

LET'S TALK

VOLUME 28, NO. 1

A Fighting Chance

Recruits Prepare to
Become Correctional
Officers

From **Sentencing**
to **Incarceration**



Correctional Service
Canada

Service correctionnel
Canada

Canada

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A Decade of Progress

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George LeClair gradually changed his thinking over years of incarceration and is now a valued CSC employee, helping lifers cope with life both inside and outside of federal institutions.

Photo: Bill Rankin



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Our day-to-day interactions with others



This edition is all about you. Stories about how you view your work, how you go about it and the difference that it makes.

Given the scope of corrections, it is not unusual that the stories would be wide-ranging and that some have taken place in Canada and others yet, in other parts of the world.

These stories do, however, have things in common. They point to the professional know-how and passion that form the basis of corrections. They remind us that tremendous contributions to safety and well-being are indeed possible through collaboration - staff working with fellow colleagues, with criminal justice partners and/or with individuals from surrounding communities. And, they underscore the pride that many hold vis-à-vis their profession.

There is no denying the very strong impact that each one of you has on others. Some days, as we struggle with difficult situations, we may tend to underestimate this. I hope that these stories will inspire and re-energize you as they have done for me.

Lucie McClung
Commissioner
Correctional Service of Canada

**Safety,
Respect
and
Dignity
for All**



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

Recruits Prepare to Become Correctional Officers

A Career That Makes a Difference

By G. Chartier, Communications Officer, Communications and Consultation Sector

Correctional officers working for the Correctional Service of Canada (CSC) play a vital role in Canada's criminal justice system. As part of a team that is the primary contact for offenders, they work with them on a continual basis every hour of every day.

Gus Joshua, Denise Cormier and Ed Dobson have finally finished their correctional officer training. They began as members of a group of 24 strangers who made it through an arduous selection process to get into the Correction Officer Training Program. After 11 challenging weeks at the Regional Training Centre in Memramcook, New Brunswick, the group is down to 16.

"THEY DON'T SPOON-FEED YOU HERE"

From the time of application to the first weeks working in an institution, the entire process is aimed at getting the best recruits and giving them the best training possible. Each step of the way, the process is based on the values of safety and respect that are vital to the successful operation of CSC. They spent their last two days learning firefighting techniques, one of the many important safety aspects required for that career.

"For 11 weeks, we had a lot of theory and role play, crisis management," said Gus Joshua. "High pressure, on-the-spot, thinking-on-your-feet kind of scenarios. . . .They don't spoon-feed you here."

A JOB WITH PURPOSE

Denise Cormier had been looking for a job where you did more than simply show up. "I was looking for stability and purpose," she said. She was considering a career in corrections when a friend who had worked in the field for 16 years told her she had the type of personality that was a fit for corrections.

"I had a lot of doubts, but the training we received here helps us get a grasp on the whole idea and whole purpose of CSC," she said.

Ed Dobson has a criminology degree and was looking to work in the criminal justice system. He is from Springhill, Nova Scotia, where Springhill Institution is located, and wanted a career that would allow him to stay in his community. His family was happy that he was staying put, but "a little nervous about the atmosphere and environment," he said.



Correctional officers Gus Joshua, Ed Dobson and Denise Cormier the day of their graduation at the Atlantic Region's Regional Training Centre in Memramcook, New Brunswick

"They worry it's going to change me, but I tell them nothing's going to go wrong. I won't change," he said.

DOUBTS LAID TO REST

"I think we all had doubts," said Gus Joshua, who previously worked as a customs officer. He was looking for a good environment for his family. "The first day in class, I thought, 'Do I really want to be here?' You picture yourself surrounded by all these inmates."

He found that he could rely on the background, experience and honesty of the instructors at the Regional Training Centre.

"There's no backdoor for these guys," he said. "They tell it like it is, and if *they* can do it, I can do it, too."

A CONTINUOUS LEARNING PROCESS

The training was intensive, but not conclusive, according to Denise Cormier. She views the educational process as continuous.

"We've got a long learning process in front of us," she said. "Until you retire. What they give you here is the best base they can within 11 weeks."

THE BEST OF INTENTIONS

"Before," said Gus Joshua, "to me, a correctional officer was what I saw in movies—you know, the guy with the shades on. Of course it's totally different."

The recruits perceived a correctional officer as being a public servant and as having an important role in the criminal justice system. They knew it was a job where they felt they could be of benefit. But before Gus, Denise and Ed began this process, they, like the general public, did not really understand the positive effect a correctional officer could have on an offender's life. Gus recounted how, when he and the other trainees were touring an institution as part of the training, a lifer sat down and spoke with them.

"One officer had taken an interest, and it made a difference. The officer went through channels, talked to him, and now the guy is in Westmorland [Institution, a minimum-security facility in Dorchester, New Brunswick]."

"He's doing programs because some officer sat down and listened to him. Instead of closing an ear, he opened an ear. We'll certainly try to do the same. ♦

New Correctional Officers Graduate

On July 26, 2002, the sound of bagpipes swirled over the grounds of the Memramcook Institute as 16 recruits graduated from a Correctional Training Program (CTP) given in the Atlantic Region of the Correctional Service of Canada (CSC). The recruits had successfully completed the initial phase of their training and were graduating as correctional officers, trained and prepared for the challenging positions they were about to take up.

Located among the tidal marshes of the Bay of Fundy south of Moncton, New Brunswick, the institute in the Village of Memramcook, is home to the Regional Training Facility (RTF). On a summer afternoon, CSC pipers Ray Austin and Don Robinson, both correctional officers at Dorchester Penitentiary, led the proud graduates into a hall on the top floor of the institute where family, friends and CSC officials awaited them.



Correctional Service of Canada pipers Ray Austin and Donald Robinson, both correctional officers at Dorchester Penitentiary, led the recruits into the hall for the graduation ceremony.

SAGE ADVICE

Before they were led out for the ceremony, CTP Co-ordinator Danny LeBlanc, who had worked closely with them over the preceding 11 weeks, gave them a final word of advice: "You've got to love your job, but remember your family comes first."

KEY PLAYERS IN STAFF RENEWAL

After the recruits were piped in, they stood facing their friends and family. Assistant Deputy Commissioner (Corporate Services) Robert Babineau spoke to them, reminding the new officers that they had begun a career



The graduating class at the Regional Training Centre
Front row: Tim Williams, Robert Vautour, Tanya Sheriff, Maria Cromwell, Michel Theriault, Anthony Thomas
Middle row: Jamie Goulet, Kenny Goulet, Elaine Ward, Steven Hambrook, Ed Dobson
Back row: Shawwna Jarvis, Gus Joshua, Denise Cormier, Brian Belliveau, Michael Saulnier

where they would be tested daily. Mr. Babineau pointed out that they were key players in the necessary process of staff renewal and that they had chosen a career where they had a real opportunity to make a positive contribution.

"As a Service, we all serve the people of Canada," he said.

A POSITIVE HAND IN PEOPLE'S LIVES

Anthony Thomas spoke for the graduating recruits and thanked all the instructors. He then talked of his perspective as a Native male, of his life in northern Manitoba, and of his time spent on the streets of Winnipeg. He says he is now very conscious of the important role he can play.

"We can have a positive hand in people's lives," Officer Thomas said, and thanked his classmates for their friendship.

WE ARE INTERESTED IN LEADERSHIP

RTF Director Jim Black administered the Oath of Allegiance and the Oath of Office and Secrecy to the new correctional officers. Dave Cail, Regional Manager, Operational Renewal,

spoke of the professionalism they needed to perform their jobs effectively.

"We don't want guards," he said. "We want correctional officers."

Clearly, the graduates had chosen a career where they could make a difference. Mr. Cail, the graduates and all in attendance that afternoon knew there were challenges ahead. Appropriately, Mr. Cail reminded everyone of the stirring phrases of Winston Churchill: "Never, ever give up."

The Kitpu Youth Drummers and Dancers drummed and performed Native dances, and when the ceremony was over, the newly sworn-in correctional officers mingled with the audience and with their fellow officers. After weeks of intensive training, they were about to begin working at CSC correctional institutions throughout the Atlantic Region in just a few days. A future as a vital part of the Canadian criminal justice system lay ahead of them. However, now was a time for family, friends and colleagues to celebrate their accomplishment. ♦

Eight Weeks Later

New Officers Begin Their Careers in Corrections

Eight weeks after graduation, correctional officers Denise Cormier, Ed Dobson and Gus Joshua all felt they had been through an intense yet rewarding experience. However, their training did not end with the graduation ceremony; it continued with on-the-job training in the first weeks at their respective institutions across the Atlantic Region.

As Denise Cormier said just before graduation, “We’ve got a long learning process in front of us.”

The Monday morning after the graduation ceremonies, the newly sworn-in correctional officers began their work. For the first weeks, they shadowed veteran correctional officers, learning from the experience of their new colleagues, facing the challenges of various jobs (or posts) throughout the institution and learning how those posts best operate.

WATCH, LISTEN AND LEARN

“I felt great from when I started. I met people who voluntarily gave me advice or information or different tips,” Denise Cormier said of her first days as a correctional officer at Dorchester Penitentiary.

Many of the experienced officers told her it was important for any new correctional officer to gain confidence.

“That first morning I went into road patrol (the vehicle that patrols the perimeter of an institution) and started learning about what they do and what that post entails. You want to get an idea of what’s going on—you want to get familiar with the grounds, with the buildings, with the different units. Watch and listen and learn and try to see how things operate.”

Many of the experienced officers told her it was important for any new correctional officer to gain confidence and, to learn the legal boundaries of your job.

PERSONAL LEARNING EXPERIENCES

Correctional Officer Gus Joshua found the first weeks at Dorchester Penitentiary gave him an excellent opportunity to learn about various aspects of each post and to discover for himself how to do each task in the best way possible. He says the officers he worked with gave him advice but also allowed him to learn the way that worked best for him.

“You retain as much as you can,” Gus says about the training during the 11 weeks of CTP, “but the application in the real world is not cut and dry.

Correctional Officer Ed Dobson at Springhill Institution related a similar experience in moving from the classroom to the institution.

“In the training, you’re reading the manuals and what you’re supposed to do, but when you actually get here, it can be a little overwhelming at first,” he says. “But after two weeks of on-the-job training, you get to handle most posts.”

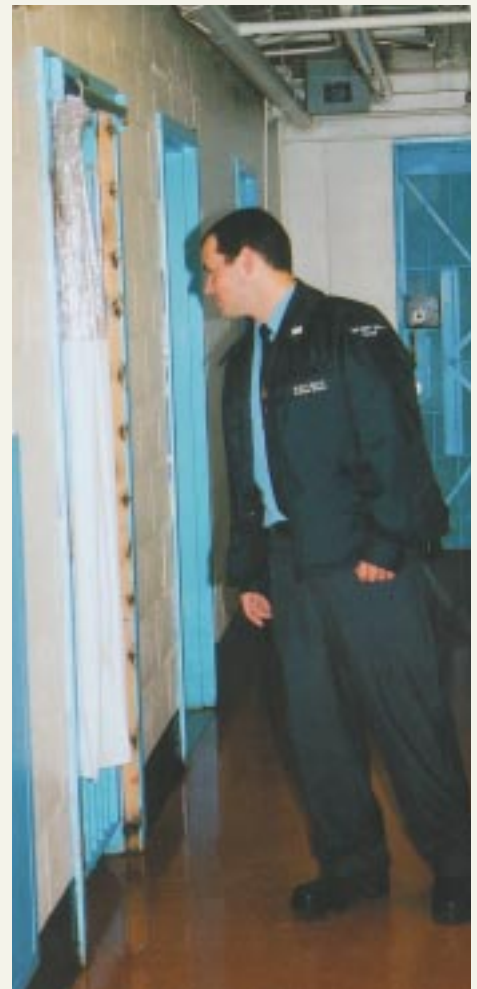
Officer Dobson feels that his fellow staff members were very helpful in letting him gain hands-on experience. “Staff let me do something first and then if they notice a way I could improve, they let me know. Everyone’s been really good, very supportive.”

Now that he has been trained and works in an institution, Officer Dobson believes “the public perceives it as a darker place than it is.”

TREATING EVERYONE WITH RESPECT

Although they had visited institutions during their training, the new officers had had little interaction with inmates until they began their on-the-job training.

“My first post where I was in the general area of a lot of inmates was where all the inmates come through for lunch,” recalls Denise Cormier. “I was standing there for



Correctional Officer Ed Dobson at work at Springhill Institution

officer presence. A lot of them will go by and nod to you or say hi. So far, I haven’t had a problem with someone coming up to me and being aggressive.”

“Sometimes they’ll have questions and you tell them the truth—if you say you’re going to look into it, you look into it.”

Gus Joshua says that his classroom training allows him to anticipate how inmates will react in specific situations. He also feels that the way he treats people makes a difference.

“I made a promise to myself the first time I came here that I’m going to do my best to treat everyone—regardless of their background—with respect. I figured that [in return], they’d treat me with respect. I find that’s pretty much worked.”

THE IMPORTANCE OF COMMUNICATION

The officers' first weeks saw them getting accustomed to institutional routines and performing security tasks such as providing "officer presence" during inmate movement, ensuring that inmates are where they are supposed to be in the institution and escorting them when necessary. To perform these tasks, proper communication is vital.



Correctional Officer Gus Joshua on duty at a hospital unit in Moncton, New Brunswick

"That's the bottom line in here," says Denise Cormier. "You're responsible for opening doors and letting people through or not letting them through. If you're not sure if that person is supposed to be there, the communication part is really important."

If the officers have any doubts about an inmate being in a particular place, they communicate immediately with other staff to confirm, usually by walkie-talkie.

"You may say 'Why are you here? Do you have a pass?'" says Gus Joshua. "Nine times out of ten, they'll either have a pass or a good explanation. I just confirm with a quick call," he says. "Contact the people that they are supposed to see and just confirm it."

BEING "TESTED"

During his eight weeks at Springhill Institution, Ed Dobson feels he has been tested many times by inmates. He spent several weeks working at the institution's segregation unit where inmates are kept in cells most of the day and are allowed out only in a very controlled manner, such as for their daily recreation period.

"When you ask if they want to go outside for recreation, they'll say no; then when you come by five minutes later they'll say 'I want my recreation now.'"

The first time that occurred, Officer Dobson went to the more experienced officers on the unit and said 'He wants to go out now. You don't let him out, do you?' The other

officer replied that if the inmate refuses to go to recreation at the appointed time, you don't let him out at some time more to his liking. "It's his choice," says Officer Dobson. "If he doesn't want to go out that day, he can't come back 10 minutes later or an hour later and say, 'Alright, I want to go out now.'"

Officer Dobson says that the inmates already know how the system works but since he was new, they were trying to take advantage.

"Try to be firm but fair—that's what the experienced officers preach."

THE IMPORTANCE OF AWARENESS

What would be a simple matter in the community can become more complicated within a correctional institution. Officer Joshua says that even a short break requires letting fellow officers know where you are going.

"You say 'For five minutes I'm gone to the washroom.' When you're working in the community, you don't have to say that. You always make sure other staff are aware of where you'll be and for how long."

Denise Cormier feels that while the day-to-day contact between officers and inmates in Dorchester Institution is fairly relaxed, she knows she works in a challenging environment.

"In class, they gave us what tools they could," she says, "but once you get here, every environment is different, from here to Springhill to Renous [maximum-security



Correctional Officer Denise Cormier working at Dorchester Penitentiary

Atlantic Institution in Renous, New Brunswick]."

She says that new officers enter this career with respect for the rule of law and the rights of others, which is reinforced in the class training. She also feels the scenarios in the training drove home the importance of being aware of where you are.

"The dangers *are* here and, for me, awareness is the number one thing I remember from class," she says. "When you're at home or on the street, you might not think about turning a corner in the same manner as you would here."

WORKING ON A PROFESSIONAL TEAM TO HELP OTHERS

After 20 weeks of training and working at various posts throughout their institutions, correctional officers Denise Cormier, Ed Dobson and Gus Joshua are now members of a team of professionals in Canada's criminal justice system. They and their colleagues in federal correctional institutions across Canada perform a vital role in protecting society by ensuring the security and safety of those institutions and, through their daily interactions, assisting inmates to move towards a safe reintegration into society.

As Officer Dobson says: "I hope that the inmates will look at me as someone that can help them, and I want the other officers to see that I can do the job well and they can depend on me. . . . I feel a responsibility for the uniform."

It is a responsibility Officers Cormier, Dobson and Joshua all wear very well. ♦

...new officers
enter this career
with respect for
the rule of law
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Pride on the Job

Correctional Officer James Wallace Keeping the Gate Secure

By G. Chartier, Communications Officer, Communications and Consultation Sector

At 6:30 a.m., the day was just beginning to dawn at Springhill Institution in Nova Scotia and Correctional Officer James Wallace was at his post at the institution's entrance. He had just come from an institutional security briefing where issues of concern for that day had been discussed. Many of the staff of the living units had already arrived and relieved their colleagues on the night shift.

Officer Wallace was working under what is called "the side roster," meaning that he had worked a number of different posts throughout the week, going wherever he was most needed. He was frequently assigned along with other officers to the front entrance or what is called "visitor-security control."

CONTROLLING THE MOVEMENT OF ALL VISITORS

"At this post, it is your responsibility to control the movement of all visitors that come into the institution," said Officer Wallace as he checked the readiness of the equipment needed to assure that control.

The main entrance at Springhill Institution is housed in a small building flanked by double fences that surround the institution and mark its perimeter. A wide desk divides the inside of the building and a metal detector is situated in the only opening. To get beyond that secure perimeter line, each person must go through a number of security precautions.

"Staff members with computerized scan cards go through the same process as you do at an airport," explained Officer Wallace. "There's a metal detector, X-ray machine, we check their bags or whatever they bring in, put it through the X-ray machine, walk through the metal detector."

OFFICER WALLACE PREVIOUSLY IN CORRECTIONS FOR THE PROVINCE OF NOVA SCOTIA

With many of the day's staff already in the institution and at their posts, Officer Wallace had a few minutes of relative quiet. As he prepared his post for the morning rush of people, he spoke about his background, his interests and the work he does.



Correctional Officer James Wallace

"I always wanted to get into law enforcement and I began working with CSC in April 2000," he recalled as he cleaned the desk's surface. "Before that I worked at a correctional centre for the Province of Nova Scotia and before that I was a fitness instructor." In fact, James Wallace has a recreation degree from Acadia University and is a certified physiotherapist.

"I still compete a little bit in body-building," he said, a fact attested to by powerful-looking shoulders and a lean physique. As he spoke, he cleaned and checked the operating order of a sensitive drug-sniffing device and commented that the surfaces of the counter had to be kept clean in order to get a fair reading.

CONTROLLING THE ARRIVAL OF CONSTRUCTION WORKERS AND STAFF

Visiting time did not begin for a few hours but a steady stream of construction workers carrying tools and equipment began to arrive. A new Regional Reception Centre was being built within Springhill Institution. When completed, federally sentenced offenders in the Atlantic Region of the Correctional Service of Canada (CSC) will be assessed there before

being assigned to specific institutions. As the workers filed through, Officer Wallace checked their identities and the equipment and tools each of them brought into the institution.

"We have a lot of construction going on," he said, "so we have a lot of contractors coming and going. They have hundreds of tools to keep track of."

By this point, the construction workers had been coming to the institution for several weeks and were familiar with the security routines. They readily opened their bags for inspection and placed items on the conveyor belt that carried them through the x-ray machine. As the items passed through the scanner, and while Officer Wallace ensured each worker's identity, his partner at the gate, Officer Jack Ryan, carefully watched the scanner's monitor to ensure that all bags and packages contained only permitted materials.

"The big thing is knowing who is coming into the institution, where they're going, why they're here and that they're the same person



Officer Wallace inspects material being brought into Springhill Institution by a construction worker.

Pride on the Job



Officer Wallace prepares a drug detection machine.

leaving,” said Officer Wallace. “The biggest concern is that we don’t want offenders walking out the front door,” he added in an understatement that underscored the gravity of the work he and Officer Ryan do.

THE RISK OF CONTRABAND

“You’ve got to control the people that are coming into the institution and what they are bringing in with them,” he said. “You always have the risk—whether it’s public or staff or contractors—of someone bringing contraband in.”

Before 8:00 a.m., a steady stream of staff members arrived for a regular shift. They each carry a computerized scan card, which they run over a device that reads their identity. Officer Wallace knows the majority of the employees well but he still checks all bags and briefcases as he chats easily with them. They are also aware of the importance of security and they all open their bags, briefcases or laptops for inspection.

By 8:00 a.m., all employees have arrived and been checked into Springhill Institution. A loud horn sounds the beginning of activities across the institution.

“So far, so good,” says Officer Wallace now that the main rush of people is over, “but the day’s only early.”

Officer Wallace must ensure the identity not only of all who come into the institution but also of all those leaving the institution. He patted down the few inmates being escorted to work on the institutional grounds outside the secure, doubly fenced perimeter. He helped apply restraints to another inmate being escorted to an outside medical appointment and verified that the driver taking them to the appointment was on his way.

VISITS

By midday, many visitors had arrived. Beyond the desk, a young woman came out through a door marked “Visiting Room.” She carried a small two-year old boy wearing a tiny Toronto Maple Leafs jersey. The boy reached back from the woman’s arms as she carried him toward the desk and he cried out, again and again, “Daddy.” Holding the crying child, the woman signed out. After retrieving some personal belongings from a locker, she left the building housing the front gate to walk to the visitors’ parking lot. All this time, the small boy held tightly to her and continued to call out for his father. Innocent children cannot comprehend the reasons for incarceration but this child had just experienced one of its most painful consequences.

James Wallace said witnessing moments such as this are difficult and often have a personal effect but they are also part of the job.

“You become a different person—less emotional,” he said. He thought about the families and the men they came to visit.

“I sometimes ask myself, ‘He’s got a beautiful family—why is he here?’” Still, Officer Wallace realizes that correctional staff can play an important role in an offender’s life by assisting in his safe reintegration back into society.

“I think you have to have some sort of sense of wanting to help,” he said, “whether it’s the offender himself or the protection of society or a combination.”

“That’s what CSC does—tries to assist offenders and manage the risk as well as protect society.” ♦

Officer James Wallace and Blind Golfing



Most people know how difficult it is to hit a golf ball with a golf club swung at full strength and to get that ball, in a few strokes as possible, into a tiny hole hundreds of yards away.

Now imagine doing it if you were totally blind. Then imagine trying to tell a totally blind person how to make contact with the ball just once.

James Wallace does just that as he coaches and partners with Brian MacLeod, who is totally blind, in competitions across North America. Working together as a team, the duo competes in golf tournaments for the visually impaired. In 2001 they finished first at the California Blind Gold Classic and the Mike Harrison Memorial tournament, came in second in the totally blind division of the Canadian Open and placed sixth in that division at the World Championships held in Winnipeg, Manitoba this past year.

“I paint a picture for him,” James says of his work with Mr. MacLeod. “Basically, I’m his eyes.”

Working with James, Mr. MacLeod shoots a round of golf with a 36 handicap or an average of two strokes over par for each hole.

Try doing that with your eyes shut. ♦

From Sentencing to Incarceration

By Bill Rankin, Communications Officer, Communications and Consultation Sector

Photos: Bill Rankin

Denied bail for a series of home invasions and assaults, a young man from Winnipeg was held for weeks at the provincial detention centre, pending his trial outcome. Now he and his defence stand before a judge at the sentencing hearing to learn what his fate will be.

The judge methodically goes through the list of crimes and reviews the offender's criminal history, adding his own comments as he proceeds. The upshot: two years for the robberies and three for the assaults, to be served concurrently.

The judge's order triggers a series of actions: the offender will be transported, admitted and assessed at Stony Mountain Institution's intake assessment unit (IAU) before being assigned a security classification (minimum, medium or maximum) and placed at an institution where he will serve out his sentence.

During the offender intake assessment – an extremely thorough procedure that takes 70 days – he will be housed at one of four special intake ranges at Stony Mountain, 25 kilometres north of Winnipeg.

There he will come into contact with a great number of Correctional Service of Canada (CSC) employees – correctional and parole officers, and health professionals – who specialize in the assessment of offenders. They will build an exhaustive social and criminal profile of the inmate, identify problem areas that contributed to his criminal behaviour and that may lead to re-offending, and devise a compulsory correctional plan that will be carefully monitored and updated throughout the inmate's sentence.

The following pictorial illustrates the intake process in the federal system.



Community Parole Officer Abe Penner, outside the Winnipeg Area Parole Office. Penner conducts a preliminary assessment with each new federal offender at the provincial detention centre and gives the Intake Assessment Unit (IAU) correctional officers an all-important "heads up" before the inmate's arrival at Stony Mountain.



Stony Mountain Institution, the Prairie Region's intake assessment units/reception centre is also a medium-security penitentiary. Built in the late 1870s, it sits high atop a plateau overlooking the vast grain fields north of Winnipeg. The first inmates were marched to the new site from the stockade at Lower Fort Garry, 11 miles to the east. They cut and hauled limestone blocks from a quarry behind the facility and constructed the walls under the watchful eyes of guards mounted on horseback.



Inside the Stony Mountain holding room (right), Officer Williard Reeves, Winnipeg Sheriff's Office, releases a new federal offender into the custody of Stony Mountain staff. The inmate will be escorted to the institution's hospital to be assessed by medical staff and then brought back to the intake unit.

Correctional Officer Brent Yarechewski fingerprints and photographs the newcomer, records vital statistics, and provides him with essentials such as toiletries and prison garb.





Doug and De verify immediate needs within 24 hours of an inmate's arrival. In particular, they try to determine the risk of suicide. If there is any indication that the inmate is depressed, feeling serious loss, contemplating self-harm or suicide, health professionals are alerted and a Samaritans representative at Stony Mountain (SAMS) may be called in to counsel the newcomer.

From Sentencing to Incarceration

Offenders who are new to the federal system are given special attention to help allay their first-time jitters and ease their entry into the system. "Very quickly we get into every aspect of their lives," comments De, "Mental and physical health, education, religion, substance abuse or gambling problems, sexual or physical abuse – it's all written up and passed on to our health department and the institutional parole officers. Documentation is very important in everything we do."

Security concerns are critical. What kind of public safety threat does the inmate pose? What is the likelihood of an escape attempt? Is the inmate a danger to staff or other offenders? Does the inmate have any "incompatibles"? For instance, is he a gang member? Do members of rival gangs live on the IAU? Has the new inmate committed an offence against a friend or relative of a fellow inmate? The two COs collaborate with Intelligence/Preventive Security Officer Tim van der Hoek on these issues, often avoiding difficult and even dangerous situations. Both De and Doug agree, "A safe environment for these guys is our first concern."

An orientation to the rules, conditions and entitlements of the correctional system comes next. Of particular concern to the COs is how the new inmate gets along with staff and fellow offenders. "We give the newcomers guidelines – what we expect of them and how to live with others on the range," says De. "If one of them starts acting up, I tell him to change. They respect that directness.

The more honest you are with them, the better."

One gang member recently confided to Doug before leaving for his assigned institution, "If I had a father like you when I was growing up, I wouldn't be in here now. You patted me on the back when I needed it, and you kicked me in the ass when I needed it." Says Doug, smiling, "That was quite a compliment."



Correctional officers (COs) Doug Zawada and Delinda (De) LaRiviere run the IAU at Stony Mountain under the leadership of Unit Manager Robert Bonnefoy. They are the vital link between inmates, parole officers and other correctional staff.



Instructor Andrea Rees-Bergen introduces new inmates to the Choose Health In Prison Safely program. CSC educates offenders concerning health hazards such as drug use, and transmission of infectious diseases including AIDS and hepatitis C.



During the weekly case management conference, CSC staff weigh many factors before making recommendations for each new arrival's placement and correctional plan – the blueprint for managing a sentence from beginning to end. The intake assessment unit handles up to 40 cases a month in total and parole officers spend, on average, a week assessing each inmate. "The most rewarding part of the job is when an inmate never returns to prison," says Parole Officer Lee Vandenbroeck. Left to right: Stephen Fligg, Co-ordinator, Community Programs, Winnipeg Parole; Agnes Sinclair, Correctional Program Officer, Rockwood Institution; Sandy Woytowich, Co-ordinator, Case Management, Intake, Stony Mountain Institution; Connie Johannson, Chief of Programs, Rockwood Institution; Tanya Cooper, Correctional Program Officer, Winnipeg Parole

Perseverance and Determination Guided by Passion

By Djamila Amellal, Communications Officer, Communications and Consultation Sector

Photos: Bill Rankin

There is a soft knock and the door opens. Michel Gonnin is there, already smiling his big smile, his expression a mixture of modesty and shyness. He is a man of average height with a charming, big moustache and a penetrating gaze. I shake his hand. He sits down.

Michel Gonnin is a correctional officer (CO II) at the Quebec Regional Reception Centre (RRC), longest-standing member of the institutional emergency response team (IERT)—since its creation in 1977, and one of the Canadian pioneers in that field. His 27-year career with the Correctional Service of Canada (CSC) is rich in experience.

A LONG CAREER PATH

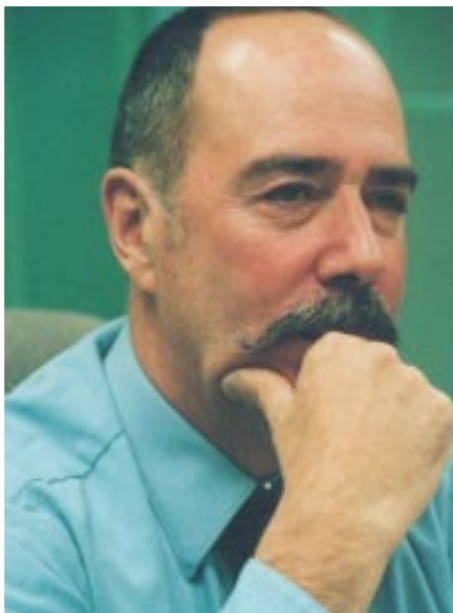
When asked about his career path, this crisis management expert reacts with surprise—another mark of his modesty—then gladly obliges. He stares into the back of the room, as if he is preparing to delve into a distant past. Shifting his gaze to the corner of the table, he starts to calmly and clearly tell his story.

“I joined CSC as a new recruit in August 1976, and started at Saint-Vincent-de-Paul Penitentiary. At that time, the entire CSC staff had to be trained and because I often had to stand in for other people, my tasks were varied. I spent a month at Archambault Institution, then 10 years at the Correctional Development Centre as a correctional officer. When it closed in December 1984, I returned to the RRC as a living unit officer in the cellblocks and stayed there for close to eight years. After that, I joined the Special Handling Unit (SHU). As a CO II, my main duties include supervision of staff and activities, and medical escorts. I have also been the assistant chief of the RRC IERT for twelve years.” In other words, Gonnin contributes to the smooth operation of the centre. He also ensures that COs stay alert and avoid mistakes on the floor—a job that requires vigilance, understanding and a professional attitude at all times.

After so many years in the same work environment, what is it that still motivates Gonnin?

EVOLVING WITH THE WORK ENVIRONMENT

“First,” he says, “it is important that we enjoy what we do because the job does not necessarily end when the shift ends. We have to grow with the work environment and keep on im-



Michel Gonnin says work in the IERT has certainly grown but there are still more challenges ahead: training and recognition. Gonnin believes that younger generations should insist that IERT members be recognized as professionals.

proving ourselves. It's important for the security of co-workers and for my own security. Perseverance and determination are vital elements. We need them to meet the challenges of the work environment.”

“In 1976, following the riots at Saint-Vincent de Paul Penitentiary, CSC asked that special teams be formed,” he explains. “The Staff College which counted martial arts specialists among its staff played a crucial role by helping us perfecting continuously our techniques.”

Today, thanks to his perseverance, Gonnin is proud to be the custodian of the RRC IERT equipment, he is included in a meeting for team leaders once a year, and entitled to ten days of annual training. “I am always thinking about other aspects of training that we need to improve our work. I am not far from retirement but I am always looking for good courses to keep myself informed of the latest techniques.”

HUMAN AND PROFESSIONAL QUALITIES

His team mates agree that patience, generosity, loyalty, enthusiasm, concern for the well-being of others, self-confidence and passion for the job make up this man's strong personality.

“Family is also important,” Gonnin says. “When someone wants to join the IERT, for example, I always ask them if they have spoken to their spouse and family, because their support is necessary. Things do not always go well. The worst can happen, like getting injured or being taken hostage.”

The regional IERT co-ordinator at the staff college in Laval, Réjean Viola, talks about the enthusiasm and optimism of his team mate: “Michel is one of the oldest IERT pioneers in Canada and the longest-standing member in Quebec. He believes in the Service. He is enthusiastic. He has always been tremendously optimistic and his good spirits are infectious. He is definitely someone you can count on.”

Thanks to his good will and availability, Gonnin is on call and at the disposal of CSC 365 days a year. “Availability is essential, especially as an IERT member,” says Gonnin. “This summer, for example, we did eleven cell extractions in one night. Even if you are with your family, when people turn to you, you can't say no.”

CAMARADERIE

Gonnin understands that strong and efficient teams depend on excellent interpersonal relationships and camaraderie, built during the training and practice sessions. He says that it is also important to be diplomatic with everyone in the workplace and deal with frustrations as they come along. “The path has not always been easy,” he comments. “You have to persevere and not give up at the first sign of trouble. You also have to try to negotiate with the bosses and be persistent.”

MOTIVATION AND FITNESS

Gonnin's motivation and physical and mental fitness are rooted in his lifestyle. “Even when off duty, I am still part of the Service. So I feel I have to maintain excellent physical condition. I also have to think about relaxing and enjoying family life.” His secret lies in escaping to the Saint-Donat region of Quebec to relax and enjoy nature.

CSC AND THE YOUNGER GENERATIONS

When asked if he thinks there are career opportunities for young people in CSC, Gonnin replies, “Absolutely. I have been here for 27 years and I have no complaints. University graduates have a lot of opportunities and many



Michel Gonnin listens as his colleague Daniel Beauchamp says: "Younger officers have a lot to learn from Michel: motivation, determination, perseverance and professionalism."

areas are wide open in the field of corrections. However, newcomers must also acquire the invaluable experience of correctional officers." He adds that they must not neglect to establish a career plan if they wish to advance. And when asked how he thinks young people should advance, he says simply, "Give it your all!"

Daniel Beauchamps, a CO II at the SHU for close to seven years, has tremendous

respect for Gonnin, his former supervisor. Beauchamp cites the older man's high level of physical fitness, his generosity and his tireless search for excellence. "He sets the best example for young people. Michel amazes me because after 25 years in the IERT he is still as motivated as he was in the beginning. He likes what he does. He is also a good friend."

"This summer, we had 11 violent extrac-

tions within one night. But there was trust amongst team members and full control of situations. One thing we can all learn from him is that motivation, determination, perseverance and professionalism pay off in the end. I am happy to say that the IERT is a reflection of Michel."

CHALLENGES FOR FUTURE GENERATIONS

As some of his former team members are retiring, Michel Gonnin, at 49, has started to think about his own retirement, three or four years from now. "I've already bought ten acres of waterfront property and a motorcycle. I will spend my time planting trees and travelling."

He ponders the challenge that younger generations will face—carrying on with the IERT that he pioneered. "Regarding our work in the IERT, we have certainly grown," says Gonnin, "but we are not finished yet. There are more challenges ahead: recognition and training." Gonnin thinks that younger generations should insist that IERT members be fully aware of the most effective and up-to-date techniques and be recognized as professionals. "They provide security and it is important that all employees have confidence in them. I hope all of them gain recognition; that would be the best gift," Gonnin concludes. ♦

Dan Rowan Memorial Award 2002

By Bill Rankin, Communications Officer, Communications and Consultation Sector

Photos: Bill Rankin

Denis Barbe, Manager, National Education Program, is the 2002 recipient of the Dan Rowan Memorial Award, presented to him by Jacques Pelletier, former Assistant Commissioner, Human Resource Management Sector on November 5, 2002 in Ottawa.

The award is given out annually to the candidate who best demonstrates a combination of caring, openness and respect for others in the workplace, much as Dan Rowan himself did. Mr. Rowan was a CSC Intergovernmental Affairs Branch employee who died in a tragic airplane crash while on assignment in Kosovo in 1999. He is remembered for his maturity, good judgement and ability to inspire other employees.

The 2001 recipient, Richard Moore, CSC Senior Media Relations Executive, was on hand to pass on the Keeper of the Bear statue (an Inuit polar bear carving) to the new winner. "It is an honour for me to receive this prize," commented Mr. Barbe. "I would like to thank all my colleagues who proposed that my name be associated with these great people—



Denis Barbe is congratulated by Pierangela Rowan, wife of the late Dan Rowan.

Dan Rowan, Richard Moore and Jim Murphy [the 2000 winner]. I will do my best to pursue their philosophy of team work and enthusiasm in the workplace."

Denis Barbe was not the only winner that day. Bill Staub, Special Advisor, Task Force on Operating Regimes, was presented with a



Michael Rowan (left), Bridget (a cousin of the siblings), and Elena Rowan (right) proudly display their plaques.

plaque in recognition of his nomination by his peers. And Dan and Pierangela Rowan's children, each received a plaque, presented by Jacques Pelletier, that recognizes the good qualities their father inspired in them.

Congratulations, Denis, and to all the nominees! ♦

Religion and Culture

Human Rights in Action

By Bill Rankin, Communications Officer, Communications and Consultation Sector

Photos: Bill Rankin

Two recent Canadian court rulings based on the *Canadian Charter of Rights and Freedoms* and the *Corrections and Conditional Release Act* (CCRA) are having a marked effect on federal corrections in Canada. The first and more contentious of the two, in the eyes of the public, is the decision to allow inmates to vote in federal elections. The second decreed that the Service must make dietary provisions for vegetarian federal inmates, based not only on reasons of religion, but for “reasons of conscience.” The latter does not mean that offenders can customize their diets at will. However, those who can prove the “depth of their conviction” by providing a history of their practice will be able to pass on the beef stew and other flesh foods and fill their dinner plates according to a plant-based diet.

These are just two of many legal decisions that are shaping the face of corrections in Canada today. When the *Charter* was first instituted in 1982, nobody, not even our best constitutional experts, could envision the twists and turns it would take through our legal system and the profound influence it would render on Canadian society 20 years later. Due to it and other landmark pieces of legislation, significant changes have been made in a relatively short time span concerning the rights of minority groups and individuals held in the institutions overseen by the Correctional Service of Canada (CSC). In particular, the courts have very clearly affirmed that offenders do not lose the freedom of conscience and religion and freedom of expression while incarcerated.

Just how is CSC accommodating the religious and cultural practices of this increasingly diverse population—a body that is a reflection of our society as a whole? To deal with this question, *Let's Talk* visited two institutions—Stony Mountain Institution in Manitoba and Drumheller Institution in Alberta—where religious and cultural groups are an influential presence.

THE RED ROAD

The percentage of Aboriginal inmates in both institutions hovers around the 50 per cent mark. They are the biggest and, seemingly, the most structured among the various groups.

As evidence, in the middle of Stony Mountain sits a newly opened cultural centre, surrounded by teepees and sweat lodges, and presided over by Native elders and liaison workers. A visitor is likely to be greeted by a scene similar to the following:



Stony Mountain inmate Terry Southwind is a talented painter. He says that his art and spiritual quest are two of the main sustainers in his life.



Inmate Edward Westwood: “Up until eight years ago, my life was going nowhere—it was all drugs and violence. I had shut down my emotions. I was empty. It was then that I started searching for something and trying to rid myself of all the bitterness and anger that had built up inside me over the years. I went to a lot of sweats . . . It’s a process that takes a lot of persistence before you start to understand what it is all about—cleansing, purifying and being reborn.”



Inside Drumheller Institution's All Nation Cultural Centre. Seated, left to right: Native Brotherhood Chief Duane Couteirelle, elders Susan and Chris Stranglingwolf, surrounded by members of the Brotherhood. Chief Couteirelle is a tough-minded leader, determined to preserve traditional Native ways, keep his brothers busy with worthwhile projects, and help Jim Spiers and other correctional staff keep negative influences out of the Centre.



Stony Mountain Institution Program Delivery Officer Lesley Monkman (left) and Unit Manager Linda Garwood-Filbert "Aboriginal spirituality has become a powerful factor in the lives of inmates residing on the Aboriginal Healing Unit at Stony Mountain," says Garwood-Filbert. "Many have discovered their roots, and a sense of identity and self-worth—often for the first time." "There's been acceptance by staff of Ni-Miikana [the Aboriginal Healing Unit]," Monkman comments. "They have bought into the program and the concept. We still have growing to do, but compared to two years ago, things are 100 times better. The change in attitude and the increased use of Aboriginal staff [elders and Native liaison workers] is very encouraging."



Jim Spiers, Co-ordinator, Social and Culture Development, Drumheller Institution. His work is key in developing programs and accommodating the many ethnocultural and religious groups that make up a large portion of the offender population. "This particular department is one of the most active departments within the institution. It takes teamwork to accomplish the challenges that we face each day; therefore a special thank you goes out to the Native liaison officers, social program workers, elders, chaplains and the assistant warden, Correctional Programs. Without these individuals, the Social and Cultural Development Department would not be what it is today at Drumheller."

Approaching from one of the long concrete corridors that connect various sections of the institution, the voices of Native singers backed by a throbbing drumbeat can be heard, emanating from the main room of the spiritual lodge. In a side-room, a tall inmate with waist-length black hair rolls dough on a countertop, his tattooed forearms dusted with flour, preparing traditional bannock. He pauses to stir a steaming pot of vegetable and deer-meat soup. The deer's hide soaks in brine in a barrel in the corner. From outside comes a steady *ka-chunk* as another inmate, puffing in the raw November air, splits hardwood logs that will fuel an upcoming sweat lodge ceremony—a regular occurrence at Stony Mountain and many other federal institutions.

Likewise, at Drumheller Institution, the All Nations Cultural Centre, a cavernous building the size of a school gymnasium, is dominated by a giant version of an ancient Native symbol of the universe—a dream-catcher—suspended from the ceiling. On the walls hang vivid murals laden with symbolic meaning, painted by Richard No-Name, a distinguished Aboriginal artist and inmate who has since moved on to a lower-security institution.

These two examples are a small part in what respected author and prisoner advocate Michael Jackson describes as "one of the most significant developments in Canada's federal prison system over the past 20 years . . . the emergence, or rather the renaissance, of Aboriginal spirituality as a source of strength and healing for Aboriginal prisoners." (*Justice Behind the Walls*, p. 99)

Since the inception of the CCRA, Aboriginal spiritual ways have been accorded the same status and respect as other religions. The following pictorial depicts the staff and offenders who are translating legislation into operational practice for the federal correctional system's First Nations inmates and for many other religious and cultural groups in institutions across the country. ♦

Religion and Culture

1 Chris Stranglingwolf, an Aboriginal elder from the Blackfoot tribe outside the Drumheller Institution cultural camp. In a tall stand of pine trees behind the fence are the teepee and sheds that make up the camp. There, Stranglingwolf and his wife Susan counsel inmates on temporary absences from the institution. It's a peaceful place to conduct sharing circles, gather sacred plants such as sage and sweetgrass, and admire the badlands scenery.



2 Marjo Shetty, one of three Native liaison workers and member of the case management team at Drumheller Institution, started working at the facility as a volunteer when it first opened in 1967. Chief Duane Couteirelle comments, "All the Native groups deal with this little lady. She is easily the most respected person in this place. She gives a lot."

3 Left to right: Muslim Imam Mehmet Armagan, Roman Catholic Chaplain Jim Glendon, and Chaplain Snowy Noble from the Evangelical Covenant Church in the nearby town of Rosebud are both colleagues and friends at Drumheller Institution. Says Chaplain Glendon, "We are the bridge between the faith communities on the outside and the people in this institution—inmates *and* staff." All three agree that CSC has accommodated them well.



4 James Wrigley, elder of the Pagan group at Drumheller Institution. Wrigley explains that a number of various faiths exist under the Pagan umbrella, Wiccan and Druid being the best known. All stem from a Celtic or Norse pre-Christian tradition. The group began meeting in 1995 and was formally recognized by the institutional administration and allowed to open a financial account in 1997.

Currently numbering 15 members, the group meets regularly and on holy days such as Hallowe'en. Says Wrigley, "Some think that it [Paganism] is a negative belief structure outside the realm of authority. That is erroneous. It very much promotes authority and well-being."



5 **6**



5 An inmate originally from Hong Kong lights a joss stick (incense) on a Buddhist altar in the Drumheller Institution Cultural Centre. Buddhist offenders—currently 15 at Drumheller, from China, Vietnam, Cambodia and Laos—are free to practise vegetarianism thanks to co-operation from the administration and institutional kitchen. Buddhist monks visit every two months to pray with the inmates and sometimes, as a special treat, they bring specialty food items.

6 Inmates Stephan (left) and Alain say it is tough to do time in Alberta because there are so few francophone inmates (five at Drumheller Institution). However, the administration has assigned them their own meeting room where they socialize and converse in French. Stephan acts as librarian in what he considers an "excellent" bilingual library.

Restorative Justice Proponent Honoured

By Bill Rankin, Communications Officer, Communications and Consultation Sector

The Reverend Dr. Pierre Allard, Assistant Commissioner, Community Engagement Sector, was awarded the Meritorious Service Medal at a celebration held on September 30, 2002, at Rideau Hall in Ottawa. Her Excellency the Right Honourable Adrienne Clarkson presented the medal that honours citizens who have made an outstanding contribution to Canadian society through their determination, talent and excellence.

Reverend Allard was recognized for his years of dedication in the field of restorative justice—bringing together victims, offenders and communities to deal with the effects of crime, and helping offenders reintegrate into society. He was the main-spring behind Spring House, a facility near Springhill Institution that offers lodging to inmates' families at minimal cost; it opened in 1985. He was also instrumental in establishing the first course of study in correctional ministries at Queen's University in 1998.

"I feel that this medal is not for me alone," commented Reverend Allard. "My wife is the one who really deserves this honour for her support over the years, and all the employees and inmates who have helped me and opened my eyes to the possibilities of restorative justice."

Pierre Allard has made a great contribution to the advancement of restorative justice in the Correctional Service of Canada and beyond. His strong personal commitment has had a broad influence on the criminal justice system, especially in the field of corrections. ♦



Adrienne Clarkson, Governor General of Canada, congratulates Reverend Allard.

LEADERSHIP Renewal

National Headquarters

Lori McDonald
Director General, Women
Offender Sector
Effective November 19, 2002

Don Head
Senior Deputy
Commissioner
Effective December 4, 2002

Regions

Benoît Boulerice
Warden, Port-Cartier
Institution
Quebec Region
Effective November 4, 2002

Réal Charbonneau
Special Advisor to the Deputy
Commissioner
Quebec Region
Effective December 16, 2002

Serge Gagnon
Warden, Montée Saint-
François Institution
Quebec Region
Effective December 16, 2002

Brian Lang
Warden, Ferndale Institution
Pacific Region
Effective October 31, 2002

Paul Urmson
Warden, Matsqui Institution
Pacific Region
Effective December 12, 2002

Alex Lubimiv
Warden, Kent Institution
Pacific Region
Effective February 15, 2003

John Costello
Warden, Pacific Institution
Pacific Region
Effective February 15, 2003

Dianne Brown
Warden, Pacific Women
Institution
Effective January 1, 2003

Nancy Stableforth
Deputy Commissioner
Ontario Region
Effective October 21, 2002

A Fighting Chance

By Bill Rankin, Communications Officer, Communications and Consultation Sector

Photos: Bill Rankin

He's a man of 61 years, lean and wiry, with intense, dark eyes and a moustache flecked with grey. On the day we sat down to talk, he wore a blue T-shirt and the type of coarse canvas hat that outdoor enthusiasts favour while paddling their canoes. There's little resemblance between George LeClair and the Hollywood image of a bank robber. But that "occupation" in his early years earned LeClair many years behind bars, both in Canada and south of the border.

But LeClair is no longer on the wrong side of the law. He has been on parole and living straight since 1992. For the last two and a half years, he's been a contract employee with CSC in the LifeLine program, helping other lifers adjust to living in the community after long years of incarceration—showing them how to survive in a world that has left many of them behind. LeClair knows how to help these men; he's been through the same trials himself.

The following italicized passages have been transcribed from a taped interview with LeClair. In them, he shares his thoughts about his past and his current job in the LifeLine program. It's a brief glimpse into the life of a man who has changed significantly over his 60-plus years.

THE PAST

What led me to crime? The only thing I can think of is my neighbourhood. I come from the east end of Montreal and back in the late '50s and early '60s, you went to work quite early. On my street we saw people join the police force or the army, or some got factory jobs like their dads. And then there was those who went robbing and stealing. This is the group that attracted me most because they had everything I wanted from life: nice clothes, good food, cars, money and plenty of free time. It wasn't difficult for me to make my choice and from a very young age I got involved in criminal activities. Today, I look back and realize it was a very poor decision.

At 16, 17, 18, I did small crimes and eventually ended up in St. Vincent [St. Vincent de Paul Penitentiary]. I discovered that a lot of my friends were there, people I hadn't seen since school. They were all in the pen so it was like coming home to me.

Assistant Commissioner Pierre Allard remembers his first meeting with LeClair approximately 30 years ago. LeClair was serving time and Allard was a new chaplain.

"As a young chaplain I encouraged inmates to have informal gatherings in the chapel. George made it clear that he was there for the social benefits, not the religious aspect. I was immediately struck by his forthright and outspoken manner. He said to me, 'Your vocation is to be a chaplain, my vocation is to be a bank robber. Don't try to change me.' I always knew where I stood with George. He lived by the old inmate code of honour and his word is golden."

I was basically what you call a very bad inmate. Did a lot of segregation time. Wouldn't take any programs and all I thought about was escape. Eventually I ended up in the States, locked up in the Florida State Pen. It was in the

early '80s, after the United States government had accepted thousands of refugees from Cuba. Actually, many of them were habitual criminals and people with mental illnesses who previously had been locked up in Cuba. Some of them ended up in the Florida State Pen. It was very difficult being there. I tried to escape, failed miserably, and wound up in segregation for eight years.

"Luckily, I succeeded in getting an international transfer back to Canada, to Millhaven [Institution]. It was then that I realized I had to do something to change my life. So I slowly changed my thinking; got moved from maximum to medium; recruited a support group around me. Eventually I was ready to present myself in front of the Parole Board.

First time, they gave me a remand. A year and a half after my first application, I succeeded in getting passes that would gradually get me back into the community.

Finally, I was back on the street. But I had no skills, so life was very difficult. I worked on construction for a few years but I had difficulty making ends meet and I was becoming a borderline individual again.

WORKING FOR CSC

"One day, out of the blue, I got a phone call from George," recalls Pierre Allard. "We hadn't talked in years and I think it was very hard for him to call. Sounded like he was at the end of his rope. It's hard to ask for help. But we reconnected and we stayed reconnected. I could see changes in his thinking so I was glad when this opportunity came up with LifeLine. He has a lot to contribute."

Since being hired by LifeLine, I've grown tremendously and been exposed to the workings of CSC, which changed my opinion of the organization. I used to think it



"When a lifer is released from prison he gets \$100 from CSC and whatever he has managed to save over the years. I think that each of them should get a bicycle as well. It's one of the best things I ever bought. I don't have the costs of a car and I can still get around. Helps when you're looking for a job. Kept me in good shape, too."

was a bunch of old men who wrote nice things and did the opposite, but I've come to realize that the people working for CSC are there to help the inmate.

I've been given every opportunity to rehabilitate myself and been accepted, not just as an ex-offender, but as a co-worker. In LifeLine we try to motivate lifers to take responsibility for their own lives and to make something of themselves. We try to give them the tools so they can fit in when they return to the community and not become discouraged.

Says Director of Community Initiatives Jim Murphy, "George gave us many insights while we were developing the LifeLine program that we might otherwise have missed. He constantly challenges us and stretches our imaginations about where we can go with the program. It all comes out of his hard experience."

"He has an incredible spark," says Jodi McDonough, a young project officer with the LifeLine program. "I think it's a great precedent that's been set by CSC, hiring lifers like him. He's especially good at seeing the long-term possibilities for the program, and always focuses on what is practical."

FROM INSIDE TO THE COMMUNITY

Most lifers are not repeat offenders. They're guys that screwed up and they are inside for a long time. They look around them and all they see is habitual criminals. It's easy to slide into that lifestyle. As LifeLine workers, we tell them you don't want to do that because as soon as you get out, you'll be right back in again. We try to give them good advice before they get out. We say to them, "Do something while you're inside, take advantage of the programs, show that you want to change. Get some education. Leave the TV alone. Do something constructive."

The first thing an inmate learns in prison is the law of survival. If you don't learn very quickly, you get walked on. Prison changes an individual's behaviour, but when it's time to leave, that's not the behaviour you want to carry with you back on the street. If you carry it with you, people are afraid of you. So you have to correct it, adjust to your surroundings and realize that what worked for you for 20 years on the inside is not acceptable in the community. So the adjustment to that is very, very difficult.

The four most important things I tell the inmate are about patience, employment, roots, and drugs. Patience is number one. A guy might be a big wheel inside the joint, then all of a sudden he's out on the street and he's a nobody. And on top of it, he's broke. Some of these guys get out,

they expect they're going to be in the halfway house today, next week they'll get a good job and in three months they'll be established. It doesn't work that way. These guys have to learn to be patient, to ask for help, and to not give up.

The second is obvious: you need a job so you can feed and house yourself.

By roots I mean relationships—a friend, a mate, family. If you've got a mate, you've got commitments, you're not up 'til two or three in the morning getting into trouble. I was fortunate



"I've seen how difficult relationships are to start, to maintain or to recover once you get out. Let's say you had a baby before you went in and you've got a 20-year-old when you come out. That kid ain't got that much respect for you. You're not part of the family. You have to make a lot of adjustments."

nate enough to find a mate six months after I got out. The relationship has its ups and downs, but if not for her, I wouldn't be here today. I doubt if I would have lasted.

And the fourth, most important, you must try to stay away from drugs and booze. It's that simple.

CHANGES IN CSC

LeClair was imprisoned long enough to witness many big changes in the federal corrections system over the years. From an inmate's perspective, he talks about how CSC has evolved since the late 1950s.

We had a very punitive system back then. Guards and inmates didn't talk to each other, they were two different crews altogether, each trying to do in the other.

Bringing in female correctional officers was a good thing. Before that, you went to prison, you didn't see a woman for 15 years except behind the glass [in the visitor area]. Now they're right with you on the range. Your behaviour becomes different. You deal with a woman, you don't act so tough, you bend, you comply more. It made a tremendous change.

Same with bringing in volunteers. These people are in the institutions helping in a thousand different ways. They become peer support for in-

mates, help them at their release, help them find employment. They're the biggest force we have.

A lot of people might not like what they read in the headlines every day about corrections, but I think that now, more than ever, we're helping to get the inmate back into the community. We're treating them as individuals, not as numbers.

THE FUTURE

LeClair is well aware that his present situation is somewhat ironic—working for the organization that he once considered his nemesis. But now he has reason to be optimistic after the long, hard and often crooked road he has run. He's happy with the outcome of these last few years and feels that he can keep his eye on the future rather than looking back over his shoulder.

"Well, for the first time in my life I have a fighting chance. I mean that it's the first time that I am free with no one running after me to put me back in the slammer. Even more impressive is that people believe in me and gave me an opportunity.

I believe that I have something to offer this organization. My experiences of some 30 years of incarceration help. No one knows better than a lifer what another lifer needs when he gets out and what it takes to remain crime free.

Looking in my crystal ball, I see inmates coming out and with a little help from all of us, staying out. ♦

George LeClair spent over 30 years in prison for bank robbery. In 1992 he reintegrated into the community on parole. He will be under regular supervision for the rest of his life. Since 2000, he has been a full-time employee on contract with the Correctional Service of Canada

New LifeLine Resource Centre Opens

By Jodi McDonough, Program Officer, Community Engagement Sector



On September 25, 2002, a path of royal blue footprints led guests to an official opening ceremony at the Solicitor General Canada Library and Reference Centre in Ottawa. Visitors' curiosity was piqued as the trail wove through countless rows of criminal justice literature towards a new and unique section of the library—the LifeLine Resource Centre.

Upon entering the Centre on this special day, visitors were struck by the special décor, and eyes were drawn to colourful inmate art adorning the walls, notably a painting donated by Dave Mackenzie, Senior LifeLine In-Reach Worker from Atlantic Region. A beautiful oak table, handcrafted by a lifer at Stony Mountain Institution, was positioned against the back wall below two LifeLine mission statements. Blue and silver balloons, coupled with the sound of swing music circa 1950, recorded by Kingston Penitentiary inmates, created a festive air.

But the most unique feature of the Centre is the highly specialized collection of materials on the LifeLine concept, long-term offenders, and long-term incarceration. This is the first resource centre of its kind in Canada, dedicated to the collection and dissemination of information on the needs, experiences, and contributions of lifers and long-term offenders. Its origins are rooted in the co-operative efforts of the Correctional Service of Canada (CSC), the Department of the Solicitor General, and the National Parole Board.

Not only does the Resource Centre offer information to correctional staff, LifeLine In-Reach workers, lifers, their families and friends, the collection is available to all Canadians through their local community and institutional libraries.

Given the fact that increased awareness often translates into increased support of the correctional process, it is anticipated that the Resource Centre will raise public awareness of the situation facing lifers and help increase their chances of safe reintegration upon release. The Centre's resources will also support the work of LifeLine In-Reach workers by enhancing their understanding of the population they serve and the requirements of the system they work within.

You can access these resources two ways: view the full listing on the library's Infonet site (www.elibrary.sgc.gc.ca) by entering the search term "LifeLine" within the online catalogue; or, better still, visit the Centre in person at 340 Laurier Avenue West in Ottawa!

If you have any questions or concerns about the LifeLine Resource Centre or about

borrowing information, contact Heather Moore at the Solicitor General Canada Library and Reference Centre: 340 Laurier Avenue West, Ottawa, ON K1A 0P8 (613) 991-2779 library@sgc.gc.ca Happy reading! ♦



Left to right: Edward "Skip" Graham, Executive Director, St. Leonard's House; John Braithwaite, Chairman, LifeLine National Resource Group; CSC Commissioner Lucie McClung; Jim Murphy, Director, Community Initiatives



Left to right: John Braithwaite, Chairman, LifeLine National Resource Group; George Leclair, National Resource Officer, LifeLine; Jodi McDonough, Program Officer, Community Initiatives; Heather Moore, Chief Librarian, Solicitor General Library of Canada; Edward "Skip" Graham, Executive Director, St. Leonard's House; René Durocher, In-Reach representative, LifeLine National Resource Group; Jim Murphy, Director, Community Initiatives

Communications and Consultation Sector

Youth Forum Respect Has No Boundaries

By Melissa K. Lee, Outreach Officer, Communications and Consultation Sector

On November 7, 2002, Correctional Service of Canada (CSC) Commissioner Lucie McClung addressed over 200 young people during a forum held at the Canadian Museum of Nature. In an inspiring message, she encouraged the idea of empowering Ottawa's youth to make informed decisions about issues related to crime.

Hosted by YouCAN! and sponsored by CSC in partnership with the Canadian Museum of Nature and the Royal Canadian Mounted Police, the one-day event provided an open atmosphere in which participants discussed and deliberated on many pertinent issues. The forum consisted of guest speakers, workshops and action planning sessions—step-by-step processes to address issues and problems in schools and communities. The young people were encouraged to implement their action plans with the support of YouCAN!

Other youth forums have been held across Canada in cities such as Vancouver, Edmonton, Toronto, Kingston and Montreal. It is hoped that these events will continue to expand and become an event that youth and schools will look forward to each year.

This initiative not only gives CSC the opportunity to create awareness and understanding of the correctional system, but also helps us to establish partnerships with various government departments and the private sector. For example, the Canadian Museum of

Nature offered CSC access to museums across Canada as a venue for youth forums. Other government departments involved with crime issues are exploring ways to become involved in this successful initiative. Furthermore, on a smaller, more local scale, community members and local businesses have become sponsors by providing food and door-prizes.

With such partnerships the credibility of youth forums can only be enhanced. CSC

plans to pursue corporate sponsorship to subsidize and increase the number of forums held across Canada.

Based on feedback from teachers and youth, there is a need for the government to provide more of this type of event where youth are empowered to make a difference in their communities. We can be proud that CSC is involved in this wonderful initiative. ♦



An interactive learning experience was encouraged between forum participants during a workshop on bullying.

Based on feedback from teachers and youth, there is a need for the government to provide more of this type of event where youth are empowered to make a difference in their communities.



Forum participants listen attentively and gain skills during a workshop on conflict resolution.

World Forum 2002, Montreal Drugs, Dependencies and Society

By David Varis, Project Manager, Addictions Research Centre

More than 60 countries, 700 renowned national and international speakers, and almost 3,000 delegates from all parts of the world participated in the World Forum 2002 in late September. The breadth of participation at this event, which focused on drug addiction and other dependencies, and the fact that it was held in the richly cosmopolitan city of Montreal, truly made it a world forum.

The names of organizations participating at the Forum read like a who's who of international agencies working to combat the effect of drugs and dependencies in our global society. The Canadian-led organizing committee—comprising 14 agencies, including the Canadian Centre on Substance Abuse, the Centre for Addiction and Mental Health, and Centre internationale de criminologie comparée—worked for two years to make the World Forum happen.

CSC'S CONTRIBUTION

How does an organization like the Correctional Service of Canada (CSC) contribute to an event of such magnitude? Based on the large number of visitors to its Canada pavilion

kiosk, CSC had a lot to contribute. From this kiosk, a team of experts from the Addictions Research Centre and the Communications and Consultation Sector distributed hundreds of copies of *Forum on Corrections Research*, research reports and health promotion materials. In addition, they answered questions and explained the mandate of the Centre and CSC's substance abuse programs. Staff from the Addictions Research Centre presented research papers on topics related to women offenders, intensive support units (ISUs), the High Intensity Substance Abuse Program (HISAP) and models for research and development. They also participated in several national meetings.

WHAT WAS ACCOMPLISHED?

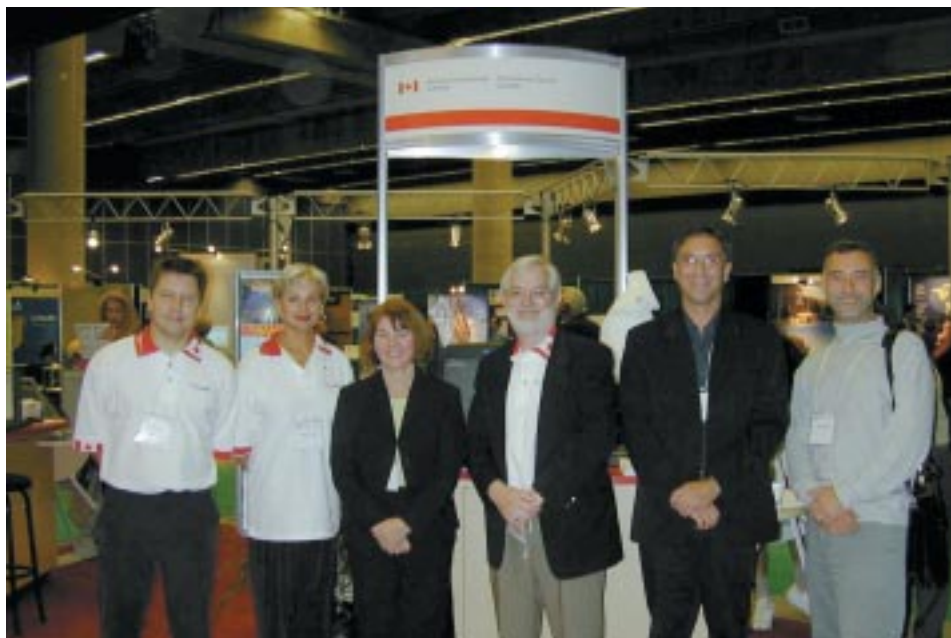
One of the main objectives of the conference was to formulate a collective response to the challenge of drug addiction and dependencies. Participants had the opportunity in both plenary and thematic sessions to present their views on such wide-ranging issues as scientific, technical and educational challenges, social, cultural and health issues and policy development.

CSC Senior Research Manager Edward Hansen said, "One of the highlights of the Forum was its particularly diverse and engaging international perspective." The importance of the addictions agenda and working together was emphasized by Lucy Hume, Associate Director, Special Projects, CSC, who commented, "We need to be thinking of international partnerships and priorities, particularly around such common interests as women and addictions research within the correctional context."

The weeklong event was a unique learning environment for organizers, delegates and presenters. Dr. Brian Grant, Director of the Addictions Research Centre in Montague, PEI, sums up the experience in these words: "This one conference achieved more to raise the profile and importance of substance abuse than has been done in many years. Let's hope we can build on the momentum."

More complete information on conference outcomes can be found at the World Forum, Montreal 2002, Web site: <http://www.world-forumdrugs-dependencies.com/startup.asp>. ♦

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Left to right: Denis Bertrand, Communications Officer, and Suzanne Leclerc, Communications Executive, Communications and Consultation Sector, National Headquarters; Lucy Hume, Associate Director, Special Projects, Brian Grant, Director, David Varis, Project Manager, and Edward Hansen, Senior Research Manager, Addictions Research Centre

Corporate Services Sector

Linking OMS with One of the Provinces Effective Connections, Improved Corrections

By Nathalie Gervais, Communications Officer, OMS Renewal Project

An offender unlawfully at large was located and apprehended as a result of the link between the Correctional Service Canada's (CSC) Offender Management System (OMS) and Saskatchewan's correctional service.

Staff with Saskatchewan's correctional service first obtained access to OMS in January 2002. This initiative also allows CSC staff at the Saskatchewan Penitentiary to access offender information contained in the Saskatchewan Correctional Management Information System.

This agreement is a result of the renewal of the Offender Management System, which is part of the Integrated Justice Information (IJI) initiative launched by the Canadian government. The goal is to better protect citizens through the effective, secure and lawful sharing of information in the OMS with various partners in the

criminal justice system, such as provincial and territorial correctional services, police forces, community residential facilities (CRF) and community supervision agencies. It will also give CSC employees access to the systems of our criminal justice partners throughout Canada.

Due to the combined efforts of many people assigned to this project, an effective and robust link has been established and the supervision of federal offenders has been improved in a way that is safe, secure, humane, and in keeping with CSC's basic mission.

CSC, together with the Integrated Justice Information Secretariat, intends to further establish a nation-wide network of justice information that is effective, integrated, increases public security and inspires confidence in the criminal justice system. ♦



The link between OMS and the correctional databases of the provinces, territories and other CSC partners will give correctional staff access to a wider range of information concerning offenders.

Correctional Operations and Program Sector

Health Care Advisory Committee

By JoAnn Chodyniewski, Project Manager, Health Services, National Headquarters

Twice a year, a special group of men and women spend a day inspecting various areas inside many federal penitentiaries. They are the Health Care Advisory Committee (HCAC), an independent body of health care professionals—doctors, dentists, nurses—established in the early 1970s to help ensure the high quality of health-care services and to advise the Commissioner on health-related matters. After careful inspection with a critical eye, the HCAC members meet with wardens, chiefs of health services, staff nurses, other health-care providers, and representatives of the inmate committees.

A committee member for the last five years, Alice Thériault, a nurse from New Brunswick, relays her experiences inside the institutions.

I joined the committee in 1997. At that time, I was the Director of a Community Mental Health Centre, providing community services to the general population, which included former federal prisoners and other clients



Current members of the HCAC. Left to right: Yvette Thériault, Canadian Psychological Association; Lynne Gray, Canadian Nurses Association; Dr. Jack Ellis, Canadian Psychiatric Association; Fred Ruf, Canadian Public Health Association; Dr. Christiane Richard, Corporation des Omnipraticiens du Québec, and Chairperson of the Committee; Dr. James Brookfield, Canadian Dental Association; Alice Thériault, Canadian Nurses Association

with exposure to the criminal justice system. Two issues—mental health services and health human resources—are key components of every health-care system at the federal and provincial levels as well as in the federal correctional system.

Visiting correctional facilities is an opportunity to remind ourselves that behind those doors are human beings with emotions, trying to find hope in everyday challenges. Quality health care is contributing to the prisoners' well-being and rehabilitation.

Over the years, recommendations have been presented to the Commissioner for her/his consideration. For example, promotion of harm reduction measures, staffing of health services by qualified and certified health professionals, consideration of correctional health issues as public health issues, and many more.

Having the opportunity to be part of another health care system has been rewarding. The focus on security measures is a must in correctional facilities, however, the importance placed on the

human and ethical aspects has an effect on general public health. Seeing that our recommendations make a difference is the best reward in this job.

Committee members visited the Ontario Region in April 2001, the Pacific Region in November 2001, the Prairie Region in May 2002, the Quebec Region in November 2002, and will be in the Atlantic Region in May 2003. ♦

Corporate Services Sector

CSC and Environmental Management A Decade of Progress

By Paul Provost, Senior Environmental Advisor, Correctional Service of Canada

Photo: Paul Provost

It was ten years ago, in 1992-93, that the first environmental management program within the Correctional Service of Canada's (CSC) institutions was launched. After a decade of developments, it seems to be a good time to look back at what has been accomplished. So far, CSC's progress regarding green initiatives has taken many twists and turns and has not always been as steady as was initially hoped. Despite its sometimes flurried, sometimes stagnant pace, the environmental program has successfully cleared a path across a bumpy landscape marked with constant change. The program has had to adapt to the federal government's changing political and legislative environmental framework.

IN THE BEGINNING

Since 1992, CSC has been committed to a rather demanding environmental program: CSC's *Green Plan*. A document containing real environmental commitments, the *Green Plan* was intended to be more of a project based on voluntary initiatives than an official mandate. In any case, the first four years of the *Green Plan* were marked by many experimental projects: recovery-recycling initiatives in institu-



The first group of chiefs of maintenance services to receive training on the Environmental Management System at the Correctional Management Learning Centre in Cornwall, Ontario

tions, organic waste composting projects, alternative fuel conversion programs, etc. However, this enthusiasm for going green went through a reality check in the second half of the 90s. New legislative requirements forced a significant shift, namely the greening of government operations. It was no longer an

option for a federal department to not have an environmental master plan. Environmental accountability was now required. The time for a change had come.

RUDE AWAKENING

With the tabling of CSC's first *Sustainable Development Strategy* in Parliament in 1997, voluntary green initiatives gave way to environmental accountability for good. It was no longer adequate to simply promote the benefits of protecting the environment through pilot projects. Instead, we had to work towards taking control in order to make long-term commitments to conserve energy, manage contaminated sites,

maintain oil tanks, etc. As you can see, this was quite a rude awakening, since it was taking much longer to increase corporate knowledge and establish the methodology required to lead the entire organization toward achieving shared environmental goals than it did to develop pilot projects.

THE ERA OF COMPLIANCE

Ten years later, more specifically since the *SDS Revision 2000*, federal rules no longer have anything to do with the beginnings of CSC's environmental programs. With an auditor general

of the environment—the Commissioner of the Environment and Sustainable Development—who scrutinizes the environmental performance of federal departments, excuses justifying inaction in this area are rapidly losing ground. The time has come for

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Instead, we had to work towards taking control in order to make long-term commitments to conserve energy, manage contaminated sites, maintain oil tanks, etc.

environmental management systems (EMS) based on international standards (ISO 14001), federal regulations, departmental accountability requirements and environmental responsibilities as part of our work. Environmental policies and directives, environmental performance measures and EMS training are now on the agenda. Looking back, the lesson learned from this short history is that without accountability, it is difficult to make progress!



New legislative requirements have forced a significant shift, namely the greening of government operations.

Is our environmental cup half empty or half full up to now? A number of people are probably impressed with what has been accomplished so far, but for those who have been working on it for the past ten years, there is still a lot of work to be done. No matter which stance you take, 2003-13 promises to be very interesting: the tabling of the third SDS in December 2003, Canada's ratification of the Kyoto Protocol, and the introduction of new federal environmental regulations, just to name a few. Certainly, green challenges are coming. Will you be ready for them? ♦

Hospitality Atlantic Style

Photos: Denis D'Amour

By Lynn Chaplin, Community Outreach Co-ordinator, Atlantic Region

Commissioner Lucie McClung spent four busy days in the Atlantic Region in September 2002 meeting with Correctional Service of Canada (CSC) staff and many members of the public. The Commissioner's schedule was varied and full of official functions in the Moncton area: visiting Dorchester Penitentiary, Westmorland Institution, the Regional Psychiatric Centre and Regional Headquarters.

Staff joined the Commissioner at the Staff Training College to launch a new outreach initiative, the Community Ambassador Program. Seventy retired CSC employees will act as ambassadors for the Service, spreading a positive message and dispelling myths and misperceptions concerning federal corrections.

There were many accomplishments celebrated during the Commissioner's visit, including the renaming of the Regional Treatment Centre to the Shepody Healing



Commissioner McClung presents Social Worker John Lutz with an award for designing the Shepody Healing Centre logo.

Centre, and the official opening of Mountain Top House, a home away from home for offenders' families. A reception to celebrate and honour the partnerships, volunteers, and the general public was held at Westmorland Institution following the opening ceremony.

A one-day forum entitled The Criminal Justice System and the Media provided an opportunity for the media to interact with CSC and criminal justice partners—judges, RCMP, and National Parole Board officials. Workshops on issues such as access to information, sentencing principles, parole board policies and reintegration were informative and well attended.

Staff participated in a special question-and-answer session with the Commissioner. She also held meetings with union representatives and senior management. During her tour, the Commissioner met about 300 people and experienced world famous Atlantic hospitality. She is, of course, invited to come back at any time! ♦



Commissioner McClung speaks to CSC retirees at the launch of the Community Ambassador Program.



Criminal Justice and the Media panel participants. Left to right: Léonard LeBlanc, Vice Chairperson, National Parole Board; Commissioner McClung; Judge Irwin Lampert; and Superintendent Mike Woods, Codiac RCMP

A Vision and a Task Come Together

Opening of the Gene MacLellan Centre

By Bill Rankin, Communications Officer, Communications and Consultation Sector

About 150 community members and invited guests gathered to celebrate the vision of Royce Harris, Community Chaplain, Daybreak Ministries, in transforming an old laundry and dry-cleaning facility into a clean, colourful drop-in centre, community chaplaincy and clothing depot named after a well-known local figure. The official opening of the Gene MacLellan Centre in New Glasgow, Nova Scotia, on September 13, 2002, showed how the ongoing efforts of a community provide important services to ex-offenders and their families.

The late Gene MacLellan was a singer/songwriter best known for a string of hits he penned in the 1970s for Canadian chanteuse Anne Murray, including *Snowbird* and *Put Your Hand in the Hand of the Man from Galilee*. Both he and Harris were part of a national chaplaincy concert tour in 1982 that played at federal institutions across the country.

Assistant Commissioner Pierre Allard was on hand at the opening to deliver a few words of praise. He referred to a 1730 inscription on a church in the United Kingdom: 'A vision without a task is but a dream;

A task without a vision is drudgery; But a vision with a task is the hope of the world.' He went on to say that the opening of the Centre is a wonderful example of a community creating "something beautiful for God."

Many businesses in New Glasgow contributed to the transformation. The president of the chamber of commerce and many business people, including Paul Sobey's, Chief Executive Officer of Sobey's grocery chain, were present at this joyful celebration. ♦

The official opening of the Gene MacLellan Centre in New Glasgow, Nova Scotia, on September 13, 2002, showed how the ongoing efforts of a community provide important services to ex-offenders and their families.

Professional Development Days at Westmorland Institution

By Rosemary Pineau, Teacher, Westmorland Institution, and Rick McAtee, Reading Consultant

Professional development days for public school teachers were approved by Warden Mike Corbett, Westmorland Institution, and took place on October 1-2, 2002, at the institution.

Attendees included a sampling of classroom and resource teachers and District 2 supervisors from Moncton, Riverview, Dorchester, Lower Coverdale, and St. Stephen. A Prince Edward Island Literacy Council co-ordinator also attended, representing the interests of the Literacy Council and the provincial justice department. The two PEI agencies have recently formed a partnership in order to join the Turning a New Page project.

Most of the teachers who attended the workshops are members of the project that has been in operation at Westmorland Institution for the past two years. Since the project's beginning, more than 80 inmate participants have read children's books onto tapes; the tapes and books are then lent to schools in the surrounding area. Teachers use the resource for a three-week period, after which the books and tapes are returned to Westmorland.

Professional development day workshops were facilitated by Rick McAtee, Education Consultant, Tucson, Arizona; Rosemary Pineau, Teacher, Westmorland Institution; and Lynnette Brunderman, Principal, Thornydale Elementary School, Tucson, Arizona. Pairing public school teachers and inmates to work on literacy strategies was unprecedented in Canada until

last February when Westmorland held its first such workshop.

The majority of the inmates involved in Turning a New Page are "at-risk learners" with low self-esteem and difficulties coping with life. Through reading, spelling and comprehension strategies, these men have started to believe in themselves.

This is one of a number of activities that occur throughout the year in which staff and inmates contribute to the wellbeing of the community. Working together, we can all make a difference.

For further information, call Rosemary Pineau at (506) 379-4554. ♦

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TRADING PLACES

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

Imagine trading places with another family and, for a brief time, taking part in their day-to-day lives. That's the concept on which the real-life television series *Trading Places* is based. And that's exactly what Atlantic Institution Correctional Officer Art Matheson and his family did.

It started out as a lark. "We actually saw the write-up in the local paper asking for families," Matheson recalls. "We always thought it would be both interesting and fun to take part in somebody else's lifestyle." But Matheson and his family—wife Melissa and children Rebecca (5), Rusty-James (10) and Julia (8)—never expected they would be selected for one of 13 episodes shown on the Life Network in October 2002.

They filled in the on-line application and, to their astonishment, the very next day the production company called. "Mark Taylor of Partners in Motion, Inc. requested a 10-minute video from us," recounted Matheson. "It was to give him an idea of what we were all about. We had to show things like our jobs and home life, and the children all did a little blurb about themselves and their interests."

After that, arrangements were made and events moved quickly. The Matheson family traded places with physicians Gary McLean and Beverly Brodie and their two daughters, Shelby (10) and Bridget (12), from Stratford, Prince Edward Island. Gary is a plastic surgeon and Beverly is an infertility specialist.

Participation in the show entails a total lifestyle change. Both families relocated, their destinations revealed only at the last minute, as they departed. "I had to observe a day in the life of Dr. McLean. His nurse set me up with some very interesting encounters. Four consultations, one a severed finger that had to be reattached."

As for Dr. McLean, he went through a mandatory security clearance before he arrived at Atlantic Institution and was handed a uniform on his arrival. He spent hours at the facility observing what the life of a correctional officer is all about. "I was surprised at how self-sufficient the facility is," he said. "I was very impressed

with the modern complex, especially when I learned how old the original structure is. I was highly impressed with the on-site hospital and how it worked."

McLean was permitted to view offenders from the gallery and the tower but at no time was he in direct contact with the maximum-security inmates.

"It was a great time and a lot of fun," said Matheson, after returning from Prince Edward Island. "The television crew was easy to work with. I'd recommend the experience to anyone." ♦



The Matheson family. Left to right: Rebecca, Melissa, Rusty-Jones, Art and Julia



Dr. Gary McLean (second from left) is shown the ion scanner by Correctional Officer Chris Allain as the camera crew record the conversation.

The Super Cities Walk

By Rod MacDonald, Co-ordinator, Case Management, Nova Institution

Nova Institution entered a team in the Super Cities Walk for multiple sclerosis research, held for the first time in the town of Truro. It was a lovely day with the sun shining during the entire 5-mile event.

The Nova team raised a total of \$721 out of the almost \$10,000 that was taken in overall. Nova led in two categories in the Walk - one of our participants, marathoner-in-training Debbie Caulfield, finished first, and three of our participants finished last! They will remain unnamed! ♦



Left to right: Back row: Judy MacDonald, Debbie Caulfield, Annette Gaskell, Rod MacDonald. Middle row: Anne Marie McDonald, Sarina Randall, Monica Lamb, Ellen Langille, Joanne Menhennett. Front row: Angela Geldart, Jayden Menhennett, Khristina MacDonald, Tracy Johnson. Team photo by local Superstore (an event sponsor) staff

Truly a Long-Term Relationship

By Paul Veino, Parole Officer, Carlton Centre Annex

Tribute was recently paid to the Corps of Commissionaires for the invaluable service they deliver in the day-to-day operations of community correctional centres (CCC). In a joint meeting at the Carlton Centre Annex, Halifax Metro District (recently expanded to the Nova Scotia District), Director Ron Lawlor presented each Carlton Centre Annex Corps member with a certificate of appreciation for invaluable service.

The Corps of Commissionaires has enjoyed a long association with CCCs in Halifax, as well as in other parts of the country. The Carlton Centre Annex, one of two CCCs located in Halifax, has had a working relationship with the Corps since it opened 11 years ago. In fact, the current officer in charge, Lieutenant (Lt.) A.W. Davis, was one of the original staff at that facility, and Lt. John Gammon has been on duty there since 1989.

Over the years, the Corps' role has evolved from its humble beginnings as one of security and reception detail to its current status as an indispensable facet of the house management team. At the Halifax facilities, members of the



Corps and case management staff, Carlton Centre Annex CCC
Standing, left to right: CWO (Chief Warrant Officer) George Thibault, Lt. Aubrey Davis (Officer in Charge of the Unit), CWO Barry McNivan, CWO Alan Wessel, CWO John MacIsaac, Senior Parole Officer Peter Grandy; seated, left to right: Case Documentation Clerk Belinda Fougere, Parole Officer Paul Veino; missing: Parole Officer Rob Landry, CWO Joseph Roski

Corps assist CSC personnel on many levels over and above their security roles. For example, they are involved in house maintenance management (part-time handymen), staff orientation, and often front-line leadership in emergency response situations.

Their role extends even beyond the CCC, as the Corps provides off-hour reception duty for both Halifax and Dartmouth area offices. They are the vital link between offenders, police, the public and the regional duty officer while the rest of us enjoy time with our families and replenish our energy for the next working day. Many of us have gained from Corps members' insightful knowledge rooted in their Service background. For example, an Annex Corps staff member recently offered self-defence training to employees on his own time.

The Commissionaire Corps plays a vital role at the Halifax CCCs, and has been an important part of the efficient management of our residential programs in the past, now, and hopefully for years to come. As the job of the case management staff in the CCC is very demanding, Commissionaires have filled the growing gap for us here in the Halifax Metro District.

Thanks for everything, guys! ♦

A Celebration of Success

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

Photo: Denis D'Amour

More than 225 volunteers, CSC staff and offenders got together on October 15, 2002, to officially recognize the many partnerships that Westmorland Institution has developed over the years with various government and private agencies, volunteers and businesses in the southeastern part of New Brunswick.

Called Building Hope, the event was an innovative partnership between the minimum-security Westmorland Institution in Dorchester, the Inmates Committee, and a group of community volunteers, all of them working hand-in-hand to plan the special evening.

The inmates paid all costs associated with the event as a way to express their appreciation for the trust and commitment shown by all community partners who, over the years, allowed hundreds and hundreds of offenders to gradually reintegrate into society under supervised work releases or community service programs. These partnerships have proven to be a win-win situation. Offenders gain a better chance at a successful reintegration

while making a significant contribution to their communities.

During the evening, Outreach awards were presented to Moncton Headstart Recycles Inc., the Moncton chapter of the John Howard Society, Mr. Horst Klucker, the Village of Dorchester, the City of Moncton, Human Resources Development Canada, Training and Employment New Brunswick, New Brunswick

Department of Public Safety, Family and Social Services of Canada, and Beauséjour-Petitcodiac member of Parliament Dominic LeBlanc.

Guests also had the privilege of enjoying the remarkable talent of young Memramcook fiddler Dominique Dupuis and her musicians. The occasion was truly a celebration of success! ♦



Left to right: Joël Robichaud, pianist; Gilles Berniquez, master of ceremonies for the evening; Rémi Gobeil, Deputy Commissioner, Atlantic Region; Dominique Dupuis, local fiddler and rising star; Mike Corbett, Westmorland Institution Warden; Richard Gallant, Inmates Committee Chairman; Dominic LeBlanc, Beauséjour-Petitcodiac member of Parliament; and Jos Daigle, guitarist

Penitentiary Reform in Benin

By Serge Trouillard, Clinical Manager, Lafontaine Area Parole Office

In the late 1990s, a memorandum of understanding was reached between Benin and the Correctional Service of Canada (CSC) as part of an initiative to share best correctional practices. Under this memorandum, a delegation from CSC and one from the Beninese prison administration each visited the other country in 1999 and 2000. Following these meetings, the two parties developed a work plan, which included the six-month assignment of a CSC manager to Benin.

This is how I had the opportunity from October 2001 to March 2002 to be part of this international project, which I would like to tell you about. As technical advisor to the director of Benin's prison administration and of the ministry of justice, legislation and human rights, I was responsible for assessing the situation and developing a strategy to support the Beninese, while at the same time determining the level of assistance Canada could provide.

FEATURES OF BENIN

Benin covers an area of approximately 110,000 square kilometres on the coast of West Africa and has a population of around six million. The capital of Benin is Porto Novo, but the most important city is Cotonou, less than 100 km. from the capital.

The official language in Benin is French, although there are dozens of indigenous languages that vary from region to region. Benin has a presidential, democratic system with a national assembly made up of representatives from the various official parties. Existing administrative and legal processes are based on those established during French colonization.

STRUCTURE OF THE CORRECTIONAL SYSTEM

Benin has eight prisons: five in the south, one in central Benin, and two in the north. Each prison is attached to a courthouse and serves both as a detention centre for accused persons (review by the examining magistrate), and defendants (accused persons awaiting a decision), and as a prison. The *Code of Criminal Procedures* and the *Order of 1973* stipulate that persons who are accused and charged with an offence must be isolated from prisoners, which is not possible at present because of the construction of facilities.

The institutions in Cotonou, Porto Novo, Ouidah, Abomey and Parakou are in poor repair, and prison conditions are difficult. Three of the eight prisons, Lokossa, Kandi and Natitingou, were built in 1997-98, and the conditions in these institutions are quite

reasonable. The prisoners live in common dormitories, the largest of which accommodates 75 or so inmates. Overpopulation is less of a problem in these institutions than in the other prisons.

Police officers from the national police force, under the direction of the superintendent of the prison, are assigned as detention attendants. The number of police officers varies from centre to centre. Recently, there has been a head guard, a foreman and four to eight police officers. The Cotonou prison has 1,700 inmates and a staff of 11 police officers, with a group of 15 soldiers as backup.

OFFENDER POPULATION AND DETENTION CONDITIONS

At the beginning of this year, there were around 4,600 inmates for the 1,600 places that were officially available. Only 30 percent of these inmates were convicted offenders; the rest were persons accused or charged with an offence, awaiting trials that could last several months or even several years. This results from the many cases of preventive detention and from difficulties and obstacles that slow down the judicial process. In addition, 176 people (4 percent of the total) were on trial, but only eight had been convicted (4.5 percent of those in detention). There were also 51 minors, primarily in the prisons in urban centres, and only one of these minors had been convicted.



Inner courtyard of the Porto Novo prison

At the beginning of
this year, there were
around 4,600 inmates
for the 1,600 places
that were officially
available.



Part of the inner courtyard and sanitary facilities of the Natitingou prison

The consequences of overpopulation in the prisons are promiscuity, assault, infectious disease, and a lack of space for educational and recreational activities, and sometimes even for sleeping.

The infrastructure in several of these prisons does not provide showers or toilets for all prisoners, nor is there adequate ventilation or protection from mosquitoes. The dormitories housing 75 to 200 prisoners are cramped, and living conditions are very difficult when the dormitories are closed and locked up for the night.

The prison administration only provides offenders with one meal a day through privately owned canteens. The inmates must manage with the help of parents, friends or other inmates to supplement this food. The presence of money in Beninese prisons makes it possible for prisoners to buy and sell products.

In addition, prisoners are allowed to farm in a number of institutions located outside the urban centres.

The inmates in these institutions use the products that are harvested.

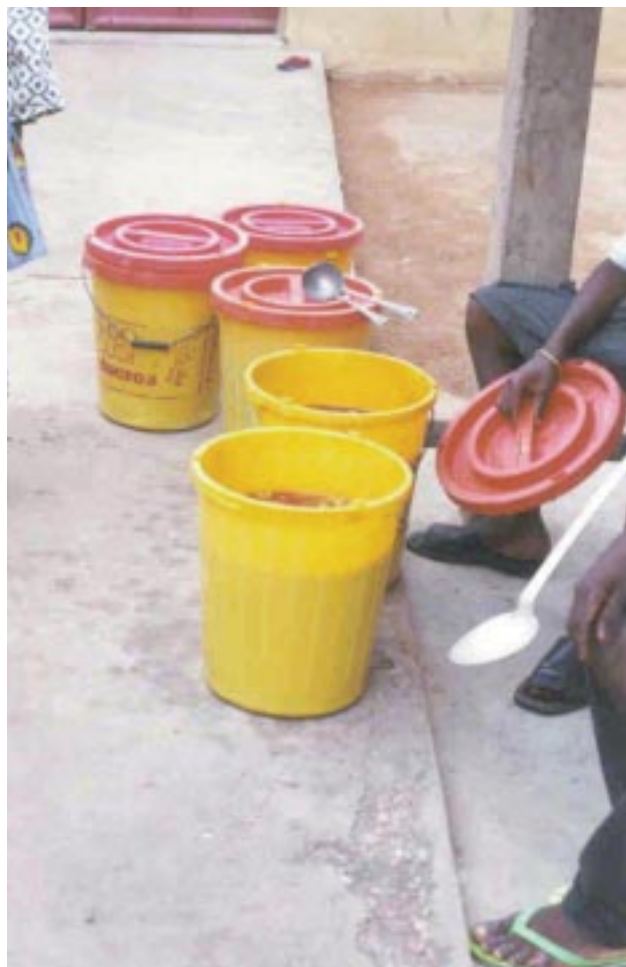
FUTURE PROSPECTS

Apart from assessing various aspects of the Beninese prison administration, over the course of the visit CSC was responsible for providing support and advice in day-to-day operations.

As well, in co-operation with representatives of senior management of the prison administration and some non-governmental organizations, an action plan was developed to support prison reform in Benin. Much remains to be done, particularly with regard to prisoner health and employment.

Accordingly, CSC's expertise and experience in employee training and in the areas of correctional operations, human relations and human rights would be a major contribution to prison reform in Benin. A co-operative relationship between Benin and CSC over the next few years could be very productive. ♦

CSC's expertise and experience in employee training and in the areas of correctional operations, human relations and human rights would be a major contribution to prison reform in Benin



Meal being served at the Lokossa prison

CRCs Gain Accreditation Another Step Toward Society's Protection

By Jean-Marc Guimont, Community Resource Co-ordinator, Accreditation of CRCs and Rates, East/West Quebec District

Using support resources and services, community residential facilities (CRC) contribute to the protection of society by safely reintegrating offenders into society. They do this by implementing programs that address the needs of specific groups of offenders.

In Quebec, many private, non-profit agencies offer accommodation services. While staying at a CRC—whether by referral from the Correctional Service of Canada (CSC), the Direction générale des services correctionnels du Québec (DGSC), courts or national or provincial parole boards (NPB-CQLC)—residents receive a humane residential service centred on programs that will assist them in their reintegration.

ACCREDITATION STANDARDS

The accreditation standards governing the management of CRCs are a management tool and should be viewed as such. They were enacted to ensure that the clientele receives quality service, while respecting the unique features of the community-based organizations.

Over the years, comments received from associations representing the network of community-based residential facilities (CBRF) and interdepartmental partners have not only supported but also enriched the minimal CBRF accreditation requirements.

Residents receive a humane residential service centred on programs that will assist them in their reintegration.



Official Certificate of Accreditation, awarded to management of Maison d'entraide l'Arc-en-ciel
Left to right: Jean-Pierre Bérubé; Jean Bouchard, Treatment Manager; Jacques Legault, CEO; Normand Granger; Jean-Marc Guimont; and Steven Horth

HISTORY OF ACCREDITATION

In the 1970s, CBRFs were not formally assessed by the user services. However, some community resources conducted a self-evaluation, a process designed essentially to establish in-house objectives that would provide support to residents and services suited to the needs of each. At the same time, the concept of gradual community integration was gaining acceptance in the field of sentence management.

In the early 1980s, given the growing need for community-based accommodations and the arrival of new partners with less experience managing the clientele supplied by DGSC and CSC, service users—in partnership with CBRF associates—developed the first guidelines governing private facilities.

These discussions led to a tripartite agreement on minimal accreditation requirements for community-based residential facilities in Quebec. Back then, community resources were by definition non-profit corporations only, and service users agreed to support the minimal accreditation requirements through a funding formula based on a daily rate of compensation, commonly called a per diem that applied to every day spent in these facilities.

NEW ASSESSMENT CRITERIA

Since the early 1980s, Quebec Region, in tandem with the DGSC, has accredited CBRFs accommodating an offender clientele.

Accreditation standards encompass many areas, including organization and administration, residents' rights, program offerings, admission procedures, service user requirements, community cooperation, activities that encourage social responsibility, professional care, service availability, and medical and health care. To obtain accreditation, all community-based residential facilities in Quebec must meet the minimal certification requirements.

With the emergence in the early 1990s of a large number of new substance abuse residential resources, Quebec Region decided to develop new minimal quality standards specific to addiction treatment centres. In 1993, the standards and guidelines were chosen. Their scope and wording were developed to avoid favouring a particular approach or model, and to consider recognized models scientifically proven effective in the treatment of substance-dependent persons.

By developing these standards, CSC encouraged resources that were interested in winning a service contract to improve their operations and, to some extent, improve and more effectively monitor their clinical practices.

CSC firmly believes that enforcing minimal quality requirements for all CBRFs, including addiction treatment centres, started a process of continuous quality improvement and a search for excellence. ♦

The Old Pen Doors Re-Open

By Manon Charbonneau, Project Manager, Montée Saint-François Institution

On October 12, 2002, “the Old Pen” woke from its long slumber. As part of the Government of Canada Workplace Charitable Campaign (GCWCC), employees, families and friends paid tribute to our patriarch of penitentiaries in Quebec. During the October 12–13 weekend, Laval Institution, commonly referred to as “the Old Pen,” welcomed more than 3,000 visitors within its walls.

Employees, retirees, recruits, teenagers and children heard the stories associated with this historic monument, and both young and old were able to understand the importance of remembering the past. They all saw the incredible changes that have taken place over the years in the physical structure of the site and in



Standing, left to right: Lise Cayer, Louise Chandonnet, Monique Marullo, Diane Grondin, Mireille Boisvert, Chantal Boisvert and Louise Dubreuil
Seated, left to right: Isabel Lafontaine and Valérie Dion

our way of work—programs, security procedures and staff training.

Numerous guides and volunteers showed, through their interesting stories about the Old Pen, that the employees of the Correctional Service of Canada (CSC) have always maintained outstanding professionalism and camaraderie.

Dog handlers from Leclerc and Archambault Institutions, the Institutional Emergency Response Team from Cowansville, and volunteer guides from Leclerc and Montée St-François Institutions, the Federal Training Centre, the Regional Reception Centre, the Staff College, from Regional Headquarters and the Montreal Metropolitan District greatly contributed to making this day an overwhelming success.

Over \$10,000 was collected at this open house event; the entire amount will be given to the GCWCC. Montée St-François Institution thanks all participants for their generous contribution.

Bravo and thank you again! ♦

During the October 12–13 weekend, Laval Institution, commonly referred to as “the Old Pen,” welcomed more than 3,000 visitors within its walls.



Cowansville Institutional Emergency Response Team, left to right: Benoît Leduc, Jean-Guy Dubuc, Yves Bissonnette and David Buck, with Claudia-Maude Barrette and Manon Charbonneau



Front row, left to right: Sylvie Cormier, Robert Sutton, Claudia-Maude Barrette, David Buck and Francine Boudreault
Back row, left to right: Jean-Claude Labbé, Georges Corriveau, Anick Meloche, Mario Noël, Manon Charbonneau, Lise Bélanger, Yves Savage, Yves Bissonnette, Jean-Guy Dubuc, Benoît Leduc, Alain Cormier, Claire Charbonneau and Jacques Charbonneau

Over \$10,000 was collected at this open house event; the entire amount will be given to the Government of Canada Workplace Charitable Campaign

Employees Celebrate *National Aboriginal Day*

By Chantal Chartrand and Raymond Lebeau, East/West District, Quebec Region

During the last National Aboriginal Day, employees of the East/West Quebec District visited the First Nations Garden featured at the Montreal Botanical Gardens. This visit gave participants a taste of the rich ties to the earth shared by the 11 Amerindian and Inuit nations, and the various lifestyles, both nomadic and settled, of our First Nations brothers. Inside the Garden setting, which called to mind ancestral lands, participants immersed themselves in Aboriginal culture.

Employees had an opportunity to admire the “totem poles for peace” created by Cree artist Virginia Pésemapéo, to appreciate the birchbark baskets, and to listen to detailed explanations of how to make a teepee, a sweat lodge and a longhouse, and of the food conservation principles behind fish and meat smokehouses.

Participants noted the excellent work of their Inuit guide, Sylvain Verreault, who told visitors about the techniques and knowledge of his ancestors. The site also includes a longhouse, a type of dwelling most characteristic of Iroquois villages, symbolizing the large and extended family it housed. Each longhouse belonged to and was led by a powerful matriarch who saw to the daily business of the house.

Visitors also had the opportunity to participate in a peace ceremony led by members of the Attikamekw community of Wemontaci. Participants were asked to set a beam in the peace circle and express their wish for peace among all peoples so that everyone lives in harmony with Mother Earth. These coloured beams represent the various nations, the four cardinal compass points, the four seasons, the four stages of life, the four elements that make up the world (fire, earth, air and water) and the four levels that people must work on to be healthy and happy (mental, spiritual, emotional and physical). The ceremony ended with chanting and drum playing for peace.

Anyone interested in finding out more can visit the First Nations Garden at the Montreal Botanical Gardens in person or via Internet at the following address: http://www.ville.montreal.qc.ca/jardin/premieres_nations/ ♦



Left to right: Jean-Marc Guimont, Manon Lamothe, Chantal Chartrand, Raymond Lebeau and Marlène Rock

Participants noted the excellent work of their Inuit guide, Sylvain Verreault, who told visitors about the techniques and knowledge of his ancestors.



Peace circle



Left to right: Innu guide Sylvain Verreault, Raymond Lebeau and Jean-Marc Guimont



Sweatlodge frame



Longhouse

Third Medal for a Champion

By Gaétan Éthier, Chief, Administration and Material Management, Regional Reception Centre

After winning the gold medal at the National Law Enforcement Games for two years running and placing among the top ten in overall competition, Todd Ring, a Search Co-ordinator/Handler at the Regional Reception Centre (RRC), has just walked away with a third medal.

When Todd joined the Correctional Service of Canada (CSC) in 1986 as a correctional officer, he already had a thirst for challenges. In addition to the various duties of the institutional emergency response team (IERT), he participated in various sports such as hockey, baseball and competitive boxing. In 1999, after several years of training, he competed for the first time in the National Law Enforcement Games where he won his first gold medal in the Toughest Competitor Alive event. It's an extremely demanding competition that requires concentration, muscular power and technical knowledge. Besides being an opportunity to compete, it allowed him to befriend representatives from various police forces.

During his second competition in 2001, he won a second gold medal and met Canadian Olympic sprinter Bruny Surin. During that week, he met up with his former fellow competitors and became further interested in their work on various drug detection methods. It was then that he began to thirst for a new professional challenge.

When he returned to the Leclerc Institution, he enrolled in specialized training and began to learn more about drug and firearms detection. In April 2001, he obtained his diploma in dog handling and became the first search co-ordinator at the Regional Reception Centre in Sainte-Anne-des-Plaines.

As he was very busy with his new responsibilities, Todd decreased the intensity of his sport training and for this reason decided not to compete in the 2002 National Law Enforcement Games in Ottawa. Nevertheless, organizers contacted him and invited him to participate in the event as an official judge. Never one to back away from a challenge, Todd accepted and became a judge for his favourite event, the bench press in the Toughest Competitor Alive competition.

At the opening ceremony, he and his faithful companion, Stinger, a magnificent golden retriever, were invited to represent CSC. He was in for a surprise.

When he arrived, he met three of his friends, who finally convinced him to compete in the 800-metre relay sprint. Despite decreased training, and knowing that his

strengths lay more particularly in endurance and muscular power, Todd accepted the challenge and trained intensively during the week. His efforts were once again rewarded when he and the three Secret Service officers on his team won the silver medal.

After so many rewarding experiences, what challenges would Todd like to take up now?



Todd Ring and his dog Stinger, with members of the Royal Canadian Mounted Police

For the time being, he is enjoying his new duties as a dog handler. He admits that he was touched by the warm welcome from senior management and all the staff members when he arrived at the RRC in April 2002. He wants to help thwart the entry of firearms and drugs into CSC institutions and upgrade his skills in order to become an expert in this area. In the future he would

like to teach various methods of detecting firearms and drugs to others.

As for competing in the Law Enforcement Games, Todd says he is currently giving the matter consideration. Although training is part of his daily life, preparing for this type of event is very demanding and takes up a lot of his time. He finds the idea of competing in the dog-handling event appealing, but he needs to discuss it with Stinger, his partner in competition.

To be continued. ♦

Books-on-Tape Project

Tracy Davidson, Occupational Therapist, Regional Treatment Centre of Ontario

Patient volunteers from the Regional Treatment Centre of Ontario (RTCO) are creating children's Books-on-Tape kits for the visitors' resource centre, which is operated by the Canadian Families and Corrections Network. The Centre's partner, Scholastic Books Canada, has made this project possible through its generous donation of children's books.

RTCO staff began the Books-on-Tape project two years ago as a way to provide patient volunteers with

ers can be productive, contributing members of our correctional communities.

In the past year, the Books-on-Tape project expanded to provide a literacy challenge for patient volunteers at all levels of basic adult English. Eight volunteer tutors from the Queen's University Students for Literacy project work on an individual basis with patients, helping them to read aloud. This ensures that the quality of the tapes is maintained.

Only patient volunteers who meet the selection criteria—among other things they must not have committed offences against children—are offered the children's books to read. Patients who do not meet the screening criteria are offered opportunities to read adult-related materials such as driver manuals.

RTCO patient volunteers make book bags for the kits from recycled blue jeans. An outside pocket holds the tapes, and a laminated card is attached to each bag for identification. A tape recorder and headphones are signed out with the Books-on-Tape kits for use within the visitors' resource centre.

The Treatment Centre will continue to meet the mental health and literacy needs of its patients by building and strengthening the Centre's existing partnerships. Recently, clinical and educational staff at RTCO planned a workshop to provide our volunteer tutors with information about mental illness issues that impede learning. The workshop focused on supported education, how mental illness interferes with functioning at school, and compensatory strategies to enable learning. ♦



Queen's Students for Literacy tutor Todd Haskins helps inmate Bill Mansill read a book on to tape.

meaningful work. In a nutshell, patients' voices are taped while reading children's books; the tapes and books are then made available to visitor resource centres.

The project helps not only the visiting kids but the patients as well. For some patients, reading aloud is a positive coping strategy for reducing some of the symptoms of mental illness, such as intrusive hallucinations and uncomfortable thoughts. Patients also have an opportunity to read literature at their level in a respectful and dignified manner and they are able to give back to their communities by enriching the lives of children visiting our prisons. Generally, the project helps to reduce the stigma of mental illness by demonstrating that, with the right support, mentally ill offend-

Officers Helping Children

By Matthew Smith, Correctional Officer, Kingston Penitentiary

A volunteer fundraising committee, created by correctional officers at Canada's oldest penitentiary, recently raised more than \$7,000 for local children's projects. The money was raised through 50/50 draws, T-shirt and bake sales, donation boxes and other events inside the institution. Since October 2001, the Kingston Penitentiary Correctional Officers Children's Fund has made several donations to area elementary schools to fund breakfast programs, new playground equipment and kitchen appliances.

The fund has also helped physically challenged children in need of specialized equipment, including a computerized teddy bear for a visually impaired toddler and an interactive device for an autistic child.

Committee organizers Germain Gagnard, Mike Greenham, James Feeney and Matthew Smith hope to complete one donation per month. The foursome, two of whom have children of their own, say fellow officers, prison management and other staff have been ardent supporters, contributing both time and money to the fundraising efforts.



Left to right: Correctional Officers James Feeney, Matt Smith, Mike Greenham, Germain Gagnard and a local teacher gather around a stove donated to help teach students to cook simple meals.

Kingston Penitentiary Warden Donna Morin, along with UCCO local executives and other prison staff, recently volunteered to participate in a dunk tank fundraiser. The day's event raised more than \$900.

Fundraisers have helped boost morale at the institution as well as alter public perceptions—often negative—about staff. Both the officers and the children benefit from the community partnerships. With its positive effect on the community, the Kingston Penitentiary Correctional Officers Children's Fund is helping to bridge the gap between officers and the community they are proud to serve. ♦

International Literacy Week

By Tim Murphy, Educational Counselor, Pittsburgh Institution, and Laura Wilton, Senior Teacher, Frontenac Institution

Scrabble, anyone?

CSC institutions in Ontario devised many imaginative ways to participate in International Literacy Week, September 14–18. Pittsburgh Institution School focused on adult education and its importance to inmate reintegration. The teachers created a contest that involved the inmates designing posters that express the importance of literacy in their lives. Winners were awarded prizes in three categories: freehand art, computer art and a combination of the two.

In another event, students competed, both singly and in pairs, in a Scrabble tournament. Everyone was welcome to participate, including English-as-a-second-language students. Scrabble is a valuable and fun way for these students to develop vocabulary and spelling skills. For many of them, it's a new game that they can introduce to their families.

Thanks to all who joined in during this week of celebrating adult learning at the Pittsburgh School: teachers Madelyn Iler, John Winskell, Mary Golem, and Richard Johnson; Tim Murphy, Guidance Counsellor; Roxanne

Loyst, Education/Training Clerk; and Alex MacNair, Assistant Warden, Correctional Programs, Pittsburgh Institution.

At Frontenac Institution, week-long activities included math problems, map puzzles and rousing games of Taboo and Pictionary between staff and students. Despite the competitive nature of the games, humour and good cheer prevailed. The activities promoted team spirit and sportsmanship, qualities much desired “on the street.” ♦



Alex MacNair (left) presents a prize to inmate Jonathan Compagnon for his participation in the week's activities.



Scrabble tournament contenders Sheldon Lewis (right) and Oliver Bell

Penitentiary Museum Voted Worthy Tourist Sight

By Bill Rankin, Communications Officer, Communications and Consultation Sector

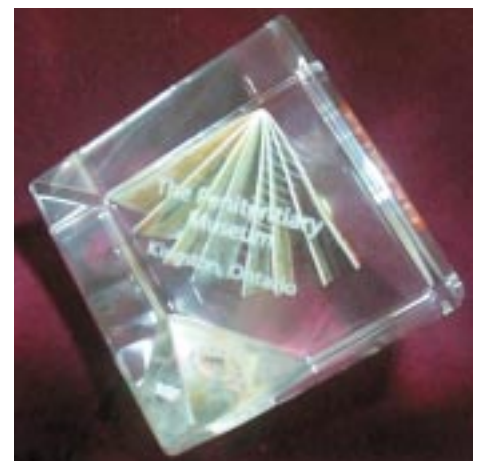
Curator Dave St. Onge is happy to announce that the Penitentiary Museum in Kingston has been voted by the Rand McNally Atlas Corporation as one of the 27 best sites to visit across North America.

Editors of the 2003 edition of the *Rand McNally Road Atlas: United States, Canada and Mexico* came up with five different road trips that offer interesting roadside stops along the way. The New York–Ontario trip, *Beyond Niagara Falls*, promotes the Penitentiary Museum as well as a Niagara winery, a tea-house and a craft shop.

“I am honoured that our site has been chosen among all the other worthy sites in Ontario,” St. Onge commented. “The international recognition that this award represents is inestimable.”

It's not the only recognition that the Museum has received lately. On October 25, the Museum was awarded the 2002 Greater Kingston Chamber of Commerce Outstanding Business Achievement Award for Tourism—a very great honour in the Kingston business community. On behalf of the Museum, St. Onge accepted this prestigious award, presented at the Kingston Chamber of Commerce President's Gala.

The number of visitors to the Museum has been steadily climbing over the last few years. The annual figure for 2002—26,015 visitors—jumped over 13 percent from last year. The increased volume keeps Museum representatives running, and this new exposure promises even more activity. ♦



“Best of the Road” acrylic paperweight/trophy awarded to the Penitentiary Museum

Pedal to the Medal

By Rick McEachran, Parole Officer, Kingston Penitentiary

On August 6, 2002, I represented the Correctional Service of Canada (CSC) at the International Law Enforcement Games. Canada hosted this world tournament—held this year in Ottawa—that is organized annually for law enforcement officers. The Games typically last one week and consist of numerous team and individual sports events similar to those held in the Olympics. Police, corrections, customs and court officers from all over the world came to Ottawa to compete in their various disciplines.

My event, the cross-country mountain bike race, was run from Camp Fortune Resort north of Hull, Quebec. It was a 17-kilometre



Rick McEachran tears up the terrain in his most recent competition.

course consisting of tight, twisting singletrack, demanding climbs, and rocky, rugged downhill sections with the odd hidden drop-off. Full suspension proved to be a great asset on this adrenaline-pumping course, previously used as a National Canadian Olympic Team training site. Staving off fatigue and mechanical failure, I was able to secure a second-place finish and proudly accepted the silver medal.

This was my third consecutive year of participating in the Law Games, but my first international competition. I previously competed in the 2000 Canadian National Law

Enforcement Games held in Ottawa and placed second. Being a couple of pedal strokes faster during the 2001 Games in Hamilton, I placed first and scooped up the gold.

Outside of these events, I also ride recreationally and compete in other Ontario mountain bike events. I am pursuing sponsorship for next summer's Ontario and Canada Cup Race Series, and captain a four-member 24-hour race team.

Mountain biking is a rapidly growing sport and recreational pastime, and Canada offers some of the most diverse riding terrain in the world. Our country is also home to the world's cross-country mountain-bike champion, Roland Green, and has produced numerous other high-ranking competitors.

I have found the annual Law Games to be an excellent opportunity to meet fellow law enforcement officers who share the same passion. I look forward to future competitions and highly recommend participation by other CSC staff. My silver medal is on the line for anyone up to the challenge! ♦

CSC Honour Guard Goes to Washington D.C.

By Scott Ritchie, Correctional Supervisor, Fenbrook Institution

Thanks to the tremendous support of wardens Mike Provan and Peter White and to our own fundraising efforts, members of both Fenbrook (FI) and Beaver Creek (BCI) institutions' Honour Guard recently attended the National Law Enforcement Officers' Memorial in Washington, D.C.

Prior to our departure, our American contact, Kenneth Roden, Washington Metropolitan Police Department Honour Guard Unit, said he would welcome our attendance. When we arrived, many members of the law enforcement community were there to greet us with open arms.

Our first stop was a candlelight vigil held at the National Law Enforcement Officers' Memorial, where we were warmly applauded. In front of thousands, we marched to our designated place of honour directly in front of the memorial. With a stiff breeze blowing, both our national and departmental flags flew proudly.



BCI/FI Honour Guard at the White House. Left to right, back row: Don Duncan, Gord Jack, Liz Bongers, Tom Parr, Ryan Dewey, Jude Precoor, Ludlow Harris, Kevin Way, Jason Parliament. Front row: Denis Lanteingne, Scott Ritchie, Peter Ruttan

Next, buses began pulling up to the site, escorted by 30 motorcycle police officers from national, state and local police agencies. Certainly the most moving moment was the arrival of two large passenger buses carrying the families of victims of the September 11 terrorist attacks in New York City.

By this time, a crowd of 15,000–20,000 had gathered to pay tribute to the fallen and to hear the words of Tom Ridge, Director of Homeland Security. The four-hour service concluded with a tremendous laser light show. Afterwards, we were greeted by many emotional police officers who thanked us for attending and said they were honoured that “we were there for them.”

The next day, we attended a White House ceremony—a once-in-a-lifetime opportunity to visit the historic and very impressive building. Later we saw many other sights along the National Mall including the Lincoln Memorial and Washington Monument.

Our Honour Guard members participated in numerous gatherings besides those connected with formal duties and we met some very interesting people including

John Brunell, host of the television show *Top Cops*. He said that he was very excited to see us at this function and thanked us graciously for attending.

It was an honour to represent our co-workers, the Correctional Service of Canada, and our country on such an occasion. Truly, the highlight for all of us was the tremendous respect and support we were shown both on and off parade. ♦

Jailed for a Day

By Bill Rankin, Communications Officer, Communications and Consultation Sector

The majority of people will never see the inside of a prison cell nor do they wish to get anywhere close to a facility that holds offenders. Their curiosity is usually satisfied by the Hollywood versions of prison life portrayed in box-office hits such as *Escape from Alcatraz* and *The Shawshank Redemption*.

Bob Shortly (a chartered accountant) either didn't see these movies, or they didn't satisfy his curiosity. In an unexpected move, this high-rolling Toronto businessman placed a winning bid at a charity auction on a one-day tour package of a medium-security institution—and he invited his friends to come along! Journalist Susanne Hiller accompanied Bob and two of his business colleagues on the tour in order to record their impressions. The article appeared recently in the *National Post*.

Arriving at Warkworth Institution in a 32-foot stretch limousine, the foursome was met by citizens' advisory committee chairman James Bradfield and escorted through the facility. Like most of the

public, their points of reference are old prison movies—steel-barred lockups full of hardened cons defying sadistic keepers, and media reports of pampered prisoners lounging in “Club Feds.” They couldn't resist making a few glib comments throughout the tour but it became obvious to Hiller that life inside the institution is not what the businessmen expected. The reality had a sobering effect on all of them.

Their verdict? “It makes you understand what prison life is all about,” commented Shortly, “and not just what you imagine it to be. The reality is, after spending a day there, I don't ever want to end up there. I'd never survive . . . The reality of living with ‘cabin fever’ and so many rules would be horrific.”

One of Shortly's companions, real estate developer Tom Murray, echoed his words, “As good as it is from prison standards, I feel thanks that we are not there . . . Freedom and all it entails is really what they [inmates] are missing and craving. People should make a point to see this reality.” ♦



Left to right: Limousine driver - name unknown; Susanne Hiller; Tom Murray; Bob Shortly; Edward Sorbara; Assistant Warden, Correctional Programs David Craig

In Uniform

By an inmate serving a life sentence at Frontenac Institution; submitted by Christine Grant, Acting Assistant Warden, Correctional Programs, Frontenac Institution

Whoever first uttered the phrase “walk a mile in my moccasins” couldn't possibly have envisioned my summer of 2002.

Anti-authoritarian from birth (it seems), I've struggled through the years. As I've aged, my rigidity has softened; coming to know the people behind the various uniforms that I've encountered has helped. Still, there has been room for improvement and nothing but full immersion could have produced the total meltdown of “attitude” that I experienced this past summer. Having abundant experience with corrections, I am well qualified to state there are no in-house programs available that are as effective in dealing with “objectification” as the one I encountered over a two-month span during the summer.

In an innovative, unique application of the *Corrections and Conditional Release Act* (CCRA) Work Release Program, Frontenac Institution provided Kingston area softball associations with Canadian Amateur Softball Association (CASA)-certified, professional umpires through the 2002 season. As a forty-something ex-athlete whose mind is still willing but body is fading, I decided to take the plunge and move to the other side of the ball. I knew the rules of the game inside out—how difficult could it be?

“That was a brutal call!” the fans ranted. “Are you blind?” “You weren't in position to see the tag!” “Read the rule book!” All the while, the faint hum of *Three Blind Mice* floated down from the spectator bleachers. I was “Blue,” “Mr. Umpire,” “Umpy,” or “Sir” on good days, and a host of other not so flattering handles on bad days. Some I heard, others were muttered in barely audible expressions of frustration. But I was in uniform and loving every minute of it.

The broad range of thoughts that this experience brought to the surface of my mind is remarkable. I believe that donning the uniform and practicing the craft led me to a much deeper appreciation for the person behind the uniform—any uniform.

Another unforeseen effect was the joy of direct participation in community recreational activities. It's been decades since my involvement with the "community at play." To be enthusiastically accepted was very humbling, truly inspiring, and immensely heart-warming.

An added bonus of this particular work release was communicating with people of all ages and walks of life. For a man incarcerated as long as I have been, this was indeed a very strange circumstance to find myself in. The experience was invaluable in helping me obtain skills beyond those I have acquired to live in prison. I can't think of any prison-related method that would have assisted me in explaining specific rules of the game to an exasperated seven-year old!

The fresh air, the exercise, the pro-social contact, and meeting so many fine people were ancillary benefits. With the experience of a full season under my belt, the training and equipment I was able to obtain, and a strong desire to reach higher levels in the craft, I'm already eagerly anticipating the next season.

An indirect advantage I hadn't expected was skills development in "heated" dispute resolution. Organized sports, passionate fans/parents, participants and game officials are the only ingredients necessary for any number of arguments. As an individual who has struggled over the years with criticism/praise, this was an eye-opening experience. It was particularly beneficial in sharpening my understanding of circumstantial and personal situations, how to tell the difference, and how to effectively manage in any situation that arose.

The fresh air, the exercise, the pro-social contact, and meeting so many fine people were ancillary benefits. With the experience of a full season under my belt, the training and equipment I was able to obtain, and a strong desire to reach higher levels in the craft, I'm already eagerly anticipating the next season.

It was an absolute pleasure to work with and be encouraged by my supervisor. His tireless efforts to promote and provide enjoyable organized baseball for the community go above and beyond the call of duty. To also include, train, and encourage us as baseball officials is truly remarkable. This demonstration of pure selflessness didn't go unnoticed.

Each and every individual who played a role in the development and implementation of this work release helped inspire this "old-timer." It's no small feat to engineer continuous attitude and belief challenges. Even less probable was instilling overwhelming enthusiasm for it.

Putting me in uniform was simply brilliant. ♦

Free Spirit Soars

By Bill Rankin, Communications Officer, Communications and Consultation Sector

Patients at the Ontario Regional Treatment Centre (ORTC) with severe, long-term mental illnesses who were once labeled "unemployable," have been given the chance to prove their worth thanks to an innovative program that offers meaningful work.

Free Spirit Affirmative Business is a Correctional Service of Canada (CSC) initiative modeled on an award-winning program established in the Kingston area, and introduced at the ORTC by Registered Occupational Therapist Tracy Davidson. The rationale behind the program is simple: work is therapeutic, even for those with serious mental disorders. Proof comes from the patients themselves who claim an increase in physical and psychological well being and

from ORTC staff who report a decrease in patients' stress-related sick calls and incidents of disruptive behaviour once they are involved with the program.

"The majority of the men [14 in total] are middle-aged and suffer from schizophrenia," says Davidson. "Many of them are lifers. It's great to see how this kind of supportive employment can change their attitudes once they start trying. In one case, we had sick days drop from 49 to 4, once the man started working."

Most of the products the men produce are household pet-related and made from recycled



A "cat tent" manufactured by patients from recyclable material

materials: denim mats and small tents designed to keep cats cozy; foldable dog dishes cut from discarded plastic curtains; dog toys fashioned from heavy canvas.

The Kingston Society for the Prevention of Cruelty to Animals has shown great interest in the products and sells them at their shelter. "The partnership with the SPCA has brought a great deal of energy and excitement to our business!" Davidson comments. Proceeds are sunk back into the business to purchase supplies, tools and sewing machines. ♦



Native art painted by a patient involved in the program.

A Story That Takes the Cake

By Chaplain Debbie Tanasiecuk, Saskatchewan Penitentiary, and Marge Nainaar, General Manager and Program Co-ordinator of the Prince Albert Multicultural Council

Photos: Lawrence Bodnar

Two recent celebrations in Prince Albert provided excellent opportunities to put a human face on the connection between offenders and the public.

The inmates of Saskatchewan Penitentiary honoured Maurice Casgrain for his faithful and compassionate years of service. Mr. Casgrain has been visiting the institution every week for the past 49 years to play the organ for chapel services. In years past, Maurice says he often walked in blizzard conditions from his home to the institution so he could share his musical talents with those inside the walls.



Maurice Casgrain, volunteer organist, (left) and inmate David Livingston

A group of inmates decided it was time they said thank you to Maurice. They designed a plaque, a beautifully framed certificate, and inmate David Livingston baked a large cake decorated with organ keys and musical notes. Maurice thought he was just coming to play at a regular chapel service and was completely surprised by this act of appreciation.

David also agreed to bake an even larger cake for the Canada Day celebrations in Prince Albert on July 1, 2002. When circumstances would not permit the 55-year-old offender to be in Saskatchewan for this event, his younger brother, Stanley Livingston, offered to take up the challenge. The resulting creation—in the shape of a Canadian flag—was the largest cake ever to be served during the Canada Day celebrations hosted by the Prince Albert Multicultural Council and the City of Prince Albert. It was the highlight of the evening.

When the Saskatchewan Penitentiary offenders were offered a stipend of \$150 for their creation, Livingston and Saskatchewan Penitentiary Inmate Welfare Committee Chairperson Ron Swindler swiftly agreed to donate the entire amount to the Prince Albert Multicultural Council. Thus, they provided the Canada Day celebrations with a centrepiece and a donation to a worthwhile community organization. ♦



Marge Nainaar, General Manager, Prince Albert Multicultural Council, cuts the Canada Day cake baked by Stanley Livingston

Catching the Dream

By Martha Dobbin, Excalibur Teacher/Co-ordinator, Edmonton Institution for Women

Friday the 13th — a wonderful day at the Edmonton Institution for Women (EIFW). At 13:00 hours, residents and staff proceeded to the gym, full of curiosity and anticipation.

The gym had been readied with stage and chairs and all arrangements were perfect for the first-ever graduation ceremony, hosted by the Fireweed Education Centre. To the classic strains of *Pomp and Circumstance*, four graduates, dressed in long gowns and each carrying a single rose, proceeded slowly to the stage accompanied by their teachers, Colleen LaPerle and Martha Dobbin.

The purpose of the event was actually twofold. Students were “catching their dream” by acquiring their General Equivalency diplo-



Graduates and teachers

mas, and it was an opportunity to show appreciation for the Catholic Women's League (CWL) members who donated approximately \$20,000 to the Fireweed Education Centre and

provided Christmas gifts to each resident over the past five years.

Ash Mall, Deputy Warden, EIFW, congratulated the graduates and expressed gratitude

to the CWL members for their most generous support of the residents. Mabel Solomon, a CWL member and a consistent supporter of the school, spoke of the insights and compassion members have gained through their efforts.

One of the graduates spoke movingly to the assembly about achieving her dream and what it means to her and her family. There was hardly a dry eye in the room. Then a student read a poem that deals with the need for support from family and friends in fulfilling any dream.

The event was especially moving and memorable because it drew all areas of the EIFW community together in celebration. As well, the Catholic Women's League members were rewarded by seeing first-hand the results of their generous efforts. ♦



Graduates and Catholic Women's League members

New CAC for Healing Lodge

By Harry Michael, Executive Director, Willow Cree Healing Lodge

The Willow Cree Healing Lodge is happy to announce that Ross Toller, Deputy Commissioner, Prairie Region, recently appointed a citizen's advisory committee (CAC) for the Lodge. Harry L. Michael, Executive Director, commented that "the CAC is going to be an excellent team and the surrounding communities will be well represented."

The following people were appointed as CAC members: Raymond Blanchard, rural municipality of Duck Lake; Cecile Pajot, rural municipality of Rosthern; Eva Martens, Osler; Harry Martens, Osler;

Eugene Gamble, Beady's and Okemasis First Nation; Shirley Gamble, Beady's and Okemasis First Nation.

The goal during the search for candidates was to include representatives from Beady's and Okemasis First Nation and the surrounding area. A diverse group of people expressed an interest, and those individuals who met the selection criteria and demonstrated a willingness and commitment to help were selected.

The CAC held its first meeting on June 14, 2002. Mr. Michael distributed certificates of the appointments to signify the

importance of this event. The first priority for the fledgling committee will be to establish goals and a versatile approach to assisting offenders.

The Lodge, a 40-bed minimum-security facility, located on the Beady's and Okemasis First Nation near Duck Lake (90 kilometres north of Saskatoon), is still under construction. Inmates will start arriving around June 2003. ♦



Newly appointed CAC members. Left to right, back row: CAC Regional Chairperson Sean Taylor; guest; Cecile Pajot, Eugene Gamble, Harry Martens, Raymond Blanchard
Front row: Eva Martens, Shirley Gamble, CAC Regional Co-ordinator Lyn McGinnis (Young), guest

Pride and Partnership

By Gaylene Romero, Correctional Officer, Stony Mountain Institution

It was a proud moment in the life of a student, a teacher, a community and an organization. It was an occasion of accomplishment, hope and happiness. It was the graduation ceremony of the Aboriginal Pre-Recruitment Training program for correctional officers. Sponsored by the Interlake Métis Association, this pilot project involved co-operation between an Aboriginal community organization and the Correctional Service of Canada (CSC).

The impetus behind this program is the National Aboriginal Recruitment Strategy, established to increase the number of Aboriginal employees in CSC, particularly in the Prairie Region.

We at CSC recognize that our work must lead us to community partnerships outside the prison walls. Partnering with the community allows CSC to best achieve its objectives and create positive public support for corrections. So community co-operation was considered an essential element in attracting Aboriginal applicants and removing recruitment barriers.

The Prairie Region recruitment team recognized this project as an ideal opportunity to partner with the Aboriginal community. Earning the trust of Aboriginal organizations was vital to the success of the program. Various Métis and First Nations organizations were approached.

Kathy Woods, then a recruitment officer from Saskatchewan Penitentiary, created the initial training curriculum to help prepare applicants for the recruitment process. As part of the agreement, CSC contributed a training curriculum for career employment, expertise in delivering the course and a supervised work practicum. The Aboriginal organizations reached into their communities to attract candidates, and supplied the education and training resources.

Stony Mountain Institution (SMI) provided the institutional practicum for the first group of Manitoba recruits. Their initial effort achieved over 80 percent success rate. Stony Mountain Warden Don Kynoch showed confidence in the participants and a willingness to learn about Métis culture.

John Lavalee was hired by the Interlake Métis Association to facilitate the Manitoba program with the assistance of SMI Recruitment Officer Ken Atherton. Mr. Lavalee said

that while every day was unique, he feels it is the first graduation that will stand out most clearly in his mind for years to come. "The students' success is my success, as a teacher," he said. "To have students know they can create their own constructive destiny and build pride into the community and culture is an achievement not only for today but for the future."

An elated Barry Capner was one of the successful students present on Interlake graduation day, and now he is a correctional officer at SMI. He says that the CSC Pre-Recruitment Training Program helped to dispel his misconceptions about the criminal justice system and gave him a strong sense of accomplishment and a goal for the future — more than he's ever known before.

After nearly three years, there are now one or more partnerships established in each of the three Prairie provinces. The recruitment team continues to negotiate with other organizations to increase training opportunities.

CSC's part in this demonstrates that we believe our strength is our staff and we consider human relationships to be the cornerstone of our endeavours. ♦



Graduates of the program (standing), left to right: Clint Webb, Barry Capner, Rob Monkman, Cameron Lavallee, Rodney Coutts, J.C. Chartrand, Jason Kirby, with SMI Recruitment Officer Ken Atherton and Interlake Métis Association of Manitoba course facilitator John Lavalee

Journey to Freedom

Benefit Concert for Women's Reintegration Chaplaincy

By Arlene Barnes, Community Outreach Co-ordinator

Some time ago, the paths of Judith Lam and Colleen Lynch crossed. Judith is a member of the Edmonton Chinese Alliance Church and Colleen is the Women's Reintegration Chaplain in Edmonton. Judith said that she was truly interested in the work that Colleen did with women offenders and their reintegration process. She asked how she could help and the idea of a benefit concert evolved.

The purpose of the concert, held on Saturday, September 28, 2002, was to raise awareness about issues affecting women leaving prison and returning to the community. The Edmonton Chinese Alliance Church generously provided the venue, and its youthful members helped out by being ushers and volunteers.

The evening was most enjoyable. In addition to the wonderful music of Judith Lam and her band, the audience was treated to poetry written and read by Patricia Brestrich, Lisa Cue, Denise McLaren and Diana Gardiner—all women who are either inmates or on conditional release.

Attendees (approximately 100 people) heard from four invited speakers. Each addressed issues facing women upon their return to communities, the bridging that should occur to make the reintegration process successful



Judith Lam performs at the benefit concert.

and how the community can help with the process.

They learned more about Colleen's work with women and supported her by raising a total of \$1,561. The money will go towards education, clothing, shelter and

transportation and help the women re-enter the community. In addition, the new Peer Support Plus Line in Edmonton is entirely supported by this fund. ♦

People Come First

*By Bill Rankin, Communications Officer,
Communications and Consultation Sector*

Ray Brunning, Co-ordinator, Correctional Operations, Edmonton Institution for Women, was presented with a Head of the Public Service Award in December 2002. The awards are given out not only for good performance but also based on the means used to achieve intended goals.

"I am very humble but proud to have been chosen from a field of so many deserving employees in the public service," commented Mr. Brunning. "I have met and worked with many of them over the course of my years of service."



Ray Brunning (right) accepts his award from Ron Bilodeau, Associate Secretary to the Cabinet and Deputy Clerk of the Privy Council

Colleagues agree that whatever project he is involved in, Brunning always puts people first.

Brunning earned his award for his commitment to integrity, fairness and professionalism over his 38-year career with the Correctional Service of Canada. Most notable is the part he played in the conversion of Saskatchewan Penitentiary from a maximum- to a medium-security institution, supporting both staff and offenders through the transition. More recently, he played a lead role during the opening of the Edmonton Institution for Women. Colleagues agree that whatever project he is involved in, Brunning always puts people first. ♦

Change of Command

By Dennis Finlay, Regional Communications Manager

Pacific Regional Deputy Commissioner Alphonse Cormier has announced several major changes in the management of federal institutions operated by the Correctional Service of Canada (CSC) in the Lower Mainland.



RDC Alphonse Cormier welcomes John Costello as the new warden of Pacific Institution

The Regional Treatment Centre will house the new regional hospital and will offer treatment programs for offenders suffering from medical and psychiatric problems.



Regional Deputy Commissioner (RDC) Alphonse Cormier signs the Change of Command Certificate at Matsqui Institution as outgoing Warden John Costello, left, and incoming Warden Paul Urmson look on.

The redevelopment project at the Pacific Regional Health Centre in Abbotsford is nearing completion and will be renamed the Pacific Institution and the Regional Treatment Centre. John Costello, currently warden of medium-security Matsqui Institution, has been appointed to the position of warden at the new Pacific Institution. Terry Sawatsky, Executive Director of the Regional Health Centre since 1999, will remain in that position and will be instrumental during the transition phase of the facility.

Pacific Institution will be a multi-level facility and will include the Regional Reception/Assessment Centre that is presently located inside Matsqui Institution. The Regional Treatment Centre will house the new regional hospital and will offer treatment programs for offenders suffering from medical and psychiatric problems.

Paul Urmson, currently warden of maximum-security Kent Institution, located in Agassiz, will assume duties as warden of Matsqui Institution to replace Mr. Costello. Alex Lubimiv, currently warden of medium-security Mountain Institution in Agassiz, will replace Mr. Urmson as warden of Kent Institution. Brenda Marshall, warden of Mission Institution, will assume responsibility at Mountain Institution on an interim basis for four months. ♦

From the Goodness of My Heart

By Dennis Finlay, Regional Communications Officer, Communications and Consultation Sector

An inmate at Kwikwèxwelhp, who does not wish to be identified, donated his time and talent to complete a carved rocking horse to be raffled off for Victim Services. When asked by fundraising co-ordinator Dianne Young why he chose to make this contribution, he replied, "From the goodness of my heart." He previously donated a similar piece of artwork for a non-profit organization fundraiser sponsored by the Bank of Montreal that raised close to \$2,000.

Dianne Young, an administrative assistant employed with the Correctional Service of Canada (CSC) at Kwikwèxwelhp, has volunteered with Agassiz Victim Services since 1993 and has been raising funds for CSC Victim Services for the past year. ♦



Dianne Young (left) and Judy Croft, Director, Kwikwèxwelhp, with inmate's rocking horse

Firearms Course Participants

Right on Target

By Carol Goldie, Regional Firearms Instructor, Pacific Region

A two-week Institutional Firearms Instructor course was held in the Pacific Region from November 4 to November 15, 2002.

Modules addressing the Clients, Acquire and Analyze, Partners, Response, Assessment (CAPRA) problem-solving model, the Situation Management Model, law and policy on use of force, and theory concerning each of the four service firearms were included in the course. Eleven candidates were nominated by five institutions after meeting basic, mandatory requirements.



Left to right: Steve Loeb, Regional Firearms Instructor, Regional Correctional Staff College (RCSC-Pacific); Gord Robertson, Regional Health Centre (RHC); Hjortur Helgason, Kent Institution; Jack Mar, Regional Firearms Instructor, RCSC-Pacific; Brandon Banks, Mountain Institution; Rob Cater, Mountain Institution; James Ash, Mission Institution; Rob Garrett, Kent Institution; Roger Sehra, Matsqui Institution; John Mahon, Mission Institution; Shaun Stewart, Matsqui Institution; Sean Koch, Matsqui Institution; Rob Wishnicki, Matsqui Institution; Carol Goldie, Regional Firearms Instructor, RCSC-Pacific

Participants were required to meet standards in accuracy, safety and manipulation, as well as complete five written theory tests. In addition, they had to demonstrate facilitation skills, ability to analyze targets, lead a demonstration, and adhere to safety and conduct rules while on the range. They facilitated each other's learning through demonstrations, presentations and feedback.

All participants received certification on November 15, 2002, joining a complement of 17 other instructors from the region. ♦



A Garden That Grows More Than Plants

By Ryan Frisbee, Horticultural Therapist, Regional Health Centre

One of the numerous treatment programs offered at the Regional Health Centre (RHC)—a multi-level facility that treats and rehabilitates mentally ill offenders—is horticultural therapy.

This program serves as a teaching tool for patients who, by and large, have never been involved in long-term, group-oriented efforts. Patients pick up many valuable life skills including pro-social behaviour, co-operative attitudes, physical co-ordination and stamina, and marketable job skills. Perhaps most important for patients is the self-esteem that goes with seeing a job well done.

Administered by a registered horticultural therapist (RHT), the program consists of several sessions per week for both individuals and groups; at any one time there are between 15 and 22 patients involved. Many of the sessions are held in the greenhouse, but a substantial portion of the time is spent in the adjoining vegetable garden and institutional grounds.

The three-quarter acre vegetable garden is under the supervision of the horticultural therapist but is planted, maintained and harvested entirely by patients. No commercial fertilizers or pesticides are applied in any area of the garden, resulting in authentic organic produce that is offered to families using the Abbotsford Food Bank.

Preparations begin in February each year. At that time, seedlings are cultivated; in mid-April, they are transplanted to the ground along with direct-seed crops. Due to the extended growing season in southwestern British Columbia, some vegetables are planted two or three times per

season, including lettuce, carrots and beans. Pumpkins and squash are grown specifically for the Halloween season, although early-ripening pumpkins are harvested for pie making. Greenhouse herbs, fruit trees and vines are also cultivated. Each season, more species are added; the garden now boasts blueberry bushes, kiwi vines, an Italian plum tree, and hazelnut trees.



An inmate attends the vegetable garden outside the greenhouse.

The RHC is working to establish a general vocational course in horticulture that will be accredited by one of the colleges in the Fraser Valley. Following completion of the introductory courses, each offender may specialize in arboriculture, viticulture, or landscape design and construction. Some students even go on to more formal types of learning including university courses.

The RHC greenhouse and garden have grown plants all right, but they have also acted as an incubator of sorts—a place where inmates acquire confidence and self-worth. The experience has sparked spirit in these men and has forged a valuable connection with the surrounding community. ♦