correctional Service of Canada (CSC) is waiting to take physical custody of the 12 offenders and to return them to Canada. The escort team had driven down that morning from the Regional Reception Centre (RRC) with an escort vehicle, known as the keeper's truck, and a specially equipped bus. The CSC escort team meets the offenders and prepares them for the four-hour journey home. Inmates are strip-searched and their hands and feet shackled. They are then led onto the CSC bus where two or three individuals are seated together behind a secure barrier, essentially in a cell.

Joining the bus and the keeper's truck are two vans that will carry the American and Canadian observers who prepared the transfers and attended the hearing. The CSC vehicles are unarmed as all firearms were left at the border crossing. While in the United States, the four Canadian vehicles are escorted by two vehicles from FCI Ray Brook, one in front and one behind. The American vehicles contain armed correctional officers.

Just before reaching the Canadian border, the officers pull their vehicles off to the side to bid farewell to their Canadian colleagues and to the visiting American officials. The remaining four vehicles continue on to the Canadian border crossing.

CROSSING OVER

The bus, the keeper's truck and the vans stop at the crossing. Emergency passports have been prepared by the Canadian Missions for the inmates specifically for this transfer and these are now presented to an immigration officer. The firearms held at the border when



Leaving FCI Ray Brook, the four Canadian vehicles are escorted by two vehicles from FCI Ray Brook (white trucks), one in front and one behind. The American vehicles contain armed correctional officers.



Just before reaching the Canadian border, the American officers pull their vehicles off to the side to bid farewell to their Canadian colleagues and to the visiting officials. The remaining four vehicles continue on to the Canadian border crossing.

An American correctional officer from FCI Ray Brook bids goodbye to Michel Lavoie, driver of the CSC keeper's truck.



The convoy approaches the Canadian border at Saint-Bernard-de-Lacolle.



Keeper Benoît Bertrand (left) shows the offenders' one-day temporary Canadian passports to Immigration Officer François Jobidon.



Correctional officers secure the bus while the immigration paperwork is completed inside.



Correctional officer Michèle Bourbonnais stands guard while offenders stretch their legs at a rest stop.

**At the border,
CSC officers
recover their
firearms that
they left before
entering the
United States**

the CSC officers entered the United States are returned and the inmates are escorted off the bus to use the restroom.

When everyone is back inside the vehicles and all is judged to be in order, the convoy sets off for Montreal and the RRC in Sainte-Anne-des-Plaines.

The convoy's movement along a public highway is done with great care and concern for the public's safety, the escorting officers and the inmates being transferred. The four vehicles travel as a single unit. Should another vehicle cut into the line of the convoy, the keeper's truck expertly moves that vehicle out of the convoy's line and away from the bus.

This tight and efficient formation is maintained until the

convoy reaches the RRC. Here, the inmates are processed into a CSC institution. In this transfer, five of the offenders will stay in the Quebec Region while the other seven undergo another transfer the next day, this time to institutions in the Ontario and Pacific regions.

The day was long for all involved. It took months of thorough preparation and close co-operation between different countries and legal systems. It called upon the diligent efforts of staff at all points in the process. Twelve Canadians were still incarcerated because of crimes they had committed in another land. But as the sun sets on this June day, they are back in their own country. ♦

The CSC International Transfers Division

International Transfers programs are administered by CSC's International Transfers Division at NHQ with the assistance of the Department of Foreign Affairs and International Trade and its missions abroad.

There are currently more than 3,000 Canadians imprisoned abroad and some 1,100 foreign offenders serving sentences in Canada. In the early 1970s, Canada and the United States signed a treaty that allowed Canadian and American offenders in either country to serve their sentence in their country of citizenship. Canada has since entered into transfer agreements with 119 sovereign jurisdictions.



Serge Boudreau, Manager, International Transfers

Under these agreements, since 1978, Canada has repatriated 967 of its citizens while 116 foreign nationals sentenced in Canada have been returned to their home countries.

Serge Boudreau, Manager, International Transfers, says it is "foremost a humanitarian program whose basis rests in CSC's Mission, to enable offenders to serve foreign imposed sentences in their country of citizenship."

"It is an effort to alleviate undue hardships borne by offenders and their families, and to facilitate their eventual reintegration into society."

Transfer decisions are discretionary. For a transfer to take place, the jurisdiction where the offender was sentenced, the country of citizenship to which he or she is being returned and the offender must all agree to it.

In Canada, all transfers must be approved by the Solicitor General of Canada. ♦



The end of a long day. Delegates stand in front of the RRC in Sainte-Anne-des-Plaines. Left to right: Lisa Kahn, Trial Attorney, International Prisoner Transfer Unit, United States Department of Justice (USDJ); Brenda Price, Paralegal Specialist, International Prisoner Transfer Unit (USDJ); Joseph Daou, Criminologist Analyst, International Transfers Division, Correctional Service of Canada (CSC); Paula A. Wolff, Chief International Prisoner Transfer Unit (USDJ); Lorraine Lachance, Analyst in the International Transfers Division (CSC); Hélène Bouchard, Consular Officer, Canadian Embassy in Washington, D.C.; Nancy Collins, Case Management Officer (USA), Consular Affairs Bureau, Department of Foreign Affairs and International Trade (DFAIT); Richard Preston, Deputy Chief, International Prisoner Transfer Unit (USDJ); Kimberly Lorentz, Consular Officer, Consulate General of Canada in Buffalo, New York; Stacy Stone, Project Officer, International Transfers Division (CSC).

The CCRA Reflecting on the First Ten Years

By Fred Mohlmann, Senior Policy Analyst, Corrections Policy Division, Solicitor General Canada

Even though crime rates have dropped steadily during the past decade, many jurisdictions are increasing their reliance on incarceration to ensure public safety. Some experts attribute this to a loss of public confidence in the criminal justice system. Fear of crime, disillusionment with alternatives to incarceration and rehabilitative programs, an increase in youth crimes, and a growing concern for victims' rights have fuelled support for harsher and longer sentences.

Canada's *Corrections and Conditional Release Act* (CCRA) was developed in a climate where many similar concerns prevailed. Yet, 10 years following the promulgation of the CCRA, the country's incarceration rate is decreasing while measures of public safety are increasing. How and why these results were achieved are questions worth considering as the CCRA approaches its 10th anniversary.

REFORMS GO HAND IN HAND

There are clear links between penal reform and criminal justice reform in Canada. During the 1970s, Canada's penitentiaries underwent a period of prolonged unrest and violence. The 1976 Report to Parliament by the Sub-Committee on the Penitentiary System in Canada concluded that the significant problems in the penitentiary system were related to an absence of goals for the entire criminal justice system.

This observation was consistent with earlier accounts, including the 1969 report of the Canadian Committee on Corrections and various studies conducted during the 1970s by the Law Reform Commission of Canada. Prison unrest, as well as the public's growing dissatisfaction with other components of the criminal justice system, signaled the urgent need to review the 90-year-old Criminal Code of Canada and its related infrastructure.

Subsequently, in 1979, all federal and provincial ministers responsible for the various aspects of the criminal justice system agreed to a criminal law review—a thorough and broad-based study aimed at expediting the enactment of a modern, responsive Canadian criminal law.

REVIEW FRAMEWORK

The Criminal Law in Canadian Society (CLICS), published by the Department of Justice in August 1982, provided a strong framework for this review. To guide the considerable work that would span the next decade and a half, the following definition (taken from CLICS) was used as a baseline:

"The purpose of the criminal law is to contribute to the maintenance of a just, peaceful and safe society through the establishment of a system of prohibitions, sanctions and procedures to deal fairly and appropriately with culpable conduct that causes or threatens serious harm to individuals or society."

At the time this definition was developed, many believed that the existing criminal law and the manner in which it was administered frequently resulted in the unnecessary use of incarceration.

Based on information obtained from the criminal law review project, the government produced "Directions for Reform," a consultation paper that included draft legislation covering sentencing, corrections and conditional release. "Directions for Reform," aimed to improve the criminal justice system in several ways:

- Promote clear purposes and principles.
- Rebuild public trust; respond to public fears about crime and concerns about criminal justice; and promote better public understanding of crime and criminal justice.
- Promote greater equity and predictability in the system and in the decisions made about individual offenders, including women and Aboriginal inmates.
- Increase the effectiveness of sentencing, sentence administration and conditional release by improving the capacity to assess, rehabilitate and reduce the risk presented by offenders, now and in the future.
- Promote restraint in the use of criminal sanctions, and encourage the most effective use of resources.
- Reduce the over-reliance on imprisonment, and promote alternatives.

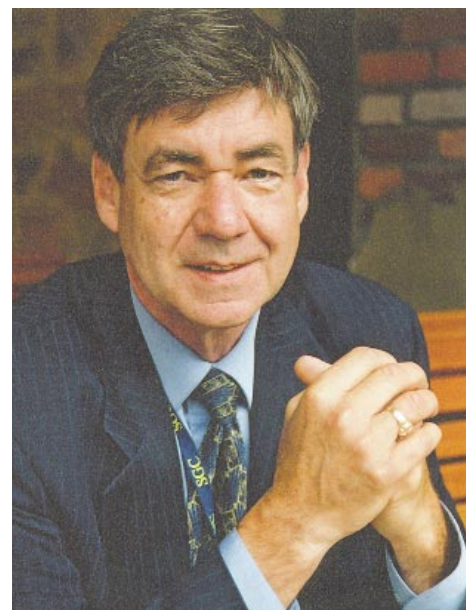
Enabling these measures occurred in two steps: promulgation of the CCRA, November 1, 1992, and amendment of the Criminal Code and the CCRA in 1996. At the end of this period, "the maintenance of a just, peaceful and safe society" was included as a common element in the purpose statements of the sentencing guidelines contained in the Criminal Code and the purpose statement of the CCRA.

TWO COMPONENTS UNDER ONE ROOF

The CCRA situated in one place legislation previously contained in the *Penitentiary Act* (1868) and the *Parole Act* (1959) and underscored the dual purpose of corrections:

"The purpose of the federal correctional system is to contribute to the maintenance of a just, peaceful and safe society by

- (a) carrying out sentences imposed by courts through the safe and humane custody and supervision of offenders; and
- (b) assisting the rehabilitation of offenders and their reintegration into the community as law-abiding citizens through the provision of programs in penitentiaries and in the community."



Fred Mohlmann

The decision to retain parole was based on public support and on research that proved parole was an effective instrument for protecting public safety.

Several measures indicate that the guidelines introduced by the CCRA have contributed to an increase in public safety.

THE DECISION TO RETAIN PAROLE

During the criminal review process, consideration was given to the possibility of eliminating conditional release (parole and statutory release) on the assumption that sentences awarded would be shorter, but the offender would be incarcerated for the entire duration of the sentence. The rejection of this proposal was based on public support and on research that proved parole was an effective instrument for protecting public safety.

While parole and short-term release were retained under the CCRA, their use was subject to several restrictions and other measures to strengthen public protection and maintain public confidence.

The retention of conditional release subject to these provisions allowed for the continuing delivery of public safety without resorting to measures requiring the construction of additional prisons or measures that would result in prison overcrowding. Historically, about 40% of federal offenders are supervised on conditional release while the other 60% remain incarcerated. This ratio has not changed since the implementation of the CCRA.

EVALUATING THE CCRA

Several measures indicate that the guidelines introduced by the CCRA have contributed to an increase in public safety. In 1994–95, the

total number of convictions for violent offences by offenders on all forms of conditional release was 339. This fell to 188 by 2000–01. Declines in total number of convictions for violent offences are reflected in the rate of violent crime committed by supervised offenders for the same period. In 1994–95, the conviction rate per 1,000 offenders on day parole stood at 58—in 2000–01 it had fallen to just 18. Similar reductions occurred for offenders on full parole and statutory release during this period.

SENTENCING REFORMS

Sentencing reforms followed the implementation of the CCRA. These reforms, introduced in September 1996, included:

- sentencing objectives and principles included in the *Criminal Code*;
- alternative measures programs;
- creation of conditional sentences.

These measures contributed to a significant reduction on the reliance of incarceration while maintaining public safety.

STUNTING THE GROWTH OF PRISON POPULATIONS

Growth in Canada's prison population continued unabated throughout much of the period during which the CCRA and the amendments to the *Criminal Code* were developed. In fiscal year 1980–81, Canada's incarcerated population was 22,735. Of these inmates, 14,090 were in provincial facilities and 8,645 were in federal institutions. By 1994–95, this total had grown to 33,759—19,811 provincial and 13,948 federal—for an incarceration rate of 136 per 100,000 general population.

Starting in January 1995, federal and provincial governments collaborated to develop practical solutions to arrest this alarming and unsustainable growth. These included substance abuse treatment; community-based programs for low-risk offenders; increased use of diversion programs; alternative measures

restorative justice and mediation; and risk assessment methods and technologies.

These measures contributed to a reduction in Canada's combined federal and provincial prison population: from 34,041 in fiscal year 1996–97 to 31,467 in 1999–00. Projections are that Canada's federal prison population will increase at a rate of just over 1% during the next three years.

THE ONE CONSTANT: PUBLIC FEAR OF CRIME

The significant strides in reducing Canada's overall reliance on incarceration occurred at the same time as police-reported crime fell to its lowest level since 1979. Even so, Canadians' fear of crime continues to grow. Various polls and survey groups have demonstrated that many Canadians believe that crime is increasing and has become more violent, and that the criminal justice system is too lenient and inconsistent. However, support for the use of non-custodial sentences for non-violent offences remains strong, even among those who favour harsher sentences for some crimes.

This underscores the prominence of ongoing public education to maintain effective long-term criminal justice policy in a democratic society where public perceptions and opinion can often persuade elected officials to adopt "tough on crime" platforms, which tend to place greater emphasis on the increased use of incarceration.

A SUCCESSFUL START, A PROMISING FUTURE

During the past 10 years, the CCRA, along with sentencing reforms, has brought Canada significantly further down the road to a just, peaceful and safe society. Certainly more ground remains to be covered. How much further we can and will go remains to be seen. The answer depends to a great extent on how criminal law and its supporting institutions are able to work both individually and in harmony, and on the public's acceptance of the results. Whatever the answer, it will invariably be reflected in Canada's incarceration rate and in our prison populations. ♦

CSC Takes Part in the 14th International AIDS Conference

By Odette LeBlanc-Pellerin, Regional Chief, Clinical Services, Atlantic Region



Conference registration

The 14th International AIDS Conference was held in Barcelona, Spain, July 7–12, 2002. Canada (federal government and non-government representatives) has been a participant at all world AIDS conferences and has hosted the international conference twice: in Montreal in 1988 and Vancouver in 1996. Toronto has been confirmed as the location for the conference in 2006.

The sheer number of participants at this year's conference—15,000 delegates from 150 countries—reflects the gravity of the AIDS epidemic, referred to by one of the closing speakers, Nelson Mandela, as “the disease that has unleashed a war on humanity.” Now, two decades in, the AIDS pandemic kills someone every 10 seconds (a pandemic is an epidemic that is broadly occurring over more than one continent at a time).

CONFERENCE PARTICIPANTS

The “Canada Booth,” which was developed for the last conference in Durban, South Africa, in 2000, was re-installed in the Exhibits Hall of the Fira de Barcelona. Four federal departments participated in the booth: Health Canada, the Correctional Service of Canada (CSC), the Canadian International Development Agency and the Canadian Institute of Health Research. Richard Johnson, Regional

Co-ordinator, Health Services, Prairie Region, and I were the privileged CSC spokespersons for the event. Several Canadian HIV/AIDS organizations and Canadian Strategy on HIV/AIDS partners, such as the HIV/AIDS Legal Network and the International Council of AIDS Service Organizations, were also represented, with the Canadian delegation being led by Susan Whelan, the minister responsible for international co-operation.

