

LET'S TALK

VOLUME 28, NO. 2

Vancouver Parole



Intensive Supervision

MONTREAL



Correctional Service
Canada

Service correctionnel
Canada

Canada

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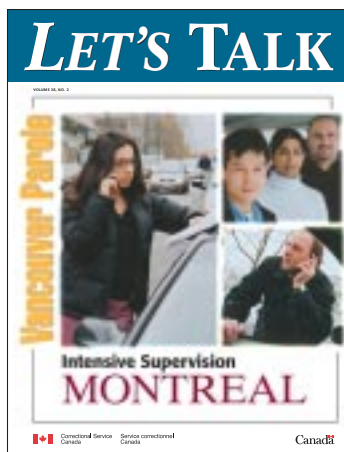
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Thousands of kilometres separate the Correctional Service of Canada's Vancouver and Montreal parole offices, yet they share a common goal - public safety. Find out more about how they get the job done in this issue's main feature stories.

Photos: Bill Rankin



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Acting Assistant Commissioner

Jo-Anne Brisebois

Editor-in-Chief

Pierre Simard

Assistant Editor-in-Chief

Martin Bélanger

Writer, Editor, Photographer

Bill Rankin

Editor

Julie Renaud

Writer, English & French Editor

Djamila Amellal

English Writer

Graham Chartier

Distribution

Denis Bertrand

Translation Services

Translation Bureau

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Graphic Design

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Kendall Kerr

Gaylene Romero

Pacific

Jane Harrison

Dianne Brown

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Address all correspondence to:

Let's Talk / Entre Nous

Correctional Service of Canada

340 Laurier Avenue West

Ottawa, Ontario K1A 0P9

Telephone: (613) 995-5364

Telecopier: (613) 943-2428

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Our Changing World



Is there anything in this world more constant than change? NO.

Change is indeed a permanent part of our world, part of our lives. In essence, to change is to grow and, to grow is to change.

This is all fine and good. However, the tricky part is to be able to distinguish between what needs to be changed and what needs to remain stable.

In this edition, you will read about how individuals have come to terms with this apparent dichotomy, in the world of direct service delivery. These stories describe how people have adjusted our operations in order to meet new expectations. Changes have been made while preserving elements of stability.

We are somewhat used to questioning and changing our operational policies/procedures. We have been less inclined to question, and come to terms with systemic changes to our governance structure. However, just as we question the viability of our operating structures, so we must

question the viability of our management and headquarters support structures: Do they best serve the organization? Do they help us prepare for the future? Do they efficiently support front-line staff? These are some of the questions that we are facing today.

And, these are some of the questions that the *Governance Review* will answer. The *Review* is being led by Mr. Don Head, the Senior Deputy Commissioner. The *Review* is about identifying what needs to change and what needs to remain stable in our managerial and support structures.

You will hear more about the *Review* this fall as together, we continue to define and shape our future.

Lucie McClung
Commissioner
Correctional Service of Canada

**Safety,
Respect
and
Dignity
for All**



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

Vancouver Parole

Dedication and Diversity

By Bill Rankin, Communications Officer, Communications and Consultation Sector

Photos: Bill Rankin

Citizens of Vancouver, Canada's westernmost metropolis, delight in its setting—a peninsula jutting westward out into the Pacific Ocean, framed by picture-perfect coastal mountains. People from all parts of the world are lured by the city's panorama of prosperity—a strategic Pacific Rim location on the fjord-like, deepwater harbour of Burrard Inlet. Many are won over by the temperate climate and the immense natural playground of forests, mountains, rivers and ocean. A few minutes' drive from this city yields wilderness wonders and the temptation of a day spent on skis, on a boat, or on a trail.

But like any fast-growing, world-class city, Vancouver has its share of problems. Housing prices have soared in recent years and competition for resources is fierce. Some, who drift westward, drawn by the promise of warm weather and easy living, find themselves existing on the grim margins of a fast-paced society. Drugs, in particular, fuel the crime rate and criminal justice authorities struggle to keep pace.

One of the most effective and innovative criminal justice alliances to combat this and other social problems exists between the Correctional Service of Canada's (CSC) Vancouver Parole and the various branches of local police and the RCMP. Where once, many years ago, there were turf wars and jurisdictional stovepipes, cooperation and communication have become the watchwords of the day.

"It's a symbiotic relationship we have," comments Vancouver Senior Parole Officer Tam Tran. "The police have a difficult job to do and so do we. It makes sense to help each other and maintain good lines of communication because essentially we are in the same business."



A busy schedule keeps Parole Officer Tammy Morgado on the move. A car and cell phone are essential tools of the trade. Tammy is one of a number of new parole officers hired, in part, for their youthful energy, university training, and the ability to communicate with various ethnic groups. Tammy has carried out community assessments in Portuguese and is currently studying Spanish so that she can communicate with an even wider range of offenders.



CSC parole officers deal with many citizens whose problems stem from substance abuse and addictions of all kinds.



A face etched by despair. Young people are easy prey to the perils of street life—addiction, disease, and untimely death—in big cities like Vancouver.



Senior Parole Officer Tam Tran listens intently as Parole Officer Edmund Wu proposes a strategy for handling a complex situation involving one of his parolees. A parole officer requires the skills of both policeman and social worker—equal parts law enforcement and helping offenders find the resources they need to remain law-abiding citizens.



Vancouver Police Chief Constable Jamie Graham has been involved for the last 10 years with the National Joint Committee that sponsors police/parole workshops in BC and the Yukon. He comments, “The information sharing between police and parole in Vancouver is quite remarkable. They get right down to business and do their utmost to ensure that citizens are safe. I encourage my people to be involved with CSC.” Left to right: Deputy Chief Constable Gary Greer, Inspector Chris Beach, Chief Constable Jamie Graham, Inspector John Schouten and CSC Psychologist Teal Maedel



A public safety partnership—CSC Acting Associate Area Director Tim Goodsell and Vancouver Police Detective Leslie McKellar, High Risk Offender Investigator, Sexual Offence Section. All sex offenders on parole in the Vancouver area (17 municipalities) must report regularly to McKellar. She frequently attends Vancouver Parole case management meetings and says of her relationship with CSC, “We have a great rapport and we share the same goals: to prevent offenders from hurting anyone and to help them become good citizens.”



Ron Hurt, a former RCMP officer and now Manager, High Risk Offenders Identification Program, BC Ministry of the Attorney General. His main goal is to assist Crown counsel with Dangerous Offender and Long-term Offender applications. All cases of federal offenders at warrant expiry go through Hurt’s office as well as to the police for risk assessment.

Each provincial attorney general has bought into a national flagging system for violent offenders, so now Hurt has counterparts in each province across the country. Hurt regularly attends Vancouver Parole case management meetings and has an excellent relationship with police and both provincial and federal corrections. “Without CSC co-operation and case files, we would have no chance of convincing a judge of a repeat offender’s risk to the public.”

DIVERSITY

Better communication between criminal justice partners is not the only improvement that has been made over the years. As the city grew and its ethnic profile diversified, innovators within the Service anticipated the need for better relations with citizens of all colours and creeds. Jake McCullough, the former Vancouver CSC/Parole Associate Area Director (retired) and now House Manager of Genesis House, a New Westminster halfway house, is one of the originators of the employment equity program that has turned Vancouver Parole into a true reflection of the city's multi-ethnic population.