This medical conference was attended by some of the world's most renowned

scientists and researchers presenting their latest findings. Many of the experts, such as Drs. Robert Gallo, Anthony Fauci and Paul Volberding, have been associated with the epidemic since the disease was initially diagnosed in the early 1980s.



Freshly painted mural across from Canada booth

CONFERENCE PROGRAM

The conference program was devised so that all participants, whether science- or community-oriented, could learn from one another and return to their work settings with new knowledge. In addition to the hundreds of keynote presentations, skills-building workshops and poster sessions, the informal networking opportunities were exceptionally valuable in that we were able to share our

experiences with many who are struggling with the same issues.

FOCUS NOT ON PRISONS...YET

CSC is definitely considered a world leader in terms of prevention and treatment of HIV/AIDS, the main themes of this year's conference. However, prisons attracted scant media attention given the emphasis placed on the political action necessary to acquire the \$10 billion per year for the purchase of medication, particularly for those affected in Third World countries. (Of the 40 million people infected throughout the world, 28.5 million live in sub-Saharan Africa.) Activists also decried the situation of women in many of these countries. Empowerment of women is a recurrent point of issue given that gender inequality most often renders women defenseless against this infection.

CLEAN UP OUR ACT

Of the recommendations tabled at the final plenary session, the one that may place CSC under greater scrutiny during the conference in Toronto in 2006 is that of providing clean needles to injection drug users in prison.

Several European countries, such as Spain, Germany and Switzerland, and jurisdictions in Australia have been running highly successful needle exchange programs for a number of years in their prisons.

TAKE PRIDE IN PROGRESS

However, CSC offenders have had access to top-notch health care for a number of years. Many of our infected inmates are among the first to receive the latest anti-retroviral medications, of which there are now 17 on the market. CSC is also to be commended for its harm reduction measures introduced over the last decade (e.g., condoms, bleach, methadone, substance abuse programs).

Richard Johnson commented, “The conference provided an excellent opportunity to compare the similarities of CSC's infectious diseases strategies with those of other countries and agencies. It was satisfying to see that CSC is a pacesetter in the global correctional community.” ♦

Habitat for Humanity

By Bill Rankin, Communications Officer, Communications and Consultation Sector

On August 16, 2002, five members of a Correctional Service of Canada (CSC) team rolled up their sleeves, sawed boards, pounded nails and brought a house for needy people one step closer to completion.

This year, Habitat for Humanity, National Capital Region (HFH-NCR), in partnership with HFH-Canada, was proud to host the eighth annual Ed Schreyer Work Project from August 9–16, 2002. During this time, HFH-NCR built 10 homes on a site between Goth Avenue and Daoust Avenue—an ideal location for families due to its

proximity to schools and a community centre. Additional funds were raised for the project through 50/50 draws held at National Headquarters throughout the month of August.

Habitat for Humanity is an independent, non-profit organization dedicated to building simple, decent and affordable homes in partnership with families in need. The organization itself is built on the premise that decent housing is a fundamental human right.

Habitat is not a give-away program but a joint venture among prospective homeowners, businesses, individual donors and volunteer workers. The organization, founded in 1976, currently works in over 60 countries and has successfully built more than 100,000 houses worldwide. Habitat's most famous volunteers are former U.S. President Jimmy Carter and his wife Roslyn. ♦



The CSC construction crew.

Left to right: top row: Jim Murphy, Tim Byrne, André Landry. Middle row: Everett Dunhan, Lucie McClung, Jane Miller-Ashton. Bottom row: Christine Cloutier, Laura Contini



First 50/50 winner Alma Ianiro, Audit and Accreditation Branch (centre) with Habitat for Humanity champion Laura Contini and Pierre Allard, Assistant Commissioner, Community Engagement Sector

International Experts Forum Setting the Agenda for Correctional Research on Substance Abuse

By Suzanne Leclerc, Communications Executive, Communications and Consultation Sector

By reducing the negative consequences of substance abuse, CSC contributes to safer communities.

The Addictions Research Centre (ARC) of the Correctional Service of Canada (CSC) proudly organized the International Experts Forum on Addictions and Criminal Justice, held in Charlottetown, Prince Edward Island, from April 30 to May 2, 2002. The event was co-sponsored by two CSC partners, the Canadian Centre

priority-setting exercises, experts expressed views on their correctional systems and the drug and alcohol issues within their institutions, and identified main areas for research and development activities to address the problems of substance abuse in correctional settings.

Both Canadian officials and their world counterparts greatly benefited from the exchange of information. A full report on the priorities identified at the conference has been produced.



Left to right: Michel Perron, CEO, CCSA; Lawrence MacAulay, former Solicitor General; Commissioner Lucie McClung, CSC

on Substance Abuse (CCSA) and the University of Montréal's Centre international de criminologie comparée (CICC).

The conference had several goals: to establish priorities for research and program development in substance abuse in corrections; to develop opportunities for collaborative work; to learn about corrections and substance abuse in attending countries; and to learn about unique interventions to address substance abuse problems.

A VALUABLE EXCHANGE OF INFORMATION

The Forum, the first of its kind in Canada, attracted more than 160 delegates from 12 countries—from representatives of provincial and territorial correctional agencies to community addiction agencies and international researchers and experts. Through a series of plenary sessions, workshop presentations and

Experts identified over 160 areas for research that will be studied and used to create a focused plan for research and development over the next five years. The following priority areas were among those identified:

- National and international collaboration is essential to improve research and identify needs in knowledge.
- Results of research must be shared with operational staff.
- More program evaluations are needed to identify best practices.
- Increased research is required in areas such as FAS/FAE (fetal alcohol syndrome/effects), infectious diseases, and alternatives to incarceration.

REPORT ON THE IMPACT OF SUBSTANCE ABUSE ON CRIME

At a press conference during the Forum, Solicitor General Lawrence

MacAulay and Michel Perron, Chief Executive Officer, CCSA, released a national study on substance abuse and crime in Canada. The authors of the study are Dr. Kai Pernanen, National Institute for Alcohol and Drug Research, Norway and Uppsala University, Sweden; and Dr. Serge Brochu, Director of the CICC. The report, *Proportions of Crimes Associated with Alcohol and Other Drugs in Canada*, is the culmination of three years of research and provides major insight into the relationship between crime and substance abuse. Based on interviews with 10,000 men and women offenders in provincial and federal institutions, the report establishes a clear, causal link between drinking too much, using illegal drugs and breaking the law. It indicates that alcohol intoxication predominated in the various violent crimes committed by federal offenders.

"The report represents an important step forward in our understanding of the impact of substance abuse on Canadian society," said Mr. MacAulay. "Its findings and statistical data will be used to develop future policies and treatment programs for offenders with a substance-abuse problem."

To learn more about the report, visit the Solicitor General's Web site, www.sgc.gc.ca



Left to right: Kelvin SY Pang, Deputy Commissioner, Hong Kong Correctional Services; Dr. Larry Motiuk, Director General, Research, CSC; Mathias KC Chan, Chief Officer, Research, Hong Kong Correctional Services

METHADONE MAINTENANCE TREATMENT PROGRAM

Another point of interest raised at the press conference was the announcement by CSC Commissioner Lucie McClung of the expansion of the Methadone Maintenance Treatment (MMT) program. "CSC is constantly working on new treatment programs for offenders with addiction problems," said Commissioner McClung. "The Methadone Maintenance Treatment program has proven beneficial to offenders with addictions and is now more widely available in the federal correctional system."

Methadone is a well-recognized and accepted medical treatment that is used as part of a substance abuse program for people who suffer from addiction problems. The MMT program is an important measure to help curb the spread of HIV and other infectious diseases in federal penitentiaries. CSC has a public health responsibility to do what it can to reduce the transmission of infectious diseases and to ensure a safe, drug-free environment so that offenders can be safely reintegrated into the community as law-abiding citizens. Methadone, combined with substance abuse programming and counseling, is intended to help offenders gradually disengage themselves from all drug use, which will inevitably reduce their risk of re-offending. ♦

Pedalling for a Good Cause



By Troy Demers, Project Officer, Community Engagement Sector

On Saturday, April 27, 2002, 14 Correctional Service of Canada (CSC) employees, one National Parole Board (NPB) employee and several friends participated in the Big Bike for Stroke in Osgoode, Ontario. The event raised more than \$26,400 to support the fight against heart disease and strokes.

Participants were promised teamwork, fun, fitness and a unique way of fundraising. "This ride is a great idea and it supports a great cause," says Scott Harris, A/Director, Restorative Justice and Dispute Resolution Branch, the team's captain, and event participant. Mr. Harris, a resident of Osgoode, is also a member of the local Lions Club, which assisted the Heart and Stroke Foundation of Ontario in organizing the event.

The "big bike" is a 30-seat bicycle equipped with a Sony CD sound system, which made the journey very enjoyable. The most sought-after seat on the bike was the "easy" seat. It is normally reserved for the team's top fund-raiser, but the team chose the oldest participant to ride in style and comfort. Tom Hall sat on an extra-padded seat, had no pedals to push, and was even given a king's crown to wear on the ride.

The route began at the Community Centre. The team rode the Big Bike for Stroke approximately two kilometres through the neighbourhood. Many people along the route showed their appreciation by cheering and clapping.

The CSC team raised in excess of \$1,000 thanks in no small part to the support of their colleagues and sponsors at National Headquarters. They also received hats, T-shirts and umbrellas for their efforts.

The Big Bike for Stroke is an important fundraising program of the Heart and Stroke Foundation. Thank you to all those individuals who contributed to its success. Next year, we hope to see an increase in CSC's participation.

Gardner's Plum Production produced a five-minute DVD featuring highlights of the event. For more information, call (613) 230-5567. ♦



CSC team members on the 30-seat Big Bike for Stroke

Dark Paths, Cold Trails

By Bill Rankin, Communications Officer, Communications and Consultation Sector

A new book by author Doug Clark, *Dark Paths, Cold Trails*, credits Correctional Service of Canada (CSC) employee Shelley Hassard, Director, Enhanced Services Unit, Keele Community Correctional Centre (CCC), with playing a major role in solving a notorious murder case more than ten years after it occurred.

Eleven-year old Alison Parrott was kidnapped, sexually assaulted and murdered in the late summer of 1986. It was a horrifying case that struck fear in the hearts of Toronto parents and led to a great outpouring of grief for the child and her family. Despite a deluge of possible leads, police were unable to come up with a firm suspect at the time.

Months later Francis Roy was transferred to Hassard's caseload. Like many of CSC's sex offenders, he had been interviewed by homicide detectives shortly after the crime, and cleared of any involvement. Within weeks, Hassard nonetheless grew suspicious - his very positive presentation simply did not match the sadistic sexual crimes already on his record. She had a strong feeling that the model supervision case was just too good to be true.

Recognition for her actions

In late November, Shelley Hassard received a commendation award. The presenter had these words to say about her actions:

"Ms. Shelley Hassard is known for demonstrating exemplary professionalism and dedication to public safety through her actions in assisting police to solve a particularly notorious homicide. Her commitment and persistence in this case led directly to the arrest and conviction of a murderer some ten years after the fact."

After some detective work and a careful file review - Shelley submitted a detailed document to homicide officers outlining her concerns, entitled *Reasons Why Frank Roy is a Good Suspect in the Alison Parrott Murder*. The first section concerned Roy having a chance to meet Parrott. Hassard knew he was in the High Park running club, where Alison also trained, and was familiar with track jargon.

He's Done It Before was the title of another section in Hassard's outline. In Roy's previous crimes she noted the victims were lured to isolated spots. "They both met the subject casually and trusted him enough to be tricked," she wrote. "Roy is a convincing liar and is not threatening in appearance. He is of a small stature, has a boyish enthusiasm and winning smile. He is likable, has the gift of gab, is reasonably articulate and is confident."

In *Roy's Psychological Makeup* she wrote that while he was in Kingston Penitentiary, Roy registered a sadistic response to phallometric testing. She also learned that Roy was diagnosed with an anti-social personality disorder.

Hassard wrote: "He also thinks he's a good criminal and would not get caught." Her report said Roy had ongoing problems with anger control that sprang from a female-dominated background.

"In my opinion," Hassard stated to Toronto Police, "the MO [modus operandi] is similar to the Parrott case. I know that Roy was previously investigated and cleared, but I think he is worth a second look."

Roy was placed under surveillance for other sex crimes but police never considered him a prime suspect in the Parrott murder, once he had been initially cleared. It was with some degree of trepidation that Shelley supervised him for almost a year, before he transferred to Vancouver.

The case eventually went cold but each year Toronto newspapers tried to revive public interest by publishing a desperate appeal: anyone with information about Alison Parrott's murder, please step forward. Once again, Shelley contacted the police in 1996, and was surprised to encounter the same officer who had originally handled the case. She refaxed the same document to him, and offered to help locate the offender, who by then, she knew, had moved back to Toronto.



Shelley Hassard

The following day she received a call from Detective Sergeant Vic Matanovic, the founder of the Toronto Police Cold Squad (at this point a squad of one, concerned with solving old cases). He said that Roy had come under his scrutiny in relation to the series of murders of Vancouver prostitutes that has recently seized headlines. Roy had lived in British Columbia from 1988 until 1991.

As a result of this possible connection, and Matanovic's own analytical abilities that had simultaneously drawn him to Roy, in relation to the Parrott homicide - as well as information brought forward from Vancouver policing authorities who had reviewed the CSC file - Detective Sergeant Matanovic zeroed in on Roy. On July 25, 1996 - 10 years to the day after Alison disappeared - DNA evidence from cigarette butts confirmed his involvement in the Parrott murder. Roy was apprehended within days, tried, convicted on April 13, 1999, and is now serving a life sentence in Kingston Penitentiary for Parrott's murder.

"This was a most fascinating and dangerous case to be involved with," comments Shelley, "I am relieved that Francis Roy has finally been brought to justice, and I am very pleased about the contribution that I was able to make on behalf of CSC." ♦

Youth Speak Out Public Service Week

By Bill Rankin, Communications Officer, Communications and Consultation Sector

"It was a day on which young people could express their views and be heard by management," said Matthew Byer, a 28-year-old project officer with the Offender Management System Renewal Project.

Byer was one of two young Headquarters staff chosen to attend a special Treasury Board-sponsored Youth Day get-together for young professionals at the RA Centre in Ottawa during National Public Service Week (NPSW). The event offered the group the opportunity to hear speakers discuss various management issues and to meet and "network" with other young staff from across the country.

"We were encouraged to speak our own minds," commented Nesrine Harb, an analyst with Human Resources. "Many young people contemplating joining the federal

public service are concerned about issues such as career paths. Personally, I've found that if you work hard and you have managers that take an interest in your career, it opens the field up to many opportunities."

Irving Kulik, Assistant Commissioner, Correctional Operations and Programs, and NPSW "champion" for the Correctional Service of Canada (CSC) commented that feedback concerning Youth Day and other events of the week was very positive.

The focus on youth events stems from the fact that in the next five to seven years, approximately 7,000 CSC staff will be eligible to retire. As stated in the 2001 Speech from the Throne, there's a strong need to attract "bright, motivated young women and men to accept the challenge of serving their country in the federal public service." ♦

Jim Roberts Honoured

By Bill Rankin, Communications Officer, Communications and Consultation Sector

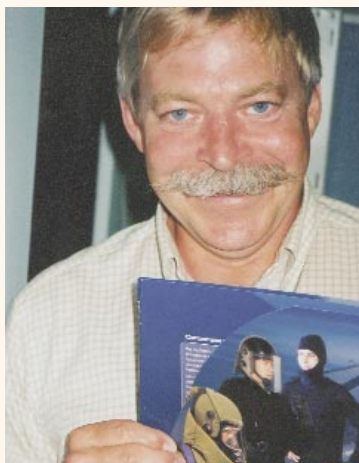
Jim Roberts, Director, Security Technology, was honoured at a Canadian Standards Association (CSA) awards ceremony in Victoria on June 17, 2002. Roberts received an award for his dedication and leadership in the development and use of CSA head and face protection standards for law enforcement and correctional officers in Canada.

"This award is our way of recognizing the outstanding contributions our volunteers make to CSA every year," said Pat Keindel, President, CSA. "Their commitment and leadership are the backbone of this organization."

Roberts demonstrated this commitment through his involvement with CSA and his duties as director of security technology at the Correctional Service of Canada. Developing head protection for correctional officers to be used during disturbances and other emergency situations has been one of his main goals. The realization of this goal prompted the initiation of a safety measure that must please Roberts: it is now mandatory that those in the field of corrections use

protective equipment that meets CSA standards.

"The new helmets will soon be ready for on-site testing by our internal emergency response teams," says Roberts. "The operational requirements were defined before the helmet was designed, so it should stand up well in real situations." ♦



Jim Roberts with a pamphlet illustrating the new CSA-approved equipment

CSC Videos Win Film Festival Awards

By Bill Rankin, Communications Officer, Communications and Consultation Sector

Congratulations to Suzanne Kukko of Carleton Productions! The Ottawa producer's video *From Nothing to Something: The NOVA Project* recently won first prize at the American Correctional Association's (ACA) 2002 Video Festival.

The half-hour video was created in collaboration with CORCAN and the Women Offenders Sector. Earlier this year, it earned the Gold World Medal at the internationally acclaimed New York Festival.

The video *Creating Choices, Changing Lives* was also honoured in the second place winners category for the ACA 2002 Video Festival.



A scene in the *Creating Choices, Changing Lives* video

The awards were presented to Suzanne at the ACA Congress of Corrections in Anaheim, California, August 3-8, 2002, and featured in the American publication *Corrections Today*.

"It's pretty amazing that the American Correctional Association has its own film and video festival," says Suzanne. "I was really happy that Carleton and the Correctional Service of Canada [CSC] won these awards. As a production company, it's always nice to get recognition for your work. It's also a great platform for CSC to share some of its policies and programs with its American counterparts."

Senior Deputy Commissioner Nancy Stableforth commented that *Creating Choices, Changing Lives*, "is a top-notch documentary that serves to educate the public about the reality of the federal correctional system for women offenders in Canada." ♦

Letters to the editor



Don't Dream Your Dreams – Live Them!

Ms. Bernadette Lockett, a correctional officer from Sudbury Prison in England, spent three months last year on an exchange between Her Majesty's Prisons and the Correctional Service of Canada (CSC). She worked in two Quebec institutions and lived in Montreal during her stay. Her curiosity and enthusiasm won her many friends here in Canada and she gained considerable insight into how our system works. Bernadette would like to return to Canada and work full-time for CSC.

Printed below is her letter to the Editor-in-Chief of Let's Talk.

Dear Sir,

I would like the people of Canada to know how much I appreciated the kindness and friendship that was bestowed upon me, and what better way than to put it in print!

Friday, May 4, 2001—a date I shall never forget. After three years of writing numerous letters to penitentiaries across the United States and Canada, the sweat and tears finally paid off.

I was offered a three-month foreign exchange. Hurray! A chance to fulfill a dream, and oh! what a dream: to work in a penitentiary in Canada (two, actually) and learn how the Canadians operated.

Quite honestly, I wouldn't have missed any of it for the world. It was a journey of discovery, not only of Canada and its lovely

people, but an all-important self-discovery. I was welcomed into so many people's homes and treated like one of the family. It was so very touching and heart-warming.

And so it was, as I sat on the plane, returning to England, the tears started to roll. Not only was I leaving a beautiful country and my new friends behind, I was also leaving my heart!

Thank you to all the many, many people in Canada who helped me to achieve my dream.

Bernadette Lockett
Her Majesty's Prison
Sudbury, Ashbourne, Derbyshire
England

Let's Talk Creates Interest in Africa

After receiving the most recent issue of *Let's Talk*, Amos Kwabena Antwi from the Krachi Local Prison in Ghana, West Africa, was inspired to write a letter to Commissioner Lucie McClung. He had read Ed Muise's article about working in Kosovo and the unit manager's comparison of the Kosovar system and conditions in the Canadian correctional system. "Congratulations and well done!" says Mr. Antwi.

Articles on reintegration and parole from the same issue, written by Djamila Amellal and Doreen Dinn, piqued Mr. Antwi's curiosity: "Ghana is contemplating making use of the parole system. What are the dangers and

benefits to the community and the inmate?" he asked. He also inquired about victim-offender programs and asked that the Correctional Service of Canada (CSC) send him printed material on many correctional issues.

Mr. Antwi's letter confirms our belief that the messages in *Let's Talk* are of global interest. It also shows that principles embodied in the CSC Mission transcend cultural and geographical boundaries.

From Four to Three Issues

Starting this fiscal year, publication of *Let's Talk* goes from four to three issues per year.

We're looking at this change in a positive way. It means we can write more in-depth stories and choose the best that our contributors in the regions have to offer—stories that will reflect best practices across the Service, grab your interest and, hopefully, inspire you.

Our writers will still be on the lookout for CSC employee best practices that we can share with all of you. We hope to meet you soon and we also hope our articles will be an opportunity for your colleagues across Canada to get to know you better.

Pierre Simard
Editor-in-Chief
Let's Talk

LEADERSHIP Renewal

National Headquarters

Pierre Bernier
Director, Security
Operations and
Procedures
Effective
September 3, 2002

Anne Kelly
Director General,
Offender Programs and
Reintegration
Effective
July 2, 2002

Louis Brunet
Director, Operational
Planning
Effective
August 1, 2002

Bill Staubi
Special Advisor,
Operational Regime
Effective
July 8, 2002

Mike Johnston
Director, Access to
Information and
Privacy
Effective
June 3, 2002

Lisa Allgaier
Director General,
Aboriginal Issues
Effective
November 4, 2002

Regions

Bernie Pitre
Executive Director,
Prairie Regional
Psychiatric Centre
Prairie Region
Effective
September 3, 2002

Brenda Lepage
Warden, Riverbend
Institution
Prairie Region
Effective
September 3, 2002

Bill Peet
Special Advisor to the
Prairie Regional
Deputy Commissioner
Prairie Region
Effective
September 3, 2002

Peter Guenther
Warden, Saskatchewan
Penitentiary
Prairie Region
Effective
September 3, 2002

CSC in Namibia

By Bill Rankin, Communications Officer,
Communications and Consultation Sector

Four Correctional Service of Canada (CSC) staff returned from Africa recently after completing a three-month teaching assignment with the Namibian Correctional Service. Instructors Vince Streukens, Chris Van Duyse, Leslie Ottenhoff and Brooke Weeks feel the trip was a complete success after delivering four training programs (two each for correctional officers and parole officers) and one managers' overview program.

"Due to some cultural differences and the lack of institutional experience for some participants, there were a few initial obstacles in the training," said Brooke Weeks, "but with a little adaptation, they were overcome! For me, learning about the various cultures and approaches to corrections was extremely fascinating."

In their spare time, the Canadians basked under the equatorial sun and dodged the occasional torrential downpour. They toured Namibia's famous wildlife parks and sampled the local cuisine that features a variety of "bush meat"—ostrich and kudu, and plenty of barbecued lamb.

The small nation on the south Atlantic coast of the continent holds 13 penal institutions with a total inmate population of approximately 5,000. Most offenders have been sentenced to three years or less for property crimes. Drugs and violent crime are not significant problems in Namibian society; however, AIDS and tuberculosis run high in the general and prison populations.



Commissioner Evaristus Shikongo (right) and Deputy Commissioner John Nyoka



Brooke Weeks (front row, centre) with her first parole officer class

"Due to some cultural differences and the lack of institutional experience for some participants, there were a few initial obstacles in the training, but with a little adaptation, they were overcome! For me, learning about the various cultures and approaches to corrections was extremely fascinating."

Brooke Weeks, instructor

"We have a vision of becoming one of the best correctional services in Africa, and CSC is helping us to reach our goal."

Commissioner Evaristus Shikongo

In a shift from traditional methods of prison management to a case management approach, Namibian correctional authorities signed a memorandum of understanding with CSC in May 1999. Since then, eight senior CSC officers have visited Namibia to formulate annual plans of action for the coming years.

"We can see that there is a lot to be learned from CSC," commented Namibia Commissioner Evaristus Shikongo on a recent tour of Canadian institutions. "We have a vision of becoming one of the best correctional services in Africa, and CSC is helping us to reach our goal." ♦

Canada • Lithuania Mission Accomplished!

By Bill Rankin, Communications Officer, Communications and Consultation Sector

In 1999, the Correctional Service of Canada (CSC) launched an ambitious project in co-operation with the government of Lithuania to reform the correctional system of this former Soviet satellite. Now, three years later, the Canada/Lithuania Corrections Project (CLCP) has been completed and has been highly successful in realizing its major activities and objectives.

Lithuania emerged from beneath the rubble of the collapsed Soviet Union in the early 1990s as an independent country faced with enormous challenges in all aspects of economic and social development. Despite the country's struggling economy and limited resources, the government took a particular interest in human rights standards and rules for penitentiaries, with a view to one day becoming a member of the North Atlantic Treaty Organization (NATO) and the European Community.



Shandy-Lynn Briggs (second from left) with a delegation of young Lithuanians. Left to right: Eva Deveikyte, Saulius Rajuncius, Viktorija Buzaitė, Virginija Vinogradnaite



Left to right: Terry Sawatsky, Executive Director, Pacific Regional Health Centre; Dru Allen, Vanda Simanis, Shandy-Lynn Briggs

The project—funded in part by the Canadian International Development Agency—involved participants from Lithuania and CSC criss-crossing the Atlantic Ocean over the last three years to review, evaluate and give advice on the project's major components: Lithuanian criminal and penal codes, administration, NGOs training, and projects concerning juvenile and female offenders.

"We were successful in creating a shift in the thinking of many of the key influential correctional experts, from punishment to rehabilitation and from community rejection to community involvement," comments Dru Allen, Director General, Organizational Renewal. Allen was a key player in the project for three years and made 11 trips to Lithuania during that time.

Besides meeting all the intended goals, project participants forged friendships and professional partnerships through numerous study tours to both Lithuania and Canada. In particular, a number of young people want to play a continuing role and create community-based corrections.

CSC Parole Officer Shandy-Lynn Briggs met one delegation of young Lithuanian professionals who visited Canada and helped them focus their energies on developing a plan of action to take home with them.

"It was fantastic to have the opportunity to follow up on the action plan with a visit to Lithuania," comments Shandy-Lynn. "The 10-day visit demonstrated what a success the Toronto study tour had been."

Current project leader Vanda Simanis says, "The project showed what a progressive and caring system we have in Canada and the importance we place on the goal of long-term public safety and rehabilitation. It showed how Canadian correctional and justice officials from the federal, provincial and NGO sectors work together to provide a high level of expertise to another country. The CLCP is another example of CSC's ability to make a strong contribution in the international arena." ♦

Justice BEHIND THE WALLS

By Bill Rankin, Communications Officer, Communications and Consultation Sector

How have the effects of the Correctional Service of Canada's (CSC) Mission and the *Corrections and Conditional Release Act* played out in federal penitentiaries across the country? That's the question that Michael Jackson (not the guy with the glove!)—law professor, Queen's Counsel, human rights advocate and author—tries to answer in his new book *Justice Behind the Walls*.

him to complete his 600-plus-page study. In it he sought to contrast today's correctional policy with operational reality inside federal penitentiaries. His talk was a complex yet very lucid weave of philosophy, history, legislative changes and landmark court decisions, spun from Jackson's years of experience observing hundreds of disciplinary hearings and segregation review boards.

One of Jackson's main goals in writing his new work was to stimulate debate amongst correctional staff and the public about the nature of imprisonment in Canada. It was obvious from his audience's reaction during the question period that he had succeeded.

The author also took a moment to digress from his own work and comment on the recent publication of *Con Game* by Michael Harris. "What Michael Harris in fact delivers is a bill of goods calculated to inflame public fear. In the process, Mr. Harris manages to misread the history of correctional

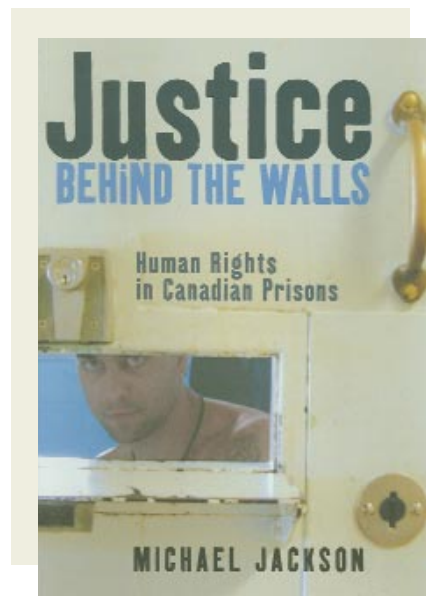
policy, misinterpret the relevant law (including the impact of the *Canadian Charter of Rights and Freedoms*) and gets many of the facts wrong."

Justice Behind the Walls is available in hardcover from Douglas & McIntyre or on Mr. Jackson's Web site, free of charge: www.justicebehindthewalls.net ♦



Author Michael Jackson at the May 7 discussion with Shereen Benzvy Miller, Director General, Intergovernmental Affairs

At an informal discussion hosted by the Policy, Planning and Co-ordination Sector and attended by many CSC staff in Ottawa on May 7, Mr. Jackson described the impetus that led



CORCAN



CORCAN Marks 10th Anniversary

By Ellen Henderson, Senior Communications Advisor, CORCAN

A decade after its inception, CORCAN marked its 10th anniversary with a stellar performance, exceeding its business plan goals and ending the year "in the black." Here are some of the highlights:

- The organization established 25 employment centres across the country, placing over 1,100 offenders in real jobs and helping another 500 enroll in full-time education; in total it served over 1,930 clients.

- On the reintegration front, CORCAN introduced two standardized assessment tools, both of which are industry standards and used worldwide by human resources specialists.

- Over 5,100 inmates were employed over the year, of which 96 per cent successfully completed their work assignments.

- There is no better endorsement of a company's performance than repeat business. Satisfied customers have returned to CORCAN again and

again over the year, resulting in an 18 per cent increase in revenue.

- Inmates spoke eloquently about CORCAN's ability to help prepare them for life "on the outside."

Looking back over the last 10 years, Chief Executive Officer Sudin Ray commented, "The years have taught us many lessons as we weathered the growing pains of a new and innovative organization. Yet.... it seems we have just begun our journey as a living organization." ♦

Awards Luncheon St. Leonard's Society of Canada and LifeLine

By Jodi McDonough, Project Officer, Community Initiatives

Photos: David Whiteley

From May 31 to June 1, 2002, the St. Leonard's Society of Canada (SLSC) gathered in Montreal, Quebec, for its annual general meeting. In conjunction with the annual SLSC meeting, LifeLine held its yearly national meeting, bringing together InReach workers, sponsoring agencies and regional co-ordinators from across the country.



During the meeting, the SLSC hosted the Ken Bolton Symposium, as well as the annual awards luncheon. While Bolton Day served to raise awareness on the issues surrounding community safety, crime prevention and future challenges, the awards luncheon provided everyone with the opportunity to celebrate the progress, accomplishments and exceptional contributions made by individuals in the area of community corrections.

During the meeting, the SLSC hosted the Ken Bolton Symposium, as well as the annual awards luncheon. LifeLine also presented its annual Tom French Awards, honouring those individuals whose efforts and dedication have greatly contributed to the advancement of the LifeLine concept.



Awards were presented to a number of St. Leonard's staff and volunteers. Gilles Thibault, a retired Correctional Service of Canada (CSC) employee, received the Gallagher Award, and Jim Murphy, Director, Community Initiatives, CSC, earned the Cody Award.

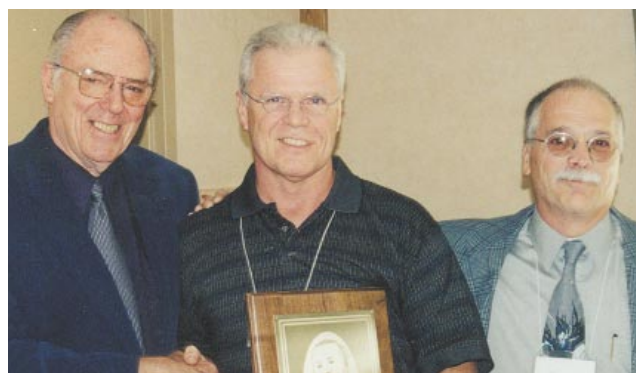
LifeLine also presented its annual Tom French Awards at this luncheon, honouring those individuals whose efforts and dedication have greatly contributed to the advancement of the LifeLine concept: Michel Dunn, Senior InReach worker, Quebec Region; Michel Gagnon, Executive Director, Maison Crossroads, St. Leonard's Society, Montreal; and Wade Wright, Chairman, Lifers' Group, Warkworth Institution. ♦



Left to right: Michel Gagnon, Executive Director, Maison Crossroads, St. Leonard's Society, Montreal; Gilles Thibault, retired CSC employee and recipient of the Gallagher Award; Lucie McClung, Commissioner, CSC



Left to right: Jim Murphy, Director, Community Initiatives, CSC, and recipient of the Cody Award; Elizabeth White, Executive Director, St. Leonard's Society of Canada; Skip Graham, Executive Director, St. Leonard's House, Windsor



Left to right: John Braithwaite, Chairman, LifeLine National Resource Group; Michel Dunn, Senior In-Reach worker, Quebec, and recipient of the Tom French Award; René Durocher, In-Reach worker, Prairies, and In-Reach representative, LifeLine National Resource Group

Cleaning Up Hazardous Waste Quebec Region Shows Vigilance

By Paul Provost, Senior Environmental Advisor

We have to deal with it regularly; we have to handle, store and ultimately dispose of it. Short of reducing our consumption of hazardous materials at the source, we are inevitably responsible for managing hazardous waste once it is no longer used as intended. Environment Canada estimates that each year Canada produces approximately 8 million tons of hazardous waste. This being the case, managing hazardous waste properly is not always clear or easy. However, audits, clean up and follow-ups have been successful in Correctional Service of Canada (CSC) institutions in the Quebec region.

VARIOUS RISKS

Typically, hazardous or special waste accounts for less than 1 per cent of the total weight of waste produced in a penitentiary. It includes materials that may present a human health risk or that are harmful to the environment and generally require special handling or methods of disposal. Whether solid, liquid or gas, hazardous waste can be one or many of the following: explosive, corrosive, inflammable, reactant, toxic, infectious, combustible and/or radioactive. PCBs, used oils, lubricants, paints, pesticides, batteries, solvents and chemical cleansers are products that create the most common institutional hazardous waste.

ATTACKING THE PROBLEM

A major challenge that makes it difficult to manage hazardous waste properly in the institutions stems from the fact that many areas of the institutions use hazardous products daily: workshops, CORCAN industries, garages, hospitals and thermal power plants. Consequently, hazardous materials and hazardous waste are stored in many areas of the institutions, but not always with the same degree of care.

In order to offset this problem and ensure dangerous materials are properly stored, all institutions in the Quebec Region were audited in 2001–2002 to identify differences in relation to the best practices and applicable standards. According to Réjean Gravel, Regional Environmentalist, RHQ-Quebec, “this entire exercise in preventing pollution is part of an overall approach in keeping with the requirement to implement environmental emergency plans in the institutions.” Following these environmental audits, several corrective



Réjean Gravel, Regional Environmentalist, RHQ-Quebec (left) and Guy Gagnon, thermal power plant supervisor, Leclerc Institution in front of a double-bottom pallet with secondary containment (in case the barrels holding hazardous materials/waste leak).



An example of improperly stored hazardous waste

measures were introduced, such as the acquisition of equipment to improve or secure storage for hazardous materials and waste. Finally, some internal procedures for the annual handling, storage and disposal of hazardous waste must also be reviewed in order to further reduce the risks. Having regular inspections of storage areas, keeping a register of quantities by category of stored residue and filing compliance reports will no doubt be part of the “clean up” to make way for the monitoring of hazardous waste management.

ASKING THE RIGHT QUESTIONS

There are two approaches to hazardous waste management. One is to properly manage hazardous waste once we have it; the other is to address the problem at the source!

Above and beyond standards and compliance, the sound management of hazardous

waste requires good judgement on the part of consumers of hazardous products. Thus, to demonstrate environmental citizenship, three questions must be asked before acquiring hazardous products: Do I really need this product? How much should I buy? How will I dispose of the hazardous waste when I am finished with the product?

INCREASINGLY STRINGENT REQUIREMENTS

Currently, provincial and municipal regulations govern the management of hazardous waste, as do various provisions of federal legislation, including the *Canadian Environmental Protection Act* (CEPA), *Fisheries Act*, *Transportation of Dangerous Goods Act* (TDGA and related regulations) and the *National Fire Code* (NFC). However, we can expect increasingly stringent federal requirements for the management of hazardous waste as Environment Canada plans to enact the *Federal Hazardous Waste Regulations* (FHWR) in 2002–2003. In an attempt to fill a certain legal void, these new regulations will directly affect the way we manage hazardous waste in institutions.

In a regulatory environment that will soon be strengthened, and in the spirit of prevention through sustained vigilance, we can all follow the lead of the Quebec Region and clean up our hazardous waste. After all, it is for our own safety, the protection of our environment and the sustainability of our natural resources. ♦

Inmate Spreads the Word on Drugs

By Brian Richard, Chief of Administration and Materiel Management, Atlantic Institution

During the months of May and June, over 1,300 students in the Miramichi–Moncton area took part in a unique learning experience. Atlantic Institution, in co-operation with the Miramichi City Police and Miramichi Addiction Services, delivered a very special drug education message to students in the area.

For the first time, an Atlantic Institution inmate and recovering cocaine addict, Jason Hill, gave presentations to students on drug use and its possible consequences. School administrators that took part in the program were extremely pleased with the inmate's presentations and the message was well received by students.

Hill told his high school audiences about his personal use of drugs and the 10-year sentence he received for drug-related crimes. Hill visited over eight schools in the area, escorted by Correctional Officer Paul Doiron.

"The students related to Hill in a very positive way, and after the meeting, a number of them came to him crying...at times during his talk to the students you could hear a pin drop as they listened to every word... he was very sincere and didn't hold back on his message," Doiron commented.

The inmate told students that he had started experimenting with drugs as a



Left to right: Correctional Officer Paul Doiron, Miramichi Police Officer Todd Chadwick and Jason Hill. Officers listen as Hill delivers his message to students.

If I can help
a few kids who
have the same
problems that
I did, then it will
be a successful
project.

Jason Hill, offender

teenager and talked about the choices he made as a youth and how they led to addiction, crime and prison. The message delivered was that the choices students make now about drugs and alcohol will have long-term consequences.

"If I can help a few kids who have the same problems that I did, then it will be a successful project," said Hill after his last presentation to students in a law course at Miramichi Valley High School.

As a conclusion to this project, a parent education night was held at the local Miramichi Regional Hospital. Hill delivered his message to a packed house on the warning signs of drug use and the drugs being used locally.

At the end of the evening, Todd Chadwick, Miramichi Police and Lisa Watters, Addiction Services, presented the offender with a plaque of appreciation for his courageous contribution to drug education in the community. Hill is now on statutory release. ♦



Shepody Healing Centre

By Bill Rankin, Communications
Officer, Communication and
Consultation Sector

Shepody Bay flows into the Bay of Fundy, known worldwide for its high tides and frigid waters. In spring and fall, hundreds of thousands of migratory birds pause here on their journey from the icy reaches of the Arctic to the southernmost tip of South America. Against this spectacular natural backdrop, the idea for the Shepody Healing Centre was born—a holistically based facility for the treatment of offenders who, according to Centre Director Luc Doucet, "have been too often forgotten by society."

In a ceremony held on September 4 that was attended by the Solicitor General, the Commissioner of the Correctional Service of Canada and other senior management representatives, the Regional Treatment Centre was officially renamed the Shepody Healing Centre. A new group of offenders—men with intellectual, emotional and social disorders—have already arrived. In their new surroundings, they will be treated using a novel form of therapy based on the "dialectical behaviour therapy model."

"I'm very happy with the new orientation," comments Doucet. "All the staff are working to make this a success." ♦

Atlantic Staff Recognized

By Lynn Chaplin, Community Outreach Coordinator, Atlantic Region

Atlantic Regional Headquarters staff were recently recognized at an assembly held during Public Service Week. Employees worked tirelessly on many projects including the Reintegration Conference, Offender Management System renewal, Employee Assistance Program, and the invention and development of the Reports of Automated Data Applied to Reintegration (RADAR) program, which is now being used in other regions across the country. ♦



Front row, left to right: Paul Weaver, Gaetan Vienneau, Rose Boyle, Linda Lou LeBlanc, Jeannie O'Keefe, Sandra Fullerton, Linda LeBlanc-Arsenault, Chantal Albert, Marla Kavalak, Janice Richard
Back row: Denise Melanson, Rob Mills, Gene Murphy, Faith McIntyre, Chris Molloy, Paulette Gaudet, Charles LeBlanc, Paul LeBlanc, Denis D'Amour

Community Forum Emerging Issues in Addictions

By Lynn Chaplin, Community Outreach Coordinator, Atlantic Region



Left to right: Terry Kennedy, Codiac RCMP; Michel LeBlanc, student; Hugette Thériault, community college instructor; Joanne Murray, Executive Director, John Howard Society, Moncton; Rémi Gobeil, Deputy Commissioner, Atlantic Region

The John Howard Society of Moncton, in partnership with the Correctional Service of Canada (CSC) and the New Brunswick Department of Public Safety, recently held a community forum on emerging issues in addictions that attracted a large number of delegates to the Moncton area.

The forum was designed to educate both professionals and the public about trends in addictions. Topics addressed at the forum

included harm reduction, gambling, dual diagnosis (co-morbidity) and drug trends in Atlantic Canada. Experts from the Maritimes spoke, including Dr. Hanson from the CSC Addictions Research Centre in Montague, Prince Edward Island. Delegates included correctional students, offenders from Westmorland Institution, police officers, parole officers, community agency representatives and volunteers. ♦

So Happy Together

By Denis D'Amour, Analyst, Communications and Executive Services, Atlantic RHQ

CORCAN's community employment counselors from all five districts had the opportunity to meet and work together at the Regional Reintegration Conference, held this year from May 7-9 in Moncton, New Brunswick.

From Saint John to St. John's, seven counselors came together to host an information kiosk for the more than 250 participants attending the conference. Colourful brochures containing information on employment services available to offenders in the community lined the table, and animated conversations and information sharing went on throughout the day.



Left to right: Jim Miller, Employment Counselor, John Howard Society (JHS); Robert Picard, Needs Assessment Officer; Paul McAfee, Director, JHS; Karen Bradford, Regional Co-ordinator, CORCAN; Guy Poirier, Regional Director, CORCAN; Terry Zaichkowski, Employment Counselor, St. Leonard's Society; Gertie Carew, Employment Counselor, JHS; Sharon Geldart, Employment Counselor, JHS; Judy Palmer, Employment Counselor, JHS

The first CORCAN Employment Services Program (CESP) was established in Halifax in 1999. In April 2001, new Treasury Board funding provided resources for the maintenance of the Halifax site and the establishment of a new site in Moncton. Through partnerships with community agencies, the region was able to stretch this funding and set up programs in all five districts. This was a tremendous accomplishment and one that has served the region well. Effective July 1, 2001, all five sites—Saint John, Moncton, Halifax, Kentville/ New Minas, and St. John's—became operational.

Through CESP, from
July 2001 to March 2002,
946 offenders received
employment services;
113 of them were placed
in jobs and 52 enrolled
in full-time education.

These programs provide pre-employment and career-planning services for offenders. As well, most sites provide a resource centre where offenders can access the Internet, word processing, photocopying, faxing and phone messaging. Resource centre staff provide assistance and continued support throughout the job search process. Through CESP, from July 2001 to March 2002, 946 offenders received employment services; 113 of them were placed in jobs and 52 enrolled in full-time education.

The Reintegration Conference provided a venue at which these dedicated counselors could "spread the word" to institutional and community corrections staff about services, contact names and referral processes, answer general inquiries, and discuss challenges and best practices.

The Reintegration Conference was also an opportunity for counselors to facilitate a workshop called *Employability—A Meaningful Day*. The workshop was well received and participants provided feedback on strategies to help achieve a more meaningful day for inmates. ♦

EAP and CISM Volunteers Honoured

By Joanne Belliveau, Employee Assistance Program, and Jim MacLeod, Critical Incident Stress Management, Dorchester Penitentiary

The year 2001 was proclaimed the International Year of Volunteers by the United Nations General Assembly to highlight the achievements of millions of volunteers worldwide. All Employee Assistance Program (EAP) and Critical Incident Stress Management (CISM) program volunteers in the region received tracksuits bearing the program logo and certificates of recognition signed by Prime Minister Jean Chrétien in appreciation of their volunteer efforts.



Joanne Belliveau



Jim MacLeod

Below, two of the 90 volunteers share their thoughts on why they help others.

Joanne Belliveau, a nurse, has been an Employee Assistance Program (EAP) referral agent at Dorchester Penitentiary since 1996. Referral agents are specially trained volunteers who assist their peers in dealing with work-related or personal problems.

"I volunteered to be an EAP referral agent," says Joanne, "because I had seen first-hand the assistance that EAP had given to employees here at Dorchester Penitentiary. I receive great satisfaction in knowing that I have helped somebody who has a problem. I receive greater satisfaction when I do the follow-up with the client, and find the problem has been solved."

Jim MacLeod, a correctional officer, has been a peer-support person on the Critical Incident Stress Management (CISM) team at Dorchester Penitentiary since 1997. A CISM team consists of a group of CSC workers who have been trained to assist

staff in dealing with the stresses caused by exposure to a critical incident.

"I started reading anything and everything I could get my hands on regarding PTSD (post-traumatic stress disorder) back in 1985," Jim says. "At that time I was going through it as a result of the Bill Morrison hostage-taking in October of 1980. I was a member of the internal emergency response team and it was my team that had to go in, in the failed rescue attempt."

"In 1985 I went to a street survival seminar in Halifax. On the second day, the afternoon was devoted to PTSD. It was enlightening, to say the least, and I discovered I was not going crazy, as I had thought, but was having a normal reaction to a past traumatic incident. At that time there was little or nothing written or taught about PTSD.

However, there were Vietnam vets suffering symptoms similar to what I was going through. It was caused by their experience in a war zone and they eventually lost their ability to cope. I discovered there was help out there and began a quest to find out what I could do about post-traumatic stress."

"When Dorchester began their venture into CISM (Critical Incident Stress Debriefing), I was quick to volunteer as I already believed in the concept. I have been and continue to be a strong advocate of this approach. It is my belief that the CISM concept works. It can prevent fellow officers from suffering the torment and doubt associated with the questions that linger after a critical incident. If it can prevent just one fellow officer from committing suicide, it would be worth all the expense that went into it." ♦

Paul Devarennnes 2001 EAP Person of the Year

By Don Robichaud, EAP Chairperson, Westmorland Institution

Paul Devarennnes, Vice-President (and former president) of the Union of Solicitor General Employees (USGE) at Westmorland Institution in Dorchester, New Brunswick, has been named the winner of the 2001 Employee Assistance Program (EAP) Person of the Year award.

The award was established in 1995 and is presented to persons who, in the judgement of the selection committee, have demonstrated outstanding performance and devotion to the Employee Assistance Program.

Paul has been involved in helping Correctional Service of Canada (CSC)

personnel for 28 years or more, mostly as president of the USGE but also as a volunteer for CSC special staff weekends.

EAP referral agents sometimes refer their clients to union representatives. Paul has always gone out of his way for people who have turned to him for help. He is a diplomat at heart and has a unique way of expressing himself. Some individuals have had the impression that whatever was requested from him went in one ear and out the other. But you

could bet your next paycheck that he would never forget their concerns and would work diligently in their best interests.

Although his union responsibilities are important and time consuming, he found time to look after all CSC special staff weekend accommodations. This is a huge job (and thankless at times), but Paul found satisfaction in ensuring that the more than 300 staff and family members were billeted as close to their request location as possible. He actively promotes participation to this yearly wellness event, and has been instrumental in gaining management and union support for its continuation.

Paul's accomplishments are extraordinary. He has dedicated most of his career to assisting others. Congratulations, Paul! ♦



Presentation of the award at an EAP symposium dinner, held in Memramcook on May 15, 2002. Left to right: Mike Doucete, Regional Representative, Union of Canadian Correctional Officers; Paul Devarennnes, award recipient; Robert Babineau, Assistant Deputy Commissioner, Atlantic Region; Bernard Galarneau, Regional Representative, Professional Institute of the Public Service of Canada

The award was established in 1995 and is presented to persons who, in the judgement of the selection committee, have demonstrated outstanding performance and devotion to the Employee Assistance Program.

Senior Manager Honoured by Treasury Board President

By Lynn Chaplin, Community Outreach Coordinator, Atlantic Region



David Cail, District Director, Truro, Nova Scotia, being presented with an award of excellence by The Honourable Lucienne Robillard, President of the Treasury Board

District Director of rural Nova Scotia David Cail was recently honoured in Ottawa with an award of excellence by the president of the Treasury Board for his work with employment equity and diversity.

Mr. Cail has distinguished himself as a senior manager dedicated to promoting the Correctional Service of Canada to employment equity group communities. He took part in career fairs, interviewed target group clients and lobbied the Atlantic Region management team to increase the number of equity positions recruited externally.

All these efforts have highlighted his qualities as an ardent activist and leader on this issue and his determination to create a representative work environment. Mr. Cail's efforts have led the Atlantic Region to recruit 63 Aboriginal and other visible minority employees in the last two years.

Congratulations, Dave! ♦

CSC Hosts Faith Forum

By Lynn Chaplin, Community Outreach Coordinator, Atlantic Region

Faith leaders from the greater Moncton area gathered recently for a faith forum sponsored by the Correctional Service of Canada, in partnership with the Archdiocese of Moncton, the Moncton Council of Churches and the Evangelical Fellowship. The one-day forum was an ecumenical event designed to raise awareness among faith leaders about the various issues and “voices” heard in the criminal justice system. Delegates heard the “voices” and perspectives of an offender, a victim, and a faith leader in the community.

Each perspective was powerful and highlighted the need for faith communities to be involved in the work of all those affected by crime. Delegates participated in round-table discussions about the role communities can play in the safe reintegration of offenders and the difficult faith issues that crime and victimization elicit. The 75 delegates were hopeful that similar events will be organized in the future to increase faith communities’ awareness of the many issues raised during the day. ♦



Left to right: Reverend Phil Ferris, Chaplain, Dorchester Penitentiary; Reverend Lloyd Bruce, Community Voice; Lynn Chaplin, Community Outreach Coordinator; Penny and Robert Clarke, Victims’ Voice; and Reverend Hank Dixon, Offenders’ Voice

“Best Ever” Reintegration Conference

By Lynn Chaplin, Community Outreach Coordinator, Atlantic Region

To uphold the Maritimes’ reputation of fun and friendliness (not to mention its famous kitchen parties!), the Atlantic Region recently held a reintegration conference, which by all accounts was a resounding success. The theme chosen for the three-day event held in May was “Celebrating Your Successes—Refocusing on Our Future.”

Atlantic Deputy Commissioner Rémi Gobeil; Dave Pisapio, Director General, Operations (representing Anne Kelly, Director, Institutional Reintegration); and Michael Bettman, Director, Reintegration Programs, opened the conference by welcoming delegates and presenting both a national overview of reintegration and the future directions for correctional programming.

Keynote speaker Dr. David Scott, Associate Professor, University of New Brunswick, delivered a very powerful message about the “Golden Rule of Success” and how we as individuals can foster positive thinking, belief in ourselves and excellence in performance.

The conference agenda included 12 workshops that highlighted a vast array of issues facing CSC staff. Topics included gangs, employability, community outreach, Sections 81 and 84 challenges, female offenders, reality therapy, family violence, research, mentally



Terry Hatcher (left), Acting Assistant Deputy Commissioner of Operations, and Guy Poirier, Regional Director, CORCAN.



Delegates at the reintegration conference

disordered offenders, motivational interviewing, policy development and substance abuse. Both national and regional speakers were present and the interaction and dialogue during question-and-answer periods was positive and thought provoking.

The conference closed with a very creative spoof of CTV’s *Canada AM* entitled *Atlantic Canada AM*, hosted by District Director Dave Cail. Guests on the “show” included Warden Simonne Poirier, Atlantic Institution; Warden Mike Corbett, Westmorland Institution; and District Directors Clara Randall and Donald LeBlanc of Newfoundland and New

Brunswick East. Each guest was asked about the reintegration initiatives underway at their institutions and the audience was given an opportunity to ask questions.

Acting Assistant Deputy Commissioner of Operations Terry Hatcher closed the conference by speaking about various regional reintegration initiatives and the role we can collectively play in their success.

Congratulations to the organizing committee for putting together a very informative, high-quality conference that created a positive atmosphere. Many attendees thought the event was the “best conference ever!” ♦

Acknowledging Excellence

By Debbie Eason, Chief Administration, Training and Informatics, Springhill Institution

Along with 293 guests and staff, Myra Freeman, Lieutenant Governor of Nova Scotia, was on hand at Springhill Institution on May 10, 2002, to honour employees receiving long service awards, retirement certificates and Canadian Peacekeeping Service medals.

The Canadian Peacekeeping Service medal, created to recognize Canadians who have contributed to world peace, was awarded to three Correctional Service of Canada (CSC) employees who served in Kosovo—John Alderson, Bruce Megeney and Robert Mackay. Mike Twombly received an award for his contribution on two separate missions in Cyprus while serving with the Department of National Defence.

Following the presentation of retirement certificates, the audience listened to a fine poem that honoured the retirees, written by Springhill Correctional Officer Ken Ferguson and set to music by local singer/songwriter Dave McClelland. ♦



Correctional Officer Ken Ferguson, Honour Guard at the awards ceremony and recipient of the 25-year Long Service Award



Recipients of the CSC Retirement and Public Service Retirement certificates
Back row, left to right: A. Rod MacDonald, Robert Hanley, Gary Kennedy, Glen Manthorne, James Rector, John King, John Gabriel, Sidney Glennie, John W. MacLean
Front row, left to right: Darrell Babineau, Terry Hatcher, Alan Alexander, Rémi Gobeil, Mary Dee Ferguson. Missing from photo: Arthur Brown, Thomas Matthews, Omer Bourgeois

Atlantic Institution Opens Mattress Recycling Plant

By Brian Richard, Chief of Administration and Materiel Management, Atlantic Institution

A ribbon, made from recycled mattress materials, and inmates' scissors were used for the official opening ceremony of the mattress recycling plant on July 11, 2002. Atlantic Institution's newest inmate employment strategy is a P3 (Public/Private Partnership) between CORCAN and Recover Canada. The plant will deconstruct used mattresses taken from the Department of National Defence, university dormitories and the hotel/motel industry. It has been proven that up to 70 per cent of used mattresses are recyclable using Recover Canada patented processes. This translates into great savings for our natural environment.



Left to right: Instructor Scott Mullin; Regional Administrator Guy Poirier, CORCAN, Atlantic; Warden Simonne Poirier, Atlantic Institution; Managing Consultant Simo Zysman, Recover Canada

The mattress plant also marks a renewed CORCAN presence at Atlantic Institution and creates viable and sustainable jobs for the inmate population, not to mention furthering CORCAN's mission to train offenders and give them marketable employment skills. At full operation the plant is expected to produce some 3,000-plus environmentally friendly mattresses per year in its 4,000 square foot floor space. ♦

My First Day at Ogilvy

By Richard Tardif, Commissionaire Corps, Ogilvy Community Correctional Centre

It was 4 p.m. when I arrived for my first shift at the Ogilvy Community Correctional Centre (CCC) in Montreal. The building is a small two-storey brownstone that immediately conveys a sense of solidity, history and heritage. Somehow, it says that it belongs there.

My superiors told me that the Montreal division of the Commissionaire Corps is the eyes and ears of the CCC when the Centre's personnel are off duty. I had three months to decide whether I fit in there. If not, I could find another posting with the Corps.

Inside, as I pondered my decision to accept this posting, I could not help but feel the old fears surfacing. A correctional centre? My wife is going to be upset!

"Sometimes our residents can be aggressive," the Director of the Centre explained to me, "but most of our residents work hard and respect the personnel who work here."

Somehow, the fact that I was in shape, experienced and well-trained as a commissionaire didn't inspire an overabundance of confidence in me.

For most people who hear *correctional*, *halfway house*, or other associated words, the image is scary—unless, of course, you actually work at a CCC and understand its mission and goals!

"You will see, Commissionaire Tardif, that you will adapt once you understand the mission and goals of a CCC," the Director added soothingly.

Questions swarmed in my mind: What will I do if a resident is late? Who do I call in an emergency? It seemed to me that I would be on my own. Maybe I wasn't cut out for such a posting. Did I have the right stuff? Call it the downside of starting a new position, but to be honest, the prospect of working at a CCC scared me.

On the upside, I soon realized that the word "community" plays a major role in how personnel at the Ogilvy Centre operate. For most people who hear *correctional*, *halfway house*, or other associated words, the image is scary—unless, of course, you actually work at a CCC and understand its mission and goals!

Over the following three months, all my attempts to maintain the negative image of a CCC failed—mainly because I had plenty of support. It seemed I was never alone. My fellow commissionaires were there to back me, and the Centre's directors and parole officers were always co-operative. The outside support of psychologists and local law agents added to the "team" feeling that I experienced. Another surprise was that the residents themselves had a role to play, and most adhered to it.

After the three-month trial period, I called my wife to tell her I was accepting the posting on a permanent basis. I tried to deliver the news as casually as possible. But by that time, she too had come to understand my role at the CCC.

Now, I feel like I belong. It's good to be here and part of something important. ♦

World Youth Day 2002 Pilgrim Backpacks Made by Inmates

By Lucienne Thibault, CORCAN Assistant Director, Drummond Institution

The 17th World Youth Day, which took place in Toronto from July 23 to 28, 2002, sparked the assembly of young Catholics from more than 150 countries around the world. The joy of being in the presence of the Pope and other young believers from around the world was an unforgettable experience for them.

For this unique occasion, a number of inmates from federal institutions in Quebec and Ontario made over 200,000 backpacks. Approximately 100 inmates from Drummond Institution in the Quebec Region participated by making more than 103,000 pilgrim bags in CORCAN's textile workshops, in addition to helping with the administration of 146,000 bags. It

was with great pride that employees and inmates participated in this worldwide project.

Since the quality of work in CORCAN's industries is comparable to that in the private sector, inmates assigned to the Employability Program develop skills and abilities that are transferable to the private sector. Under the supervision of qualified textile instructors, inmates work seven hours a day, five days a week and are involved in all aspects of making ISO 9002-certified quality clothing.

Warden France Poisson, Drummond Institution, recognized the perseverance and tenacity of the CORCAN workers who contributed to the success of this program and delivered the merchandise on time. With the help of the Chief of Food Services, all CORCAN workers were invited to share in a recognition luncheon and a cake decorated as a pilgrim bag.

Assistant Director Lucienne Thibault, CORCAN, would like to thank the team of qualified instructors that contributed to the success of this important contract. Given the high turnover rate of inmates, the training provided by the instructors was a great challenge. The professionalism demonstrated by each of them in carrying out this contract is to be commended. ♦



Restoring Dignity

By Michel Beauchamp, Chaplain, Quebec Region

As a chaplain, I had the opportunity to act as a moderator at a meeting between a mother and the two killers that murdered her only son. The meeting took place five years after the crime—five years of hell, according to the mother who, consumed by the thirst for revenge, needed some form of release. It turned out to be a very difficult yet very liberating experience for her and the two prisoners.



So there I sat, within the walls of the penitentiary where I served as pastor, and I saw what it really meant to have dignity restored.

More and more people, whether they are victims or offenders, citizens concerned with social peace, those experiencing interpersonal conflicts or simply facing problems with crime, are challenged by the principles of restorative justice.

For the past few years a number of these people have been drawing more attention to the cause. They spread the

word at meetings in prisons, universities, schools and churches. Restorative Justice Week is another way to spread the good news. Through its numerous conferences, workshops, discussions, prayers and impromptu exchanges, this week provides a wide range of possibilities for real and satisfying solutions to conflicts.

How can restorative justice claim to achieve such results? By applying the basic principles that, first and foremost, emphasize attention for people involved in mischief or hurt by a crime rather than focusing on a breach of the law.

Stripped of their dignity, the person who has been attacked suffers, often for a very long time. They rarely find peace, even when justice is done. The sentence handed down to the attacker is not enough to heal the wounds. The offender also suffers from having his dignity stripped away as a result of the crime committed and because he is kept passive and segregated.

Restorative justice provides ways for victims and offenders to regain their dignity, to understand what happened, to participate in the restitution process and to find peace. On the one hand is a victim with the right to be welcomed, heard and supported. On the other hand is an offender with the ability to take responsibility, to adequately repair the wrong that was done, to make up for it and to know they are supported throughout the healing process.

It is often said that restorative justice is transforming. Through the process it is possible to no longer remain trapped as a victim or attacker whose dignity has been abused.

For more information visit the CSC Internet site at the following address: www.csc-scc.gc.ca ♦

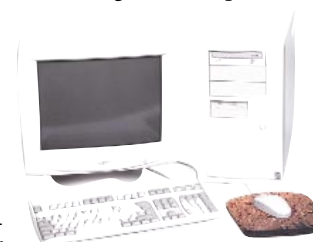
High-Tech Training Scores A+ with Offenders

By Terry Holub, Director of Operations, Hamilton/Niagara Parole District



Offenders in the Hamilton/Niagara Parole District now have an opportunity to develop solid employment skills that are in high demand in today's market. Here's a brief rundown on how this top-scoring program came together.

In September 1998, the St. Leonard's Society of Hamilton began developing the 16-week Greenbyte Computer Employment Services Program. The purpose of the program is to help offenders on conditional release acquire concrete, marketable employment skills. The focus is on comprehensive computer technology training, job readiness and employment maintenance, with the ultimate goal of attaining an A+ certification in computer assembly—a basic industry standard for all computer technicians.



The purpose of the program is to help offenders on conditional release acquire concrete, marketable employment skills.

In January 1999, John Clinton, Executive Director, St. Leonard's Society of Hamilton, and Brian Sibley, Greenbyte Program Director, approached Marg Harlang, District Director, Hamilton/Niagara District, to secure CSC support for the program. Ms. Harlang, in turn, championed the initiative at Ontario's Regional Management Committee. The committee enthusiastically supported the implementation of this program. CSC and CORCAN continue to provide both financial and operational support for this state-of-the-art employment service.



Left to right: John Clinton, Executive Director, St. Leonard's Society, Hamilton; Terry Holub, Director of Operations, Hamilton/Niagara District Parole; Brian Sibley, Project Manager, Greenbyte Computer Program; and sitting, Steven Priest, Computer Technician, offender

Since the start of operations in November 2000, the Greenbyte Program has been refined and expanded. Two additional staff members joined the ranks—Linda Lazier, a full-time employment counselor and Steven Priest, a computer technician—to run the employment services component. The program is now able to target the employment needs of all federally sentenced offenders in Hamilton.

To date, 42 offenders have participated in the computer technology program, 59 in the employment services program, and a total of 2,209 training days have been completed. Success can be attributed to several factors:

- Offenders demonstrating genuine enthusiasm and recognizing the benefits of program participation and the value of the A+ certification.
- The close working relationship between the local CSC parole office staff and the St. Leonard's Society of Hamilton. It allows for the sharing of information between parole officers and program staff. This contributes to a holistic approach to case management and successful community reintegration.
- The dedication of the Greenbyte staff. They have worked very hard to improve the lives of offenders by forming meaningful community partnerships and promoting the long-term success of offenders on conditional release. ♦

Beaver Creek Salutes *Les Judson*

By Cecilia Sword, Assistant to the Assistant Warden, Beaver Creek Institution

On April 24, under sunny skies, more than 100 special guests gathered to honour the memory of the late Les Judson, former warden, Beaver Creek Institution (BCI).

An honour guard was piped to the dedication ceremony and inspected by the late warden's wife, Claire Judson, and Warden Mike Provan, Fenbrook Institution. Peter White, the new warden of BCI, welcomed guests and introduced dignitaries. Mr. Provan moderated the event and Georgian College officials Dave Dubois and

Warden Judson will be remembered for his lasting contributions in the areas of correctional adult basic education, innovative programming and reintegration.



Standing, left to right: FMI/BCI Honour Guard Commander Jack Hamer; BCI Warden Peter White; Claire Judson; FMI Warden Mike Provan. Seated: Leighanne Judson, Derek Judson

Dan Gilbert made heartfelt remarks prior to Claire Judson presenting two deserving students with grants in Les Judson's name. A fine granite bench, installed on the grounds of the BCI administration building, was dedicated to Mr. Judson. After more dignitaries addressed the guests and Chaplain Bill Dykstra offered a short prayer, Peter White closed the ceremony and the honour guard marched off to the plaintive notes of the bagpipes.

Many guests travelled from locations across Ontario, including Niagara, Hamilton, Toronto and Kingston, to pay tribute to their friend and colleague. Local media representation included MCTV, COGECO, *Muskoka Today* and the *Gravenhurst Banner*.

Lunch was served by hard-working Food Services staff under a big tent on loan from the Lions Club.

The ceremony has been a year in the making. Cecilia Sword, Assistant to the Assistant Warden, Correctional Programs, BCI; Mary Demerling, Finance Specialist, BCI/Fenbrook institutions; and Donna Rolston, Assistant Warden's Programs and Reintegration Assistant, Fenbrook Institution, attended to the details of the event from start to finish, including soliciting and incorporating suggestions from staff.

Warden Judson will be remembered for his lasting contributions in the areas of correctional adult basic education, innovative programming and reintegration. ♦

Leadership Through Collaboration Award 2002

*By Bob Fisher, Regional Analyst, Human Resources,
Ontario Regional Headquarters*

The Eastern Ontario Managers Council (EOMC) recently won a special award from the Ontario Federal Council in the category "Supporting a Workplace of Choice: Retaining and Recruiting a Diverse Work Force."



Awards ceremony in Toronto. From the top, left to right: Terry Snider, Canada Customs and Revenue Agency (CCRA); Bob Fisher, CSC; Milan Whalen, CCRA; Bill Woods, Human Resources and Development Canada (HRDC); Susi Kellerman, CSC; Jane Tassielli, CSC; Tanya Marwitz, HRDC. Not shown: Alex Tosh, National Parole Board

The EOMC, a subcommittee of the Kingston Locally Shared Services Committee, offers a model for improving the federal government's reputation as a workplace of choice. The idea for a managers' group began only three years ago with an event for middle managers that drew 150 participants from Eastern Ontario. Since then, a small group of managers has created a public service network that now reaches into 17 federal organizations, provincial ministries and one municipality (the City of Kingston).

The Council is dedicated to building a strong public service team in Eastern Ontario. Members have organized events, engaged sponsors and partnered with other organizations on learning and training opportunities. As a result, the EOMC has reached more than 500 managers who work at all levels of government in the area. ♦

Hats Off to Recruitment Outreach Participants

By Jodi Holmberg, Recruitment Outreach Officer, Ontario Region

To recognize the good work of organizations involved in Ontario Region's recruitment outreach team, the Correctional Service of Canada (CSC) and the Public Service Commission (PSC) hosted a community appreciation dinner on Friday, March 22, 2002, at the Novotel Hotel in North York. The recruitment outreach team was established to generate interest among visible minorities in careers with the CSC.



Left to right: Falastin Yassin from the Microskills Development Centre, Bob Fisher, Aloma Lawrence and Jacqueline Edwards

During the dinner, Jacqueline Edwards, a woman who has dedicated an enormous amount of time and energy to outreach activities, recalled her personal involvement and expressed her appreciation to the community representatives who have given so much of their time to make this initiative successful.

Bob Fisher, CSC Human Resources Regional Analyst, Ontario Region, and Aloma Lawrence, PSC (Toronto) Chief Employment Equity Advisor, presented certificates of appreciation to the following community organizations:

- Fu Kwong YWCA, accepted by Sophia Wang and Helene Woo;
- Skills for Change, accepted by Peggy Edwards and Mohan Doss;
- Dejinta Beesha Somali Association, accepted by Ali Mohamed;
- Vietnamese Association of Toronto, accepted by Sy Dinh and Quyen Le;
- Jamaican Canadian Association, accepted by Audrey Taylor;
- Rainbow Information and Social Services, accepted by Rev. Doug W. Kim and Chung Ryu Yi;
- Rexdale Community Microskills Development Centre, accepted by Ahreza Kia and Falastin Yassin.

Individual awards were also presented to Falastin Yassin and Audrey Taylor for their commendable support. ♦

The recruitment outreach team was established to generate interest among visible minorities in careers with the Correctional Service of Canada.

A Visitor from South Africa



By Jeff McGregor, Chaplain,
Pittsburgh Institution

Pittsburgh Institution had the pleasant task of hosting a regional chaplain from the Republic of South Africa this year. While visiting Canada for the first time, Reverend Paul Cyril participated with other international visitors in a restorative justice program at Queen's Theological College in Kingston, Ontario. Afterwards, he was invited to work with Chaplain Jeff McGregor at Pittsburgh Institution in Kingston for 10 days.



Reverend Paul Cyril (left) and Chaplain Jeff McGregor in the chapel at Pittsburgh Institution

When asked to compare a Correctional Service of Canada chaplain's duties with his duties in Africa, he said he was quite impressed with the peaceful environment and the close contact between inmates and chaplains at Pittsburgh. Then he described the 11 prisons and the many thousands of inmates in his care! Typically, there is only one chaplain in each prison in South Africa, with thousands to be cared for.

When not occupied by the usual chaplaincy duties, Paul prayerfully climbed aboard Jeff's motorbike—and loved it!

"I'm not sure what he'll have me climb onto when I visit him in Africa!" Jeff said. "I've made a friend and met a brother. I know that many people were touched by Paul's gentle nature and kind approach. But I think the blessing is mine." ♦

25 Years of ERT in Ontario

By Connie Cookman, Senior Project Officer, Ontario Staff College, and Butch Snider, Manager, Health and Safety Education

Twenty-five years ago, the Correctional Service of Canada (CSC) entered into a personal service contract with Jim Baine, a trainer at the Atlantic Police College. His mandate was to develop CSC's first emergency response team (ERT) program for both regions and individual institutions.



Left to right: Butch Snider, Bob Trainor, Eric Broadbent, Larry Chrysler, Jim Painchaud, Ken Nunn

REGIONAL EMERGENCY RESPONSE TEAM

The original regional emergency response teams used a tactical firearms approach. They were called in whenever a hostage was taken or when weapons were required. At the time, these were considered very elite squads. In Ontario Region, the team leader was Don Pyke, now retired after a lengthy career that took him from correctional officer to warden. First and Second Assault were Don McBroom and Wayne Branscombe, both retired after long and successful careers. The Prone man was Butch Snider, who to this day remains the master trainer for ERTs in CSC. The Rear Guard was originally Wally Thornton, but an injury forced him to drop off the team. In a unique partnership with Kingston police, Sergeant Gary Weir took his place.

INSTITUTIONAL EMERGENCY RESPONSE TEAM

The institutional emergency response teams (IERT) were set up in each maximum- and medium-security institution, their mandate being to deal with disturbances, cell extractions and other incidents

that did not require the use of firearms. To our knowledge, the only members from these first teams who are still active in the IERT program are Bob Trainor from Kingston Penitentiary, Gerry Stoddard from Millhaven Institution, and Eric Broadbent, Ken Nunn and Larry Chrysler from Warkworth Institution.

ERT REVIEW

This two-pronged approach remained in place for a couple years until Commissioner Don Yeomans initiated a full review of ERT training and operations, which concluded that the regional/institutional approach was not meeting all the needs of the institutions.

Following the disbandment of the regional teams, Director General of Training Brian Marley Clarke created a national ERT Training Committee whose mandate was to create an IERT training program that would deal with disturbances, physical handling, chemical agent and baton use, and cell extractions. It was developed from the basic correctional training program, making it a logical progression from the normal duties of a correctional officer to the more specialized duties of an ERT member.

NEW CONCEPT BLOSSOMS

It was at this point, however, that the concept of on-site training instructors came into being. The three original instructors, Kevin George, Pierre Larivière and Butch Snider, developed an instructor training program, and they themselves became regional instructors.

In 1982, CSC contracted with Bob Koga, a world-renowned trainer in law enforcement and use of force measures, to deliver advanced skills training sessions for ERT instructors. At the same time, the ERT committee members delivered a specialized Methods of Instruction course for these potential instructors. This four-week course was a gruelling process. Those who successfully completed it became the first instructors in each region to be certified as IERT instructors.

The ERT National Committee made a further proposal, soon after approved, that every region have one or two regional trainers of their own. This would provide the regions with autonomy in their training regimes.

SHIFTING GEARS

From ERT's first tactical firearms approach in the late 1970s, CSC shifted to a non-lethal approach in the following decade. Over 90 per cent of ERT situations did not require the use of firearms; teams used negotiation tactics, physical handling and chemical agents to restore control in their institutions.

An unexpected upsurge in the need for ERT hostage rescues in the early 1990s led to yet another review of the tactical ERT program. A tactical hostage rescue program has been developed and was recently proposed to National Headquarters for approval and funding.

ONTARIO REGION EXCELS

With the requirement now that all ERT interventions be videotaped, the techniques, tactics and procedures that ERT members use have come under scrutiny, analysis and evaluation more so than at any other time in the history of these units. Regional Instruction 605, a video on cell extractions, was created by Ontario Region and is now a national model being tried in all regions.

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MARKING A DAY IN HISTORY

On June 27, 2002, men and women of the Ontario Region ERTs and invited guests gathered for a ceremony at the Staff College in Kingston to mark 25 years since the establishment of the ERT concept.

Jim Marshall, warden of Millhaven Institution, spoke of the history of ERT, and Butch Snider, ERT Master Trainer, talked about the challenges and experiences of the first regional ERT. He was presented with a certificate of appreciation from National Headquarters for his role in creating the recently released cell extraction video. Paul Snyder, current warden of Pittsburgh Institution and former deputy warden of Millhaven Institution, gave his perspective on ERT involvement at Millhaven.

Butch Snider and Regional Chaplain Hugh Kirkegaard unveiled a commemorative plaque that reads, "This plaque is dedicated to the men and women of the CSC who have served on the Institutional Emergency Response Teams in the Ontario Region between 1977 and 2002. Words cannot express our appreciation for your commitment, dedication and courage as demonstrated in IERT interventions." ♦

Volunteer Appreciation Day



*By Christine Grant, Acting Assistant Warden,
Correctional Programs, Frontenac Institution*

On June 13, 2002, Frontenac Institution in Kingston held a volunteer appreciation day, organized by inmates and attended by 139 people at afternoon and evening sessions. Under the guidance of the Assistant Warden, Correctional Programs, offenders prepared invitation lists, planned the agenda, baked snacks for the refreshment table, and made organization banners.

Our new warden, Janet Delaat, opened the sessions, expressing her pleasant surprise at the number of volunteers at Frontenac and praising them for the work they do. The main event of the day was a presentation of a recognition certificate from the Correctional Service of Canada to one of the institution's chaplains, John Downs. John was recognized for his contribution to the institution, above and beyond the duties in his contract. Over the past 12 years, more than 15,000 religious Escorted Temporary Absences have been completed at Frontenac Institution.

**Our new warden, Janet Delaat,
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The volunteers and offenders that attend the evening fellowship group also recognized John. This is a very active group and the chapel is often filled with 50 to 60 members every week. They presented him with a plaque, a gift certificate, and flowers for his wife. Regina Lannon, the Roman Catholic chaplain, was also recognized for her contributions to the chaplaincy at Frontenac Institution.

During the two sessions, five inmates gave personal thanks by relating their individual experiences with volunteers. Their talks—a highlight of the day—were very moving and greatly appreciated by the volunteers. ♦

The Camera Is My Voice

By Donna Marion, Producer, Blonde Indian Productions, and Ben Girard, Assistant Warden, Management Services, Rockwood Institution

The young man leans across the table in the visiting area at Rockwood Institution just north of Winnipeg: "I'm not a talker and I don't like writing things down. The camera is my voice."

For this Aboriginal inmate and four others who have spent the winter learning the ins and outs of basic video production, the camera has indeed become a strong and dynamic voice. Donna Marion, producer with Blonde Indian Productions (a Winnipeg-based production company), spent the last two years developing a video production course specifically for Aboriginal inmates.

"I felt there needed to be new ways for the voices of Aboriginal people to be heard in our community. Video production seemed an ideal vehicle for capturing the stories and conveying them to larger audiences."

Capturing stories ranging from traditional healing and childhood secrets to loneliness, the inmates' videos offer the viewing audience a new perspective on life in an institution.

The recent availability of smaller, unobtrusive video cameras with high-quality images contributes to the medium's storytelling ability. In the Rockwood Project, digital cameras were employed and editing was done through the *Final Cut Pro* software program. Recently, Blonde Indian Productions received a Winnipeg Chamber of Commerce award for its innovative use of this cutting-edge technology.

The project was funded by Correctional Operations and Programs, Aboriginal Issues, Ottawa, and supported locally by Advance Electronics and The National Film Board of Canada. Community partners also contributed to the project, and their strength is reflected in the results achieved by the inmates.

Screened at the recent course graduation ceremony, the videos produced by inmates portray aspects of their daily lives in personal—and often very moving—ways. Capturing stories ranging from traditional healing and childhood secrets to loneliness, the inmates' videos offer the viewing audience a new perspective on life in an institution.



Left to right: Offenders A. Snowbird, P. Freeland, K. Boucher; Producer Donna Marion; Deputy Warden Mike Pollman; Technical Co-ordinator Steve Upton; Offenders M. Reuther, D. Sanderson

Mike Pollmann, Deputy Warden, Rockwood Institution, commented, "The best part of the course was seeing the participants develop their video message. The inmates not only improved their skills in communicating on video but also their skills in verbal communication, thinking and planning."

Melanie Setter, Native Liaison Officer at Rockwood, thought the project worked well in a correctional environment. "The project not only met its goals in a technical way but also allowed the men to express their healing journeys through their artistic abilities." ♦

RPC Team Flexes Its Muscles *What a "Riot"!*

By John Barrajon, Correctional Officer, Regional Psychiatric Centre (RPC)

The supercharged Saskatoon Regional Psychiatric Centre "Riot" team pushed, pulled and sweated its way to victory on April 27 by hauling a 15,000-pound Brink's armoured truck 75 feet in the winning time of 9.35 seconds. The \$1,500 raised from the competition went to the Multiple Sclerosis Society of Canada.

"It's important to be visible and participate in the community," commented team

captain John Barrajon, "to let the public know we exist and to serve as positive role models. It's important to help when you can. Volunteers are the grassroots of any community and we are happy to do our part."

Plans for next year's event are already underway. Enlisting more teams from the law enforcement sector and raising more funds are top priorities. ♦



The "Riot" team members. Back row, left to right: Bob Grunerud, Ryan Deback, Kevin Venne, Stacy Ryma, Craig Podgursky, Chad Brick. Front row, left to right: Murray Garbutt, Clay Shaw, Tim Dayday, John Barrajon

Going Green

By Jannis Budnick, Regional Environmental Officer, Regional Headquarters

Just as times, knowledge and perspectives change, so too do our environmental initiatives. Prairie Region has excelled in this regard in the past five years. Each institution incorporates programs and procedures aimed at conserving our earth and heightening both inmate and staff awareness of “green” issues.

As we work toward the goals in our Sustainable Development Strategy, we realize there are other achievable goals. With all the support and ambition in Prairie Region, we have been able to widen our scope, develop additional priorities and strive for a greener future.

The Prairie Region is home to 12 institutions. Each takes environmental issues very seriously, and has established sustainable development programs of which it can be proud. The joint efforts between the Correctional Service of Canada (CSC) and CORCAN also contribute to the success of these operations.

The following environmental initiatives are those that have gone above and beyond what is required by Canadian laws and guidelines.

WASTE MANAGEMENT, RECYCLING

Separation, sorting and recycling programs exist at each institution. They began as sustainable development initiatives, and then extended into inmate employment programs. These programs divert approximately 65 per cent of waste away from landfill sites. Materials separated and recycled include aluminum cans, paper (all sorts), magazines, cardboard, plastics, batteries, kitchen grease, steel and other metals, pallets and organic waste.

- Shredded paper is used as bedding for cattle at Riverbend Institution.
- Waxed cardboard (with little to no recycling value) was found to burn cleaner than most wood and is used as a fuel source to heat the recycle/compost shed and dairy barn at Rockwood Institution.
- Drumheller Institution grinds its plastics and ships them to Red Deer where they are extruded into exterior decking and verandahs.

- Edmonton Institution for Women runs a bulk exchange program for its living units, which eliminates the need for stockpiling and waste from packaging.

COMPOSTING

- The Regional Psychiatric Centre, Bowden Institution, Drumheller Institution and Grande Cache Institution all operate large in-vessel compost machines. These operations eliminate 100 per cent of institutional food waste.
- Three institutions strictly windrow their waste and three institutions use smaller backyard-type compost systems. All of this compost is reused in institution flower beds and pots.
- Bowden and Rockwood CORCAN operations have contracts with Safeway to accept their waste, turn it into a rich compound, and bag it. Safeway, in turn, sells the product in its retail outlets.

WATER CONSERVATION

There are many water-saving techniques.

- The majority of facilities have low-flow showerheads and/or low-flush toilets. Living units also have high-efficiency water heaters. Water use is monitored and landscaping is designed with drought-tolerant species in mind.
- Pê Sâkâstêw has a completely organic wastewater treatment operation. This water is reused throughout the facility in toilets, urinals, sprinklers, and on the orchard.
- Drumheller is looking into a sand-filtration wastewater treatment technique that recycles water for use on its property.

ENERGY CONSERVATION

- Energy conservation techniques are too numerous to mention; however, a few of the more common practices include the installation of low-energy window film, timed and motion-sensor lighting, night setback controls, and high-efficiency furnaces.

HUMAN RESOURCES

- Environmental officer positions have been filled at five institutions. Officers are responsible for any compliance issue, whether it relates to the sustainable development strategy, the letter of the law, staff and inmate awareness, inmate employment positions, or the initiation of new or advanced environmental programs. They also comment or give advice on any environment-related questions.

- The majority of the facilities have struck environmental committees, composed of staff delegates from all areas of the institutions. Sometimes an inmate member sits on the board, as at Okimâw Ohci Healing Lodge.

EDUCATION

The concept of sustainable development is slowly making its way into programs and operations.

- Saskatchewan Penitentiary offers an excellent sustainable development course to inmates as part of the school curriculum.
- Several facilities teach environmental issues during the inmate orientation.
- The prospect of combining programs at healing lodges with Aboriginal programs is being looked into.

AWARENESS

- Many awareness practices are used to educate and inform both staff and inmates: general staff meetings, e-mails, document circulation, orientations, special days and even contests.
- The Okimaw Ohci Healing Lodge and Regional Psychiatric Centre have both held poster, essay, poem, and short story contests for the inmate population, with prizes offered for their efforts. ♦



Native Australians Visit Willow Cree Healing Lodge

By Harry Michael, Executive Director,
Willow Cree Healing Lodge

Photo: Rod Andrews

Winsome Matthews and Carmen Parter from the Aboriginal Justice Advisory Council, New South Wales, Australia, visited the Willow Cree Healing Lodge on May 21, 2002. The women are on a North American tour to view indigenous justice initiatives across the continent. Their goal is to benefit from lessons learned by First Nations communities and governments that have introduced "new ways of doing business." Winsome and Carmen were particularly interested in sharing information on policy and programming innovations, community support initiatives and partnerships between Aboriginal communities and the Correctional Service of Canada (CSC).



Left to right: Carmen Parter, Harry Michael, Winsome Matthews

While at the healing lodge, they met with elders, chief and band council representatives, justice committee representatives from Beardy's and Okemasis First Nation, and management and staff from CSC. The visit provided an opportunity for everyone to share Canadian and Australian stories as well as experiences related to justice initiatives.

The meeting was held in a traditional tipi rather than in a boardroom, allowing Winsome and Carmen first-hand experience of smudging, a talking circle, a pipe ceremony, and a traditional feast. The meeting ended with an honour song and prayer for the two visitors and a tour of the construction site of the new healing lodge, due to open in June 2003.

The meeting was a positive experience for all, and a new international communication partnership was established between two organizations working towards the common goal of Aboriginal justice. ♦

Books for Kids Project

By Kim Ezzard, Social/Cultural Development Officer,
Rockwood Institution

It all started with a phone call from Jack Watkin, supervisor of the program Quality Classrooms, based in Winnipeg, Manitoba. Jack is in charge of Books for Kids, a volunteer organization that promotes literacy by giving children the opportunity to read and own books. What Jack needed was some help. So he called Rockwood Institution to see if the inmates would be interested in volunteering to help out children across Manitoba with this project.

Over the past year, people have been dropping off new and used books to various sites around Manitoba. Jack needed a place to keep the books and people to help sort them according to condition, quality, age appropriateness, and other categories. Once that was finished, the books had to be boxed and sent to various schools, libraries, community centres, and reserves that had applied for them.



Left to right: Inmates C. Friesen, M. Bouttavong and S. Tyler

Well, Jack had to look no further than the Education Centre of Rockwood Institution. After speaking with Teacher Co-ordinator Moyra Habing, Jack had approximately 70 offenders willing to donate their time to this worthy cause.

The delivery of the first books began shortly afterwards. In no time, the inmates had them sorted and categorized, boxed and labeled, ready to be sent to their new owners.

Offenders and staff connected with this project experienced an immeasurable level of satisfaction. Special thanks to the teachers from the Education Centre; J. Fosty, an offender who acted as the project liaison; and all the inmate students and Rockwood Institution inmates for their help. They did an excellent job and their efforts were greatly appreciated. ♦

Aboriginal Careers and Training

By Shelley Borrowman, Communications Assistant, Regional Headquarters

Deputy Commissioner Ross Toller was pleased recently to present certificates of appreciation to two of the Prairie Region's community partners. The Aboriginal Futures Career and Training Centre and Lethbridge Community College make considerable contributions to the recruitment, continuous learning and retention of Correctional Service of Canada (CSC) employees.

The Prairie Region recruitment strategy called for the creation of partnerships with Aboriginal organizations in each Prairie province to boost recruit-



Left to right: Ross Toller, Deputy Commissioner, Prairie Region; Glenda Wapegan-Magarrell, Program Co-ordinator, Aboriginal Correctional Officer Training Program; Linda Domak, Labour Market Consultant, Treaty Seven Economic Development Corporation; and Sandy Roberts, Program Facilitator, Aboriginal Correctional Officer Training Program



Left to right: Barb Mantello, Instructor, Lethbridge Community College; Pat Mulgrew; Ross Toller; Floyd Wilson; Ian Hefher, Program Leader, Lethbridge Community College

ment and positive working relations. The Aboriginal Futures Career and Training Centre in Calgary, which provides urban and treaty employment training to Treaty Seven Bands, exceeded its commitment to facilitate recruitment efforts.

The Prairie Region, like most employers, is looking to the future and planning for a renewed workforce. Prairie Region management—most notably Warden Floyd Wilson and Chief of Education Pat Mulgrew of Drumheller Institution, and Warden Mitch Kassen, Bowden Institution—have been working with Lethbridge Community College over the past several years to develop educational opportunities for current and new employees.

The college developed a program in Applied Corrections for which students can earn a bachelor's degree. Under this new program, current CSC employees can receive credits for their prior learning

and job-related experiences within CSC. The degree is important not only for employees, but also for CSC as a whole. It meets required academic standards as well as standards of skill and values and is essential in our recruitment and preparation of new employees. ♦

The Prairie Region recruitment strategy called for the creation of partnerships with Aboriginal organizations in each Prairie province to boost recruitment and positive working relations.

Aboriginal Healing Unit

By Gaylene Romero, Correctional Officer, Stony Mountain Institution

Regional and institutional staff, community guests, elders and inmates attended the official opening on May 27, 2002, of the Aboriginal Healing Unit at Stony Mountain Institution (SMI). Participants took part in a traditional naming ceremony and acknowledged the birth and commitment of the unit.

In the world of corrections, flexibility is a highly regarded quality. So it is no surprise that the Correctional Service of Canada (CSC) has been able to recreate itself as circumstances change. The organization's versatility has been essential to the achievement of its Mission. The creation of the Aboriginal Healing Unit is one example of that flexibility.

CSC has set a goal to reduce the incarceration rate of Aboriginal offenders, and the healing units are part of the plan. To date, Aboriginal healing units have been integrated into three institutions.

The units are controlled environments in which traditional healing methods may be used. Lesley Monkman, Project Manager at SMI, believes the key factors for success are a desire on the part of staff and participants to embrace traditional ways and use them as a tool to assist in personal development and to support law-abiding behaviour.

CSC has set a goal to reduce the incarceration rate of Aboriginal offenders, and the healing units are part of the plan.

Lesley points to the contribution of elders and staff Aboriginal teams. They have an increasing involvement in case management and risk assessment, and assist in the selection of offenders, through ceremony and teachings, in preparation for admission to the unit.

Specialized training, orientation and re-education of staff has been a priority. All staff assigned to work in the unit must participate in a two-week cultural awareness program. This has resulted in a cohesive working group that is sensitive and responsive to the men who reside in the unit.

Community Development Officer Ron Hart acts as a strong connection between the institution and the

community's collaboration in the initiative. Hart believes that the unit is a step in the right direction—towards the offenders' safe reintegration into society.

Called "Ni-Miikana" (My Road), the unit contains 48 beds, 45 of which are currently filled. Activities include a 10-day traditional circle program and evening sweat-lodge ceremonies. Future plans have been made to sponsor an institutional "Indigenous Games" and participate in the Chief Big Bear Gathering.

Offenders are involved in the Elder Assessment Process, which facilitates healing. They are also expected to follow institutional routine and protocol, and are encouraged to attend morning and evening ceremonies, as well as pipe and fasting ceremonies.

The unit uses a traditional circle to deal with interventions and minor infractions. Offenders are expected to self-monitor, follow traditional protocol and unit goals, and seek guidance from the Ni-Miikana staff. In the first month of operation, there has been a significant decrease in institutional charges, an increase in traditional ceremony participation, and near-zero unemployment.

In the coming years, the Aboriginal Healing Unit is expected to reshape itself many times to achieve its desired results. Through the dedication and hard work of all participants, the outcomes should demonstrate that CSC continues to be admired throughout the world as an innovator in the field of corrections and rehabilitative services. ♦



Project Manager Lesley Monkman standing inside the spiritual lodge at Stony Mountain Institution

Rockwood Inmates Rejuvenate Spirit

By Gaylene Romero, Correctional Officer, Stony Mountain Institution

A humble structure built in 1902, situated on three acres of prairie grassland. It has huge potential to be a provincial landmark with historical interest, or even just a reflective locale. But overgrown bushes and unsightly weeds have gradually obscured this once serene setting. As economic limits affect us all, it is no surprise that even a place of worship would feel the financial restrictions that impede maintenance and groundskeeping.

Yet only one year later the site is transformed. The Christ Church Anglican Chapel in Stony Mountain, Manitoba, now quietly rests on a well-tended garden, projecting a tranquil image and providing welcome retreat for those who worship there. It beckons to those who live in the community. How could such a "miracle" occur?

The warden of Rockwood Institution, Bruce Campbell, when approached by the church board to help this ailing milieu, saw an excellent opportunity to put into action the strategic objectives of our Mission: to develop partnerships and provide opportunity for offenders to contribute to the well-being of the community. The town of Stony Mountain is situated adjacent to the Rockwood and Stony Mountain institutions, so it is also important to preserve the "good neighbours" philosophy!

Important considerations came into play in the initial decision to work on the site. A review of available manpower was necessary to determine whether using those who were of acceptable skill and interest levels would compromise the current operations of Rockwood Institution. There was close deliberation on correctional plans, risk assessment and the logistics of travel and cost. However, through all of this red tape, Warden Campbell believed the project could be completed successfully—and result in effective corrections

—using appropriate monitoring, hard work and enthusiasm. The warden's quiet confidence and prudent operational overview gave full support to staff in this undertaking.

Correctional Officer Walter Marsh was asked to supervise the endeavour. Officer Marsh has 22 years with the Correctional Service of Canada (CSC) and although he has no formal trades papers, he is a self-professed handyman. He is level-headed and astute in assessing human behaviour. Yet it was Walter's attitude toward corrections that made him a natural choice for the position.

Warden Campbell believed the project could be completed successfully—and result in effective corrections—using appropriate monitoring, hard work and enthusiasm.

Walter viewed the appointment not as a maintenance assignment but as a training program of community service for inmates. He preferred to portray himself as an advisor to the work. He wanted to instill independent thinking and decision-making by the participating offenders. He believed that if the inmates were to take ownership of the project, they would learn much more than horticulture and contracting skills—self-esteem, time management, teamwork and an honest work ethic.

They learned all of these.



Correctional officer Walter Marsh (left) with two Rockwood Institution inmates who worked on the restoration project

The project started in May 2001 with a general cleanup of the grounds and outbuildings. Work then progressed to the interior of the church, where inmates completed a total renovation of the main structure, including plumbing and electrical overhauls, and painting.

The initial work crew consisted of two long-term offenders at Rockwood Institution. They were eventually replaced by others, as release dates of the original inmates were reached.

Both Warden Campbell and Officer Marsh stress that the project could not have succeeded without the co-operation of Stony Mountain Institution (SMI) management and the operations crews. Bruce Sabatini and Ken Watson from SMI Works department, as well as Glen Fontaine—the CORCAN Grounds and Landscape Instructor from Rockwood Institution—provided technical expertise and showed commitment throughout the project, often working on holidays to complete the tasks.

And so, the idea of partnerships stretched to encompass the bordering institution.

The work by Rockwood Institution offenders on the chapel has since

Projects of this nature show that CSC is a positive presence in the community and of social and economic benefit to society.

mushroomed and led to other projects, including the war memorial cenotaph and a community hall, also in the town of Stony Mountain. The list of future undertakings includes the local Legion and the United Church.

The hard work has paid off. Not only has there been a transformation of a physical kind, but also a rejuvenation of spirit—offenders and community alike. Where once there was skepticism, the community now recognizes and applauds the work done by the offenders. People have learned to trust CSC in its re-integration processes. We lead by example. Projects of this nature show that CSC is a positive presence in the community and of social and economic benefit to society. ♦

CSC Staff Volunteer at North American Indigenous Games

By Doug Spiers, Regional Recruitment Manager, Prairie Region

I first learned the North American Indigenous Games (NAIG) were to be held in Winnipeg during the summer of 2002 from a friend who was to be the Mayor of the Games. I also learned the magnitude of this event—over 7,000 athletes would be competing from all over North America. More competitors than the Pan Am Games. I was impressed!

We talked often about the many challenges and exciting prospects these Games would offer. One can imagine the amount of work involved in such an undertaking and the experience needed to make it a success. A worthy strategy adopted by organizers was to use experienced organizers and planners from past major events in Manitoba and to partner them with Aboriginal persons involved in this event. This ensured that the Games belonged to the Aboriginal community and that an invaluable heritage of leadership and organizational skill would be transferred to this community.

I said that I would like to volunteer and suggested that the Correctional Service of Canada would be a good source of volunteers, both Aboriginal and otherwise. In February 2002, I received a call from Darcy Baker, Operational Manager for the Games, with a proposal and a request for assistance. The NAIG organizers were concerned that if any of the sporting venues were to have spectator or participant problems, it would be the boxing competition at the University of Winnipeg's Duckworth Centre in downtown Winnipeg. They proposed that a core of CSC volunteers become the security team responsible for the boxing venue and, hopefully, a CSC person would also be the volunteer security representative.

Their rationale was a good one and, I must admit, made me feel good about who we are and what we do. The organizer's perception of CSC staff was that we would be comfortable in dealing with conflict situations; we would have both the training and inclination to restrain our emotions and deal with these situations in a non-confrontational manner. Clearly, we have come a long way in the public's perception!



Left to right: back row: Fred Hay, retired correctional officer; Allan Blackbird, Rockwood Institution Parole Officer; Wayne Bird, Stony Mountain Institution Power Engineer; Jeffrey Spiers; Doug Spiers, Prairie Region Recruitment Officer
Front row: Ben Girard, Assistant Warden Management Services Rockwood Institution; Kirk Bruyere, Rockwood Correctional Officer; Delaine Figur, Rockwood Parole Officer; Kim Spiers, daughter of Doug; Lea Linklater, Rockwood Institutional Services Officer; Larry Linklater, husband of Lea

I had no hesitation about who I would approach concerning the NAIG request. Kirk Bruyere is an experienced correctional officer at Rockwood Institution, a minimum-security facility located just north of Winnipeg. He has delivered Aboriginal cultural awareness training to staff, is a member of the institutional Values Assessment Team for Recruitment and is committed to his personal physical fitness and to community volunteerism.

Kirk and I met for coffee and immediately he expressed interest in the idea. He was confident that a group of staff would be keen on volunteering and said he was already planning to volunteer at the Games. Kirk not only

accepted the role of site security representative for the boxing venue, he soon saw the need for a volunteer security co-ordinator on the NAIG Organizing Committee for the entire Games. He accepted that position as well. I made myself available to assist and together we attended many meetings. We prepared a training session for all security volunteers that Kirk delivered over several evenings. Slowly the Games preparation was taking shape.

With a minimum amount of coaxing, Kirk recruited a group of eight CSC staff, his recently retired shift partner and good friend Fred Hay, and three staff family members. Half of the CSC volunteers were Aboriginal. The

group consisted of: Kirk Bruyere, Allan Blackbird, Lee Linklater and husband Larry, Blaine Hadaller and Ben Girard from Rockwood, Wayne Bird and Delaine Figur from SMI and myself, Doug Spiers, with son and daughter Jeff and Kim.

The fun and camaraderie that comes from working together and volunteering one's time freely for a worthy community event was a just reward for the time spent, although the calibre of the boxing was a special treat to watch! Where available, staff used their allotted volunteer day, days of rest, and other forms of scheduled leave to work at the Games. Wardens from both institutions showed great support by endorsing the event and allowing staff to take available leave. Kirk spent many evenings of personal time planning and training volunteers and took a week of annual leave to be fully available for the Games, both as a volunteer and spectator.

The Games wrapped up with huge accolades for all involved—the many young athletes, organizers, and particularly volunteers who not only provided an invaluable service but also walked away with the feeling that they had made a great contribution to their community. In the aftermath, positive feelings abounded. In particular, the Games helped bridge a gap of understanding and respect between society at large and the Aboriginal community. It felt good to be a part of that. ♦

"Spirit of a Warrior" Graduation Saskatchewan Penitentiary

By Albert Manseau, Unit Manager, Federally Sentenced Women's Unit, and Trent Mitchell, Parole Officer, Saskatchewan Penitentiary

On April 26, 2002, a visionary idea became reality when five federally sentenced women attended the graduation exercises for the Aboriginal program Spirit of a Warrior in the gymnasium at Saskatchewan Penitentiary. That afternoon, Christine Lee Bernard, Elaine Rose Cece, Tania Ross, Ida Schaan and Toni Sparvier were presented with certificates for their achievements.

The idea of developing and presenting a high-intensity violence prevention program that targeted female Aboriginal offenders emerged after a similar program (In Search of Your Warrior) proved effective with male offenders at Saskatchewan Penitentiary. By October 4, 2001, the funding had been arranged, a curriculum developed, and Native Elder Melanie Dreaver and program facilitator Phyllis Nault began to pilot the new six-month program.



Left to right: Toni Sparvier, graduate; Melanie Dreaver, Elder and co-facilitator; Tania Ross, graduate; Phyllis Nault, facilitator; Ida Schaan, graduate; Elaine Cece graduate; and Christine Bernard, graduate

Hosted by Rob Davies, Executive Director, Stan Daniel's Healing Centre, the ceremony was attended by a broad cross-section of people involved with the Correctional Service of Canada. Native Elder John Angus led the traditional drumming and singing of "Big River Cree."

Also present were such community representatives as Marge Nainaar, Chairperson of the Saskatchewan Penitentiary Citizens' Advisory Committee; Lee Atkinson, member of the Prince Albert City Council and representative for Mayor Don Coté; Giselle Lavallee, Executive Director, Federation of Saskatchewan Indian Nations; and Julia Price, Elizabeth Fry Society.

The event was a success, not only because it celebrated the accomplishments of the graduates and the Spirit of a Warrior, but also because it marked the beginning of new stages in their lives. All five women had earned a downgrade in their security ratings as a result of their program performance.

After an opening prayer by Native Elder Victor McIntyre, a number of guest speakers offered the graduates praise for their perseverance and best wishes for the future while discussing both the origins and future of the Spirit of a Warrior program. In turn, Lori MacDonald, National Headquarters; Warden Brenda LePage; Gerry Cowie, Regional Administrator of Aboriginal Programs; Acting Warden Peter Guenther, Saskatchewan Penitentiary; Patti Tait, Project Manager, Aboriginal Programs; Giselle Lavallee and Julia Price delivered brief, encouraging speeches.

Most inspirational of all was the heart-felt valedictorian message delivered by graduate Christine Bernard. She described the difficult healing path that the graduates had begun during the course, as well as the bond of sisterhood that the participants built—not only with each other, but also with the course facilitators. These ideas were confirmed by the elated messages delivered by the course facilitators and other graduates during the presentation of the certificates. After a prayer of thanks by Native Elder Duncan Awassis (and before his closing prayers) those in attendance enjoyed a banquet and participated in a series of gift exchanges.

The graduates were given gifts boasting the Spirit of a Warrior logo (designed and drawn by Sherri Parenteau, another offender at the Federally Sentenced Women's Unit). Thereafter, the graduates generously presented numerous gifts to many of the guests and dignitaries who attended the ceremony, including T-shirts, pillows and dreamcatchers, most of which they had carefully handcrafted.

The event was a success, not only because it celebrated the accomplishments of the graduates and the Spirit of a Warrior, but also because it marked the beginning of new stages in their lives. Indeed, it was announced that all five women had earned a downgrade in their security ratings as a result of their program performance. In Christine Bernard's words, they were "blooming into rosebuds." ♦

CARVING for the Community

*By Diane Mousoulitis, Assistant Warden,
Management Services, Mission Institution*

For the third year now, the Thundercloud Warriors, a Native Brotherhood group at Mission Institution, carved ceremonial paddles for the graduating Grade 7 Aboriginal students of School District 75. The hand-carved and painted paddles were presented to the students at the 2002 Aboriginal Elementary Awards ceremony on May 16, 2002, at the Clarke Foundation Theatre.



The Thundercloud Warriors

In total, more than 50 paddles have been carved in yellow cedar using traditional methods. The presentation to the students is symbolic, encouraging them in "pulling for their futures" within their Native culture and within the modern Information Age.

The Thundercloud Warriors were pleased to again contribute to the community and offered the following comments to students:

"We are all honoured to be given this chance to help our young sisters and brothers! We pray each paddle will bring a smile to each person that has earned one. May each journey be a safe one. We look forward to this same honour next season. Congratulations to all who made it to this very special day. All are in the hearts of each Thundercloud Warrior! All our relations."

Projects such as the paddle-carving have a positive effect on the offenders' relationship with and outlook on the community and are encouraged by the Correctional Service of Canada. ♦

William Head Opens New Native Health Centre

By Wendy Townsend, Head Program Planning and Development, William Head Institution

William Head Institution proudly opened its new Native Health Centre on Saturday May 11, 2002. Elder Sammy Sam of Tsartlip blessed the building, following traditions of the coastal Salish people.

During the opening ceremonies, Greg Sam spoke on behalf of the Beecher Bay people and gifts were given as thanks to all those who witnessed the opening. Poles carved at the institution were raised to commemorate the opening. This symbolic ceremony was followed by a

pow-wow, co-sponsored by the Correctional Service of Canada and the Native Brotherhood Organization. Approximately 200 people attended the event, many of them members of the local community.

The building was designed with the needs of First Nations offenders in mind. It will provide offices for Native health workers, a great room for meetings and Elder-assisted National Parole Board hearings, and a classroom for Aboriginal programs. ♦



Attendees gathered around the front doors of the new Native Health Centre (flanked by carved poles), while Elder Sammy Sam blessed the building.

Cut His Hair to Show He Cared

By Bill Rankin, Communications Officer, Communications and Consultation Sector

What would motivate a fellow to suddenly change his hairstyle overnight from long flowing locks to Marine-style bean-shave?

Kwìkwèlhp Correctional Officer Dan Jack took the radical step for a good cause—to help raise dollars for the Children's Hospital cancer ward. Dan was motivated by a boy afflicted with brain cancer. "Brandon is a real inspiration," he says. "Despite his illness and pain, he always wears an infectious smile. I decided that if I was going to cut my hair anyway, I should try to do what good I could with it."

Dan contacted the Children's Hospital and a representative explained the "balding-for-dollars" program. Once Dan had received some pledge forms, he immediately started canvassing, mostly from regional Correctional Service of Canada employees. With almost every pledge he received, Dan heard a story of how that donor's life had been touched by cancer—affecting a friend, relative or other loved one.

Since the haircut—done for free at a local salon—Dan has collected another 100 pledges totalling more than \$2,000; his two-foot-long locks were donated to the "wigs-for-kids"

program at the hospital.

"I am still collecting the pledges so the money has not yet been transmitted to the Children's Hospital. I have an invitation from Mr. Mornar [a hospital official] to bring the money in person. He has offered me a cup of coffee and a tour of the children's oncology ward, complete with introductions to some of the kids. I intend to take that invitation as soon as I have collected all the funds."

Hats off to you, Dan! ♦



Dan Jack — before and after!

Kwìkwèlhp Correctional Officer Dan Jack took the radical step for a good cause — to help raise dollars for the Children's Hospital cancer ward.

They Shoot, They Score!

By Claude Demers, Co-ordinator, Correctional Operations, Mountain Institution

This year's Provincial Law Enforcement Marksmen Championship event was marked by strong winds, rain and sun—all the weather variables that hamper good shooting. Despite these conditions, the 40 law enforcement marksmen that attended made it another successful competition. Law enforcement personnel, including some from the RCMP and emergency response teams, came from Calgary, Vancouver and Seattle, among other places. The Correctional Service of Canada (CSC) was represented by two members of Pacific Region's tactical team, Rico Laidler and Hjortur Helgason.

Day One events focused on police-oriented scenarios, including shooting through windows, at moving targets, and from a simulated rooftop. The distances varied between 50 and 200 metres. The targets ranged in size from a half-inch bull's-eye to a scoring area about the size of an orange. After the first days' smoke had cleared, the Laidler-Helgason team found themselves in fourth place.

Day Two addressed military type targets and hostage rescue scenarios. The competitors started the day shooting at a distance of 300 metres, then on to 400 metres, where the

sniper has 3 seconds to engage a moving target. Each team member fired five shots, one shot per 3-second exposure. At 500 metres, the wind played havoc with the bullets, at times shifting the point of impact off the scoring area. Laidler and Helgason were able to work through the rain and wind, and shot almost perfect scores.

When the teams formed up at the 600 metre line, one Army team and one team of senior snipers from Vancouver ERT were ahead of the CSC marksmen. The match was designed to cause some duress for the two-man teams and bring out the finest abilities of the shooters.

There were two targets that each shooter could engage. The first was a "fig 11," a charging man target; each hit scored five points. Beside the fig 11 was a much smaller target, a fig 12c, where the bull's-eye was a mere 6 inches in diameter. A hit on this target was worth 10 points.

All teams discussed tactics about where to shoot. Go with a safer target, the big one, and get a possible 50 points, or... risk everything and engage the much smaller target. After a brief discussion, the CSC team decided that it was worth the risk to engage the smaller target in the hopes of pulling ahead of the other teams.

When the match was over and the targets appeared with the indicators in place, the leading team from the Vancouver Police Department had hit the small target only three times, while the team of Laidler and Helgason had hit it seven times! When the scores were tabulated, the CSC team had pulled ahead of their competitors to not only achieve the high aggregate of all the scores for the two days, but also to place first in the marksmen team event.

Prizes included individual plaques, a mounted sniper rifle trophy for the winning pair, and the grand prize of attending an Emergency Response Team course at the Federal Bureau of Investigation, Navy Seals and United States Marshal Training Centre in Arizona—a prize valued at \$1,200 for each team member.

Congratulations Rico and Hjortur! ♦



Correctional officers Hjortur Helgason (left), and Rico Laidler, holding the BC Provincial Sniper Trophy they won on June 20 2002, in Chilliwack, BC

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