"I started my career in the federal government in Toronto with the Immigration department," said McCullough. "It struck me that Vancouver Parole could benefit from the same kind of ethnic diversity that the Immigration Department had."

It was slow going at first. Essential tasks had to be piggybacked on top of regular duties. But gradually the momentum gathered: promising individuals such as Tam Tran, already employed by the Service as correctional officers, were recruited; inroads were made within the various ethnic communities; and a mentorship program for fledgling parole officers was set up. Treasury Board was persuaded to kick

in more funds and human resources advisors found innovative ways to shift the process into high gear.

Eventually these efforts were nationally recognized when McCullough, Community Corrections (Pacific) Personnel Administrator Marilyn Boonstr, and Vancouver CSC/Parole Area Director Wayne Oster were presented with special Treasury Board awards in September of 2002.

"Today, Vancouver Parole is full of young, bright, go-getters," Wayne Oster comments, "with Chinese, Aboriginal, Vietnamese, Indian and Iranian heritages." ♦



"Thank God for the Salvation Army," says Parole Officer Kim Thurston (right). Besides her regular duties, she is co-facilitator with Larry (left) of the CSC Methadone Maintenance Support Group, held at Dunsmuir House in downtown Vancouver. The Salvation Army is an important ally of CSC, providing program space and beds for parolees on various forms of release.



Parole officer Lori Costella chats with one of her clients residing at Harbour Light, a halfway house run by the Salvation Army (SA) on East Hastings Street. CSC contracts with the SA for 25 of the house's 90 beds for their parolees. Harbour Light is not only a residence but also a place where parolees can obtain spiritual guidance and counseling in substance abuse and anger management issues. CSC makes extensive use of all nine halfway houses in the Vancouver area.



Three faces reveal the ethnic diversity of Vancouver Parole. Left to right: Parole officers Tam Tran, Jas Gill and Ram Sadafi. Despite the long hours and heavy paper burden, parole officers are enthusiastic about their work, enjoying the autonomy and flexible hours that the job affords.



Jake McCullough, flanked by two Genesis House employees, Marco Filipin (left) and Travis Mitchell

MONTREAL

Intensive Supervision in an Urban Setting

By Djamila Amellal, Communications Officer, Communications and Consultation Sector

Photos: Bill Rankin



Serge Talbot and François Paquin, ISP parole officers. They spend most of their time in the community supervising offenders. They have at their disposal a vehicle, a cellphone, and a minicomputer (a Jornada) to provisionally enter data destined for the Offender Management System (OMS). From their car, they can also check profiles of the offenders they intend to visit.

It's 2 a.m. The city of Montréal sleeps under the lights of its great thoroughfares and highrises. But two young men, Serge Talbot and François Paquin, are wide-awake and standing at the entrance to an apartment building in the west end of the city. Talbot makes a call on his cellphone. A male voice answers. Talbot listens closely, exchanges a few words, and hangs up. He speaks briefly with Paquin. Both wait in the early morning silence for the man to open the door.

Talbot and Paquin are parole officers (PO) with the Intensive Supervision Program (ISP), based at the Lafontaine Area Parole Office of the Montreal Metropolitan District. They are checking that offenders in the ISP are complying with their curfews.

THE PROGRAM

The ISP was born in 1990. It is intended to provide proactive supervision for offenders who need more than an average amount of attention. These offenders have served two-thirds of their sentences and are on statutory release. Over a period of six months, made up of three phases, the POs make numerous random contacts with offenders in the community—far more than during normal supervision. As the offender proceeds through the phases, there is a gradual decrease in the intensity of monitoring, leading to regular supervision for those who manage to comply with all the ISP conditions.

Offenders must call their officer every morning and inform him/her of their plans for the day, submit to urine tests to detect drug use, comply with curfews, and expect impromptu visits to their homes and workplaces.

The POs must develop excellent perception skills and use them every day in their dealings with the offenders. A glance, a gesture or a twitch can say more than mere words about an offender's true state of mind. Officers must be ready to follow their instincts and intervene rapidly with the help of their colleagues if a parolee is suspected of delinquent behaviour or failure to comply with his/her conditions of release.

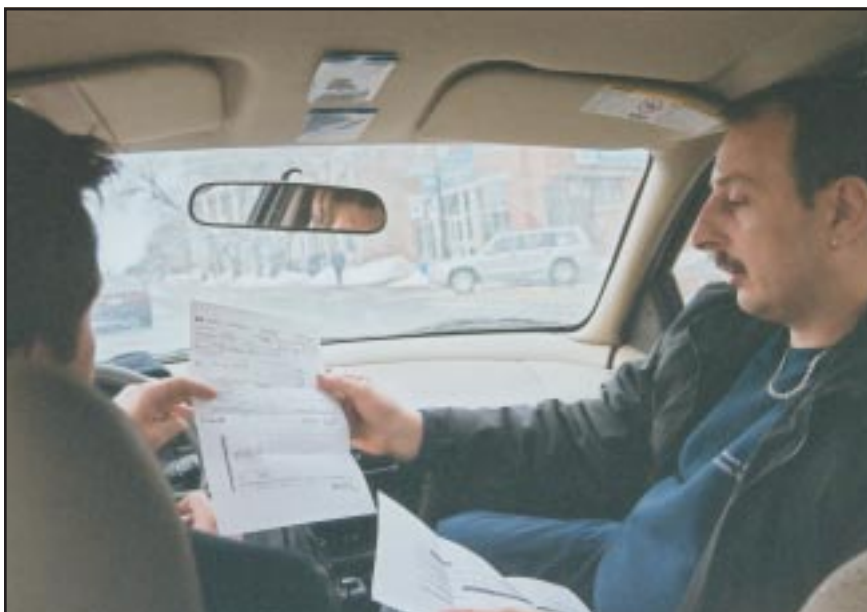
Intensive Supervision in an Urban Setting



Serge Talbot in front of the home of an offender who was absent from his workplace. Serge calls him from his 1999 Chevrolet Cavalier. He courteously introduces himself and tells the offender that he is waiting for him outside. Serge is pleased to have found the offender at home and his concern subsides. When the man arrives, Serge greets him, questions him about his absence, and also tells him that his urine test was negative. This random aspect of the ISP does not leave any leeway for offenders who might be tempted to lie or evade the law.



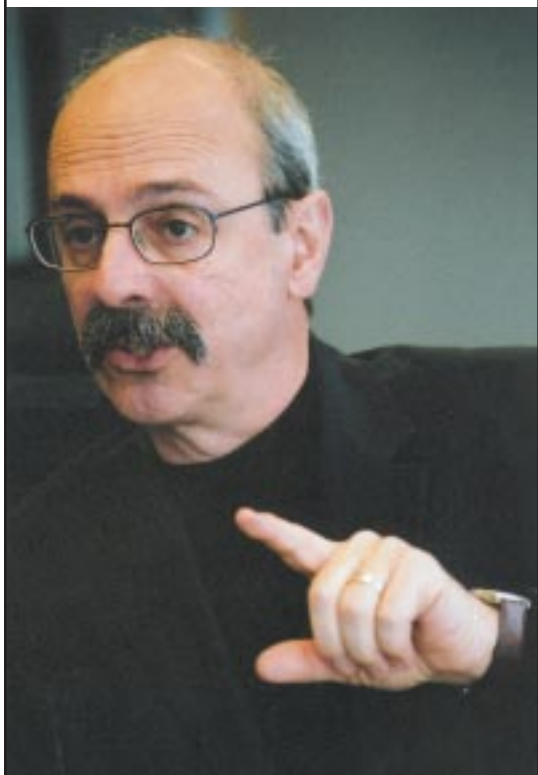
Luc Tremblay, PO, has worked for CSC for seven years. He is making an impromptu visit to the home of parolee Gilles Lessard. Tremblay ensures that all is well with Lessard, gives him a report to read and approve, and inquires about his efforts to find a job. Tremblay listens carefully and watches Lessard closely. They seem to have a good relationship and Tremblay encourages the parolee. At the same time, he never loses sight of his top priority—public safety.



Tremblay meets parolee Steven Horth in his car. After carrying out routine checks and providing advice on a new job, Tremblay asks Horth whether he has fulfilled his obligation to draw up a budget plan showing all his expenses. (Horth was incarcerated after being found guilty of fraud.) Horth hands the parole officer his plan and Tremblay studies it. He asks more questions and requests receipts for all expenses over \$50. Horth immediately provides them. Tremblay asks where the parolee has been and whether he is getting bored. Tremblay has noticed that the offender made a lot of telephone calls—a definite red flag. He'll have to look into it. Signs like this may indicate trouble.

MONTREAL

The director of the Montreal Metropolitan District, Denis Méthé, joined the Correctional Service of Canada (CSC) in 1975 and is responsible for ensuring that correctional operations in the community go smoothly. He says, "The district office's mandate is to supervise parolees, mainly in an urban setting, which is different from a rural area because of the high concentration of offenders in certain parts of the city. Montréal probably has the highest concentration in any urban setting in Canada, and the ISP works well in this kind of setting."



The ISP is comprised of excellent parole officers who have mastered their dual role of control and assistance. They each supervise eight to nine offenders in the community. ISP's dedicated team are, left to right:

Seated: Andrée Gaudet, Clinical Manager and immediate supervisor of the team; Mario St-Denis, Yves Michaud and Serge Talbot

Standing: Rolande Bilodeau, François Paquin and Luc Tremblay

The Montreal-Metropolitan District includes the South Shore area and the three areas on Montreal Island, namely Ville-Marie (west), Lafontaine (centre), and Langelier (east), in addition to four community correctional centres. There are currently nearly 80 POs for approximately 1,150 parolees.



Andrée Gaudet has worked for CSC since 1988. She is the reference person to whom the POs report. She says: "Discussions within the team make it possible to improve our approach and take effective action with the offenders. These sessions, which are necessary for case management, help to develop expertise. Good communication fosters good teamwork. What others think is important."

CLINICAL MEETING

Every Wednesday at 10 a.m., members of the ISP team, managed by Andrée Gaudet, have their meeting. Luc, François, Serge, Mario and Yves take turns discussing the latest developments in all their supervision cases. This is an opportunity to communicate and seek advice from their fellow team members.



Left to right: Serge Talbot, Luc Tremblay and François Paquin discuss the cases they are managing in the community at the clinical meeting and also find out about the cases handled by their fellow team members. This information will be useful when they occasionally take over each other's workload.



It is 10:30 p.m. Serge Talbot (left) and François Paquin are sitting in a Dunkin' Donuts, preparing for the evening curfew checks. They develop their strategy using maps, an up-to-date list of typical offender profiles and their indispensable cellphones.

CURFEW

During the first phase of the program, it is absolutely essential for offenders in the ISP to comply with the curfew between midnight and 8 a.m. To verify, POs split up into two groups of two in order to cover various parts of the city. Both groups stay in contact with each other throughout the night using their cellphones. As they work, they call each other for additional information or just to make sure that all is well with their fellow team members on the other side of town.



It is midnight and the curfew is in effect. Serge and François have just called an offender. He answered the phone, meaning that he has complied with his curfew time. However, the two officers want to see him and have a chat. They wait for him to come down and open the door. By the time all the visits on their list have been made, the POs will have covered nearly 150 km.



Andrée Gaudet, the day after the curfew check. Amidst countless calls of all kinds, she is given the latest news on the previous evening and follow ups. She focuses intently on a call from a Montreal police officer. One of the offenders under Lafontaine area supervision is illegally at large and has been found by a police officer during a routine operation. She takes down all the information and informs her superiors about the situation.

FOLLOWING UP ON THE CURFEW

Following up on cases is a daily task. The day after the midnight checks, the POs inform their immediate supervisor, Andrée Gaudet, concerning their previous night. If there are any decisions to be made, they are decided immediately after consultation and checking. For the POs, this is a time to catch up on writing reports and transferring new data to OMS. "You need good organizational skills because the workload is heavy," says Andrée Gaudet. "You have to be able to manage the work and coordinate things with everyone. It's very demanding, but we have a very efficient team."

MUTUALLY APPRECIATED PARTNERSHIP

It is up to the director, Denis Méthé, to maintain harmonious partnership relations with the community organizations and police who support CSC's efforts to reintegrate offenders into society. Relations are excellent, he says. Claude Barrette, a 28-year veteran of CSC and one of the originators of the ISP confirms this. He is currently the coordinator of the search for offenders illegally at large. "Today, I'm proud to be one of the ISP pioneers. I think that I contributed to the reduction of crime in Canada. The Montreal police have recognized the ISP, and that has enabled us to connect extremely well with them. It took a lot of work."



Diane Nantel manages the Lafontaine area and has worked for CSC for more than 28 years. She ensures that all operations in the Lafontaine area comply with standards, procedures and policies. She feels the ISP is an effective program that greatly reduces reoffending.



After obtaining more information from a PO, Andrée Gaudet decides to issue an arrest warrant. She summons the offender, ostensibly for a disciplinary interview, and at the same time contacts the police. After the offender arrives at her office, she speaks with him until the police arrive, make the arrest and escort him from the building in handcuffs. He is taken to the police station and then to the post-suspension unit of Leclerc Institution where his PO will meet with him for further assessment. Within 30 days of his arrest an assessment will be made—take alternative action and cancel the suspension or refer the case to the National Parole Board.

PASSION FOR A DEMANDING JOB

The POs agree that the ISP is demanding. However, they all like their jobs. They don't even mind the long hours they spend in their vehicles. "The ISP is the cream of the programs," says Serge Talbot. "Although it's very demanding, we are given more leeway. Our bosses give us space to work, we are independent, and we like our autonomy. On the other hand, my wife doesn't like to see me leave for the curfew checks. She always tells me to be careful."

The POs also agree that they spend a lot of time on written work, hours that they would prefer to spend with their offenders. But Director Denis Méthé says, "It's necessary to write reports on all the decisions and situations. We must have a paper trail. As to the program, it is effective and I couldn't do without it. It ensures a high degree of public safety, and that's our goal." ♦

The ISP is under the Lafontaine Area Parole office. It currently supervises around 220 offenders—40 under intensive supervision and the rest on full statutory release or day parole. The Lafontaine office supervises two halfway houses, Carrefour Nouveau Monde and Essor Community Residential Centre, as well as delivering a workshop on reintegration through employment.

A 20-year Career

No REGRETS

By Bill Rankin, Communications Officer, Communications and Consultation Sector

Photo: Martin Bélanger

The year was 1984. Lane Martin and two other young female graduates from the Correctional Service of Canada (CSC) staff college in Kingston were assigned their first posting—Kingston Penitentiary (KP)—the oldest and, as some would caution her, one of the toughest institutions in the country. The three women were to be the first female correctional officers (CXs) to work within the confines of the all-male, maximum-security institution, known for housing a large population of protective custody inmates and sex offenders. For CSC it was a history-making event; for the three women, it would prove to be a trial of strength and endurance.

“At KP there were a few CXs [correctional officers] who took us under their wing and taught us how to survive in a maximum-security setting,” Lane recalled in a recent interview, “but most CXs were from the ‘old school.’ These officers made their feelings very clear: ‘You’re not welcome here, we don’t want you here, and you will be of no use.’”

“On the other hand, some inmates really liked having us there because it brought more balance to their environment. However, given that the inmate profile at KP was mostly sex offenders, emotions expressed by these men often ranged from infatuation to dislike and total disregard for the female correctional officers. All in all, the first few months were very difficult.”



Lane Martin

Most difficult to handle were the women’s feelings of alienation from their male co-workers. To make matters worse, they could not even rely on each other for support because they were never on the same shift or working in the same part of the institution at the same time.

When the male correctional officers got together for coffee, Lane invariably found herself excluded, standing on the outside looking in. One night after a few months of lonely duty, Lane summoned her courage and marched straight into the living unit office where many of the male CXs converged. They eyed her cautiously as she entered and the room fell silent. She took a deep breath and started talking, laying her cards on the table:

“Listen, I didn’t ask to come to KP. I was assigned here. I know you don’t want me here but I have a job to do.” She paused.

“I’m *not* going away,” she declared. “We are going to have to work together.”

There was a brief silence while Lane stared at the men and they stared back at her.

“Oh, and by the way, I don’t go out with married men, I don’t go out with divorced or separated guys, I don’t go out with anybody I work with.”

Her words had a dramatic and, for Lane, unexpected effect. “It was like the weight of the world had suddenly been lifted off these guys’ shoulders,” she said, recalling the scene. “They had been concerned that with female CXs present, personal relationships were going to develop and it would become like a soap opera inside the institution. But after my little speech the ice was broken and they gradually got to know and accept me. I learned to be very assertive, to stand up for myself and offer my opinions. I proved my reliability during conflicts and emergency situations. Even the real hard-nosed CXs came to respect me. It finally got to the

point where they no longer weighed my performance based on gender. I was judged a reliable officer, not a reliable *female* officer.”

The initial pressure was off, but life was by no means easy for the three women.

“Inmates were worried about their privacy, KP being an institution with open cells, bars, and no doors. As soon as I entered a range somebody would shout words to the effect of, ‘Female on the range,’ only not in such polite terms. Some inmates were very polite, but others had to be disciplined for very inappropriate behaviour.”

Inappropriate behaviour included Lane being taken hostage at knifepoint by a highly agitated inmate in 1985. For one long and harrowing hour she was cornered in the back of a cell with a sharp blade pressed to her ribs while prison officials tried to negotiate her release. She kept up a constant stream of dialogue with the inmate, trying to calm him and allay his fears while offenders along the range screamed, some for her release, others for her blood. Finally the inmate gave up.

“I walked out of the cell followed by the offender who handed his weapon over to me. He was escorted to segregation while I proceeded to the institutional hospital to meet with the psychologist and the investigating officers.”

Even the real hard-nosed CXs came to respect me. It finally got to the point where they no longer weighed my performance based on gender. I was judged a reliable officer, not a reliable *female* officer.”

Before being interviewed, Lane insisted on telephoning her parents to tell them she was safe. What struck her most about the entire incident was the emotional effect this had on her elderly parents who in the past had voiced their concern about her personal safety inside the institution.

After the interviews she was told to go home, but Lane insisted on sitting down and writing a full report while the incident was still fresh in her mind. She returned to work within a week to find that the institution remained locked down—another hostage-taking and continued unrest.

During the next year Lane accepted an offer to attend a hostage negotiator course. To this day she believes that this original training and subsequent refresher courses have enabled her come to terms with her own ordeal. She has been an active crisis negotiator since 1986 and was part of a team of negotiators who successfully resolved a hostage-taking incident in 1987.

"I don't think I would choose a different path within CSC."

Lane was promoted to a CX4 position at Kingston Penitentiary in 1990 but soon after accepted a position as a parole officer at Collins Bay Institution (CBI). In 1998 she became the Co-ordinator of Case Management at CBI, where she remains to date.

"I enjoy case management, however I may opt for other positions within CSC before I retire."

Looking back, Lane says she has no regrets about her chosen career. "I don't think I would choose a different path within CSC. Although case management is where my interest lies, I value my experiences as a correctional officer. I believe that I am more aware of the realities and complexities of working in a prison environment and more knowledgeable about the offender population because of that experience." ♦

Gordon Bleu Volunteer

By Bill Rankin, Communications Officer, Communication and Consultation Sector

Photo: Bill Rankin

It's a spacious, old-fashioned kitchen with plenty of counter space and room in the corner for a broad dining table. A young man is slicing fresh chicken into strips on a cutting board while his female counterpart heats olive oil in a pan on the stove. The pungent aroma of frying garlic fills the room as she drops sliced cloves into the sizzling oil.

"The chicken's all cut up, Roxanne. I'm going to start on the vegetables."

"Would you check the pasta, too? And don't forget to give that cutting board a good cleaning before you start on the vegetables," she cautions him.

He nods and smiles patiently, turns on the hot water tap, applies soap and begins scrubbing the board. "I know, you gotta get rid of the salmonella germs," he says. He takes a moment to lift the lid on the pasta pot. A cloud of steam rises in his face. "It's really starting to boil." He dumps in a bowl full of dry pasta, replaces the lid and returns to the scrubbing.

Most viewers would conclude this to be a typical domestic scene—a newly married couple preparing their evening meal. But they would be mistaken. The young man, Hughen, is actually a federal offender on parole and the woman, Roxanne Dompierre, works as a volunteer for the Ottawa District Parole Office. They are in the kitchen of Daybreak, a 100-year old brick house on Somerset Street in Ottawa that serves as a residence for men with various kinds of disabilities.

Roxanne and Hughen have been meeting regularly for close to a year now and the young man's cooking repertoire has definitely been expanded.

"When I met Hughen," Roxanne recalls, "he was living on Kraft Dinner, ketchup and peanut butter. The first thing we did was go grocery shopping and pick up a couple of decent pots and a frying pan."

Since then, Roxanne has been showing the 30-year old how to prepare simple, nutritious meals in less than 20 minutes.

"I'm dying for a cigarette," Hughen declares suddenly. "Will you watch this stuff? I'll be right back!" He bounds out the front door on his long legs.

"It's great to be able to teach him these skills," Roxanne confides, "He had a tough time growing up and didn't learn this kind of thing. But the meal preparation is really just a catalyst for our talks. Hughen is from Toronto and

doesn't know a lot of people in the Ottawa area. He needs someone outside of his construction job to chat with and feel comfortable around. I think that for Hughen, I represent a sense of normalcy, maybe I'm even a mother figure. Our age difference is small, but sometimes he jokingly calls me Mom."



Hughen and Roxanne

"I hope that my efforts help him feel like he belongs somewhere. It may help to ease his reintegration into the community."

A minute later Hughen is back again. He dries off the cutting board and begins to energetically chop up red peppers and asparagus.

In a matter of weeks Hughen's parole period will expire and he will be a free man. But he plans to stay where he is for now and meet with Roxanne from time to time for coffee. And, of course, the cooking sessions will continue.

"We're friends now," says Roxanne, "so we'll continue on a regular basis. I couldn't quit now even if I wanted to—I promised to show him how to make a cheesecake!"

Before long the meal is ready to serve. Roxanne takes a seat while Hughen spoons the food onto her plate. He is gracious and attentive, like a good waiter. Then he sits down, helps himself to an enormous serving and digs in. Roxanne pauses and, indeed yes, there is a glint of motherly satisfaction in her eye as she watches the food rapidly disappear from Hughen's plate. ♦

Celebrating International Women's Week

By Julie Fournier, Communications Advisor, Communications and Consultation Sector

Recognition of women's contributions to the Correctional Service took place across the country during the early part of the new year. Although it is impossible to describe all activities that took place, some of the highlights are described below.

National Headquarters (NHQ) held a half-day event under the theme Breaking Barriers in Corrections: Advancing Opportunities for Women and on March 3 raffled off a beautiful handmade quilt.

Kingston area staff marked the occasion by partnering with the Department of National Defence, private sector organizations and Queen's University to discuss women's health issues. Ontario staff participated in a fundraiser that garnered \$1600 for the Breast Cancer Action Kingston. CSC and the Department of National Defense in Kingston raised over \$650 for the New Zealand Bound Chestmate Dragon Boat Team and another \$650 was donated to the Seniors Association, Kingston Region.

In other parts of Ontario, a series of workshops on celebrating life were held for Beaver Creek and Fenbrook Institution staff.

Four staff members from Springhill Institution participated in the International Women's Day Conference 2003 in Halifax while six members of Springhill's Women's Committee rubbed elbows with Adrienne Clarkson, Governor General of Canada during the International Women's Day Concert at Pier 21 in Halifax.

In Quebec, Donnacona and Montée St-François staff distributed material to employees and clients and discussed issues surrounding women's equality. Joliette Institution for Women had a number of activities organized throughout the entire week.

Whether to improve their workplace or their community, these activities demonstrated that CSC employees' continue making a difference and that is something worth sharing! ♦



Photo: Bill Rankin

Presenters at NHQ's event. Left to right: Lori MacDonald, Director General, Women Offender Sector, Lee Redpath, Project Manager, Security Operations and Procedures, Sandra Black, National Infectious Diseases Program Coordinator.



Delegates from Springhill Institution to the International Women's Day Concert at Pier 21 in Halifax, NS. Left to right: Parole Officers Dawn Laite and Leigh Ann Kearley, Correctional Officers Julia Rudderham, Sonja Power and Shelley Carroll and Correctional Supervisor Ericka Caissie.

Whether to improve their workplace or their community, these activities demonstrated that CSC employees' continue making a difference and that is something worth sharing!



Photo: Ray Gateley

Left to right - Trisha Owens, CKWS News Report, Lin Good, President, Seniors Association Kingston Region, Lynda Lemaire, CSC, Barbara Bean, CSC, Lynda Mowers, Sylvia Treadgold, Suzanne Bodner, Captain, Mary Peel, Elsie Higham

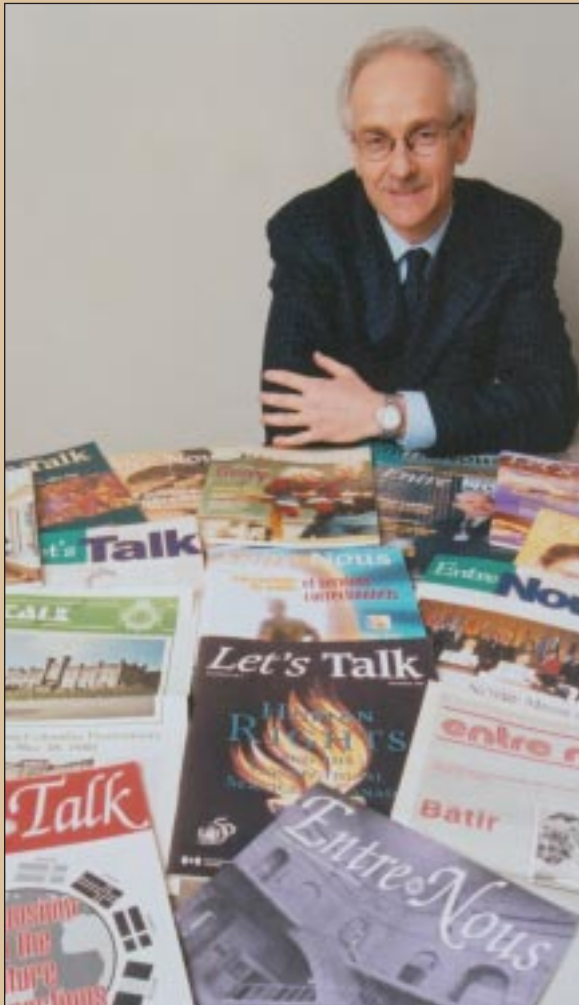
LET'S TALK

Then and Now

Let's Talk to Each Other

By Pierre Simard, Editor-In-Chief, *Let's Talk*, Communications and Consultation Sector

Photo: Bill Rankin



Editor-in-Chief Pierre Simard displays the changing face of *Let's Talk* over the years.

Currently, 14,000 copies of *Let's Talk* are printed for each issue.

Paul Faguy, former Commissioner of the Correctional Service of Canada (CSC) from 1970-1974, recently pointed out that we can never talk to each other enough. Retired for some time now, Mr. Faguy very clearly recalls the internal communication situation in his day. There was very little “two-way” communication between management and employees within the Service. Thus he had the idea of publishing a staff bulletin in 1973. Mona Ricks, a journalist for the *Globe and Mail*, supported the Commissioner in his endeavour by becoming Editor-In-Chief.

Mr. Faguy named the new quarterly magazine, *Discussion*, precisely to encourage the exchange of ideas between employees and management. It was a sign of positive change and not much else was needed to obtain everyone's cooperation. Employees were eager to share their knowledge with colleagues across the country and to read messages from management. The four middle pages—inserts in the *Discussion* bulletin—were entitled *Let's Talk*, from which the current title of our corporate magazine was taken.

On October 29, 2002, I had the honour of spending a few pleasant hours in the company of Mona Ricks and Paul Faguy, thanks to Pierre Allard, Assistant Commissioner, Community Engagement Sector, a man with a distinct flair for bringing together people with the same aspirations. He organized a meeting between former and new members of the *Let's Talk* editorial team. My colleague, Tim Farr, was also there. He asked our guests many questions while Pierre Allard led the discussion with his usual vigour.

Our time with the two pioneers of the CSC magazine has enriched and revitalized us and contributed to everyone's growth. We were reassured about our work and the direction being taken in *Let's Talk*.

Mona Ricks, retired but as enthusiastic as ever, passionately told us about the birth of *Let's Talk* and her close collaboration with Mr. Faguy in creating this new written tool of internal communication—first called *Discussion* and later transformed into *Let's Talk*.

The ties between the Editor-In-Chief and the Commissioner were close. Mona suggested ways of doing things and Mr. Faguy would tell her, “Go ahead! You're on the right track!” Shortly after being created in March 1973, *Let's Talk* was in demand all over the world, especially in the United States. The Americans found our correctional methods to be quite ambitious. The demand was so great that after the first 10,000 copies were printed, another 10,000 followed.

A government magazine must be constantly open to question and show that it continuously meets a real need. For that reason we surveyed employees in spring 2002 (see Vol. 26, No. 3). You clearly told us that you wanted to talk to each other more and you demonstrate this by regularly contributing more articles than we can publish. Our editorial team's job is therefore not an easy one. Your desire to be involved in the magazine is extraordinary and we certainly appreciate your enthusiasm!

I could not keep this extraordinary meeting to myself. I hope that this summary about our friendly get-together was enjoyable to read and rest assured that we *will* continue to talk to each other even more. ♦

CSC Nurse Aids Burmese Refugees

By Bill Rankin, Communications Officer, Communications and Consultation Sector

Photos: Jane Laishes

Each year thousands of tonnes of heroin and millions of methamphetamine tablets from Burma are exported throughout southeast Asia and around the world. This situation is especially devastating to refugees... who reside in camps along the Thai-Burma border. Camp life is an ideal environment for the proliferation of drug dealing and addiction. The lack of employment and educational opportunities, the intense trauma and loss that people have suffered, and the lack of control over their own lives and future create a situation in which drug use is easily cultivated.

**National Health and Education Committee
Chiang Mai University, Chiang Mai, Thailand**

Bouncing wildly over a twisting, deeply rutted road in a 4x4 vehicle, Jane Laishes, Correctional Service of Canada Senior Manager, Mental Health, held on tightly as the driver headed for the “handicap camp”—a refugee hamlet where most of the inhabitants have had limbs shattered by landmines. In the back seat of the vehicle were cooking supplies and sleeping mats, sorely needed by the refugees who lack all but the most basic amenities.

Laishes was in the lush, mountainous region of northern Thailand, on leave from CSC, ostensibly as a trainer for a CIDA-funded project, teaching addictions assessments and counseling. But since her arrival, she had been called upon to carry out many duties that did not appear in her official job description. For

example, negotiating with local officials over security issues, teaching women’s and ethical issues, family violence, and trying to make head or tail of the local political scene—which greatly affected her freedom of movement and ability to get things done.



Jane Laishes (seated, centre) with Burmese refugee trainees



A meeting inside the home of the village chief. No roof vents for cooking fires means that dwelling interiors are dark and smoky.

“The trainees were gentle and kind, an absolute delight—bright, funny, eager to learn and very helpful with each other... Always smiling despite what they have lived through.”

Based in Mae Hong Son, a town of 7000 on the shores of a tiny lake that once served as an elephant bathing pool, Laishes traveled to the remote camps scattered along the Thai-Burma border. Her goal there was to work with selected Burmese refugees, teaching them to assess, counsel and intervene with those of their own people who suffered from addictions. Ultimately, trainees would teach enough locals in addiction prevention and rehabilitation to permanently anchor the programs in the communities.

"The trainees were gentle and kind, an absolute delight—bright, funny, eager to learn and very helpful with each other," Laishes commented. "Always smiling despite what they have lived through."

They came from various hill tribes that had co-existed on the steep mountainsides for thousands of years. They kept the translator busy conveying their multilingual messages, sometimes resorting to comical pantomime to get their ideas across.

Typically, the classrooms were rough bamboo structures cleverly patched together with scavenged materials and roofed with broad leaves to keep out the heavy rains. Laishes had to very quickly adapt to teaching through a translator and sitting cross-legged for hours on a thin mat—the only cushioning between her and the concrete floors.

In this setting of soaring mountain ridges and orchid-scented breezes, Laishes encountered considerable human misery. The thin, ragged children, many of whom had never known any life outside the camps, touched her heart. But she also found hope in the spirit and energy of the people. She returned to Canada after her short stay having made a contribution to the people's welfare. She remains committed to improving the lives of the Burmese refugees through a volunteer organization, Canadian Friends of Burma, located in Ottawa. ♦



Camp dwellings constructed from bamboo and discarded sheet metal. Most of the camps have drinking water wells but no sewage systems. Disease and addiction are a double threat to the well-being of the inhabitants.

2002 Taylor Award

Volunteer Receives Top Honour

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

Marge Nainaar, a Correctional Service of Canada (CSC) volunteer in Prince Albert, Saskatchewan, was presented with the 2002 Taylor Award by Senior Deputy Commissioner Don Head on May 3.

"Ms. Nainaar shows a passion for her work in corrections that is to be admired," the Senior Deputy Commissioner commented. "We are honoured to have someone with her dedication active in our facilities."

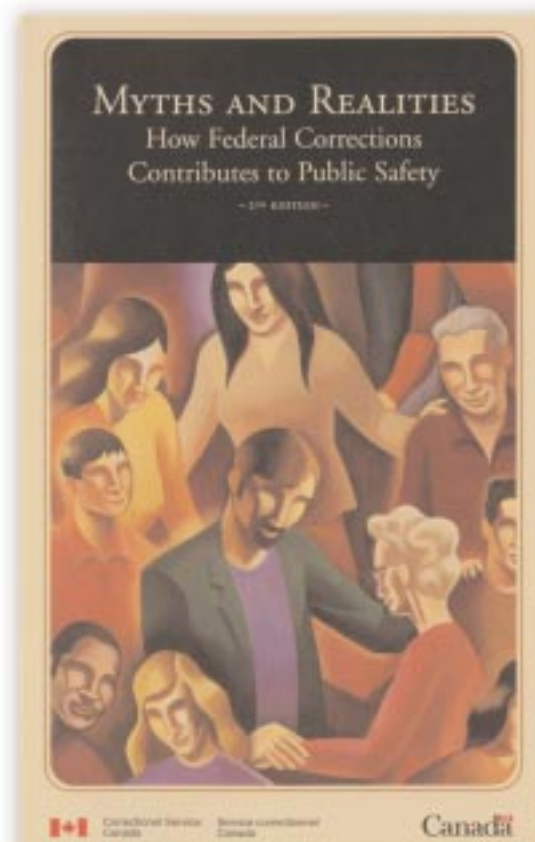
Ms. Nainaar is well known in Saskatchewan. In previous years she has been named Prince Albert Citizen of the Year and received both the Order of Saskatchewan and the Queen's Jubilee Medal in 2002. She works tirelessly at Saskatchewan Penitentiary and is responsible for the creation of the Phoenix Program that aims to increase racial and cultural diversity and promote harmony between various groups. She is also the chairperson of the Prince Albert Citizens' Advisory Committee and is involved in many other community-related initiatives.

The Taylor Award was established by CSC in 2001 to honour Reverend Doctor Charles Taylor and his wife Charlotte of Wolfville, Nova Scotia and to recognize the work done by volunteers for CSC, both in institutions and in the community. ♦

Publications Available

*The 2001
editions still
available !*

Information:
Denis Bertrand,
Information Officer
Communications and
Consultation Sector
National
Headquarters
(613) 995-5364



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National Headquarters

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Redress and Resolutions
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Effective February 24, 2003

Corrine Hagerman
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Effective June 10, 2003

Marena McLaughlin
Assistant Commissioner
Human Resource Management
Human Resources Sector
Effective March 3, 2003

Christine Manuge
Director, Investigations
Policy, Planning and
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Effective March 24, 2003

André Martel
Director, Financial Operations
Performance Assurance Sector
Effective April 14, 2003

Gregory Meredith
Assistant Commissioner
Communications and
Consultation Sector
Effective August 11, 2003

Pierre Sangollo
National Project Manager
Public Safety Issues
Office of the Senior
Deputy Commissioner
Effective May 12, 2003

Chris Price
Assistant Deputy
Commissioner, Operations
Prairie Region
Effective March 31, 2003

Janet-Sue Hamilton
Warden
Edmonton Institution
Prairie Region
Effective May 5, 2003

Regions

Paul Urmson
Warden
Matsqui Institution
Pacific Region
Effective March 31, 2003

Norman Leblanc
Warden
Atlantic Institution
Atlantic Region
Effective May 8, 2003

Women Offender Sector

Women's Secure Units Open Across the Country

By Bill Rankin, Communications Officer, Communications and Consultation Sector

Photos: Denis D'Amour

The transfer of maximum-security women to new Secure Units across the country is the final step towards the completion of the Intensive Intervention Strategy, announced by the Solicitor General in September 1999. The regional women's institutions will be true multi-level facilities, and CSC will now be able to close the women's units in male institutions.

In a recent speech, Commissioner Lucie McClung recognized and praised employees across the country that endured a difficult time during the construction phase of the new facilities.

"Management and staff at the women's unit at the Regional Reception Centre and at many other units across Canada were admirably holding the fort while these units were under construction. Despite the extremely trying conditions, they have provided support and assistance to help women offenders deal with terrible pasts and terrible issues."

NOVA INSTITUTION OPENS FIRST SECURE UNIT

In mid-January, the new era began in women's corrections. Over 50 guests and staff took part in the official opening of the Secure Unit at Nova Institution for women in Truro, Nova Scotia. The ceremony was presided over by Solicitor General Wayne Easter and CSC Commissioner Lucie McClung.

Nova's Secure Unit was designed to accommodate a maximum of 10 women. In the words of Solicitor General Easter: "This has been a long awaited objective for the Service, our partners, and the women themselves."

Commissioner McClung thanked and congratulated everyone associated with the conception, planning and implementation of this correctional facility. "These Secure Units constitute a major achievement for the Correctional Service of Canada... something we have been looking forward to for quite some time."

PRAIRIE REGION

In March, the Secure Unit at the Edmonton Institution for Women (EIFW) officially opened. High-risk/high-needs women, who up to now have been held in a separate unit at the men's Saskatchewan Penitentiary, were



Left to right: Paul Zann, Nova Institution Citizens' Advisory Committee; Atlantic Region Deputy Commissioner Rémi Gobeil; Nova Institution Warden Gisèle Smith; Solicitor General Wayne Easter; CSC Commissioner Lucie McClung; Director General, Women Offender Sector, Lori MacDonald; Nova's Acting Deputy Warden, Adele MacInnis-Meagher



Left to right: Peter Guenther, Warden, Saskatchewan Penitentiary; Lori MacDonald, Director General, Women Offender Sector; Janet-Sue Hamilton, EIFW Warden; Ross Toller, Deputy Commissioner, Prairie Region



Left to right: Lori MacDonald; Marie-Andrée Cyrenne, Warden, Joliette Institution; Nancy Stableforth, Senior Deputy Commissioner for Women; Commissioner Lucie McClung; Richard Watkins, Regional Deputy Commissioner, Quebec Region; Sylvie Patenaude, Deputy Warden; Maurice Lavalée, Chairperson, Citizens' Advisory Committee

transferred in small groups, with the last arriving in Edmonton the week of March 16, filling all but two of the 15 beds.

The \$4.95 million unit was constructed with the latest security technology and designed for optimum flexibility. Three pods of five cells each make up the unit, allowing for easier management of the women living there.

Prior to the arrival of inmates, EIFW hosted a small opening ceremony for the benefit of local media, staff and community partners. Addressing staff at the ceremony, Prairie Region Deputy Commissioner Ross Toller commented, "You have a wonderful opportunity before you to make a difference in the lives of these women. In the coming weeks and months you will be establishing the correctional environment for the unit. I encourage you to make it respectful, safe and one that maximizes the reintegration potential of these women."

Also participating in the event were Janet Sue Hamilton, Warden of EIFW, Peter Guenther, Warden of Saskatchewan Penitentiary and Women Offender Sector Director General Lori MacDonald.

"It was important for us to take the time to carefully design the units and to ensure the right staff were hired and given special training to work in the units," Lori MacDonald commented.

QUEBEC REGION

The 10-bed Secure Unit at Joliette Institution opened on April 10, 2003. As in all Secure Units across the country, the interdisciplinary staff has received specialized mental health and behavioural management training to help ensure that a focused and consistent approach is taken in interactions with the new inmates.

Commissioner McClung commented, "I am delighted with the tremendous strides we have made in creating an environment that is more responsive to the needs of these offenders. We will continue to develop secure interventions that will help these women gradually and safely reintegrate into the community."

ONTARIO REGION

At the time of writing, the Secure Unit at Grand Valley Institution in Kitchener, Ontario is not yet open. Scheduled opening is in the summer of 2003. The Grand Valley unit has 15 beds that will be filled by women from Ontario. The majority of the Ontario maximum-security women are currently housed at either Springhill Institution or the Regional Reception Centre in Quebec. ♦

Performance Assurance Sector

Excellence in Evaluation

By David Snowden, Manager, Corporate Reporting, Performance Assurance Sector

A study of the state of evaluation in the federal government conducted by the Treasury Board Secretariat (TBS) in 2000 demonstrated that evaluation capacity had diminished from a position of relative strength in the 1980s.

At the time of the study a survey of heads of evaluation, conducted on behalf of the Treasury Board Secretariat, estimated approximately 230 evaluators were active in the federal government. The survey indicated that an additional 120 evaluators are required to ensure effective implementation of the revised evaluation policy.

In April 2001, TBS put into effect a new evaluation policy that pointed out five key requirements in various areas. At the same time, the Treasury Board Secretariat created the Centre of Excellence for Evaluation (CEE)

to support the implementation of the new policy and champion initiatives aimed at capacity building across the system. The CEE is guided by a senior advisory committee (SAC) composed of selected heads of evaluation. CSC's Bram Deurloo, Director General, Evaluations and Reviews, is one of the members of this committee.

Taking a leadership role in the community, Bram initiated an action plan to meet the five key requirements of the new evaluation policy. Recognizing the need for increased resources in the area of evaluation, CSC submitted a business case and action plan, and was successful in receiving approximately \$330K from TBS over two years to help rebuild its capacity. Part of this plan was the development of an evaluation internship program that supported the CEE vision of a government-wide initiative. In September 2002 the first two interns, Jennifer Hennessy-Proulx and Peter McIntyre, were enrolled in the TBS pilot.

In CSC, the Internship Program is a one-year program built around eight core courses and on-the-job training. Each intern is paired with a mentor, an idea that is now recognized as a best practice and will likely be adopted for all interns.

At their annual meeting of the Heads of Evaluation held in March 2003, Peter McIntyre was invited by the committee to discuss his experience. "CSC's Internship Program has given me a great opportunity to learn and to apply that learning in real life situations. I have had the chance to experience many aspects of CSC and visit many of the institutions in the field. I was able



Bram Deurloo, Director General, Evaluations and Reviews

With commitment by CSC as a whole, the government will increasingly be able to communicate its achievements for Canadians based on a strong evaluation community. CSC will be at the vanguard of these developments and will continue to strive for excellence in evaluation.

Correctional Operations and Programs Sector

Changing the Face of Corrections

By the Human Resources Community Secretariat, Treasury Board



Peter McIntyre, intern in the TBS project

to do all this and at the same time help managers make important decisions about CSC's policies, programs and initiatives. That is a rewarding feeling."

CSC's commitment to the evaluation community did not start with the Internship Program alone. In 2002 Bram received an award from TBS on behalf of CSC for a Distinguished Contribution to the Evaluation Community in recognition of CSC's ability to implement the new policy and rebuild its capacity to conduct evaluations.

CSC is continuing to improve its capacity within the evaluation community. Another internship program will be launched and a community-wide human resource strategy will be developed in the fall of 2003. With commitment by CSC as a whole, the government will increasingly be able to communicate its achievements for Canadians based on a strong evaluation community. CSC will be at the vanguard of these developments and will continue to strive for excellence in evaluation.

If you are interested in knowing more about CSC's Evaluation Internship Program, please contact Bram Deurluo at 613-992-4832. ♦

Doug Spiers, Regional Recruitment Manager, Prairie Region, and his team have achieved a quiet human resources miracle. In four years, the ratio of Aboriginal people hired in the Prairie Region as new correctional officers jumped from approximately 10 to 35 percent of indeterminate appointments. Aboriginal applicants successful in the recruitment processes climbed from less than 10 to 70 percent. The effect on the community has been huge. "We're not seen to be just imposing penalties on the Aboriginal community anymore," Spiers commented, "we're providing full-time indeterminate well-paying careers."

In 1998, Spiers was seconded from his deputy warden position to manage the national recruitment strategy for the Prairie Region. "With a large Aboriginal community population in our region and the largest Aboriginal offender population in the country, we needed staff to be role models as well as representatives of the community," he explained.

"Our first principle was that we were not, under any circumstances, prepared to lower our hiring standards," noted Spiers. "That's bad for existing staff as well as the new hires. We didn't want to lower standards, we *did* want to remove barriers and facilitate success."

Two of the most significant barriers to overcome were the unified inventory list and the

removal of candidates based solely on the cognitive test. Removal of these barriers set the stage for other innovations.

"Community outreach," recalled Spiers, "that's where we really started to break some ice." Working with the Association of Manitoba Chiefs and other Aboriginal provincial organizations, jobs were posted using the logos of the Aboriginal organization and the Correctional Service of Canada (CSC). Both groups participated at recruitment fairs.

"We were visible and seen as being accepted by the community leadership. This made a positive difference in getting more applications. We still had a problem with hiring, so we formed partnerships with Aboriginal organizations to deliver a training program to applicants so they could rise to our standards."

The partnership required equal commitment from CSC and Aboriginal organizations. The process has been successful so far with partnerships in each of the Prairie provinces and an average of 80 percent of students who take the course being hired by CSC or in related fields. The ratio of Aboriginal new hires has stabilized at 30 percent and should remain there with the continuation of these and other initiatives.

What made the project a success? "Clear support from regional and national senior management, a dedicated recruitment team and a manager to champion the process and work with HR specialists," Spiers declares.

Spiers's experience was that human resources staff can get bogged down in the day-to-day crises of internal staffing, appeals, and grievances. "Those things take up an immense amount of their time. Recruitment and employment equity issues are important foundations of the organization, but they aren't typical crises. The recruitment team was able to devote to these issues the necessary time and thereby provide valued assistance to human resources."

Spiers's advice to managers and human resources people who want to make a difference: "If you don't take time to do the non-crisis things, it affects the organization and will create future crises. You've got to *find* time. The crises will always be there and there's no quick fix."

Judging from Doug Spiers's success, the slow fixes are the ones that last. ♦

"Our first principle was that we were not, under any circumstances, prepared to lower our hiring standards," noted Spiers. "That's bad for existing staff as well as the new hires. We didn't want to lower standards, we *did* want to remove barriers and facilitate success."

Going in Circles

By Reverend Terry Richardson, Director General, Chaplaincy, Correctional Operations and Programs Sector

Whenever one encounters the work of chaplaincy in the Correctional Service of Canada (CSC), chances are, one will encounter a circle. Dialogue, discussion, study and sometimes even worship take place in a circle format. The circle presents the geometry of communication, the opportunity to see one another and forms the basis of community—whether large or small.

Chaplaincy and faith communities have been involved in the CSC since the formation of Kingston Penitentiary and have worked with circles for a long time. With the growth of our community chaplaincy initiatives during the last 20 years, our attention has also turned toward helping create safer communities by assisting with safe reintegration of offenders into society. Currently, we are working with new kinds of circles, thanks to the inspiration and member participation of Canada's faith communities.

Based on broad partnerships with faith communities that provide both chaplains and volunteers, we have been able to expand our work to include 30 community chaplaincies. Such ministry is available in urban settings from Victoria, BC, to St. John's, Nfld. And these organizations often provide a volunteer base for related work in circles.

CIRCLES OF SUPPORT AND ACCOUNTABILITY

About eight years ago, chaplaincy witnessed—and then began to build on—the support that a Mennonite congregation offered to an offender at warrant expiry. This model of support later came to be called Circles of Support and Accountability (CoSA). Commitment to the marginalized—particularly, working with high maintenance sex offenders at warrant expiry—is consistent with the mandate of many faith communities.

Responding to this mandate provides opportunities for citizens to make their communities safer through dedicated volunteer involvement. A volunteer at one training session commented, “This is the first time in my life that I feel like I can add to the safety of my community.”

We define a CoSA as a group of four to seven primarily faith-based community volunteers committed to the principles of restorative justice and to enhancing public safety. They support community re-entry through covenanting, meeting and walking daily with a person who has been detained to the end of their sentence because of a sexual offence history. A CoSA, therefore, involves a small, responsible and accountable supportive

community that engages its members in a high level of commitment. Professionals provide training for the volunteers involved.

The core values on which this initiative was founded, and which continue to guide it are:

- We affirm that the community bears a responsibility for the safe restoration and healing of victims, as well as the safe re-entry of released sex offenders to the community.
- We believe in a loving and reconciling Creator who calls us to be agents in the work of healing.
- We acknowledge the ongoing pain and need for healing among victims and survivors of sexual abuse and sexual assault.
- We seek to “recreate community” with former offenders in responsible, safe, healthy and life-giving ways.
- We accept the challenge of “radical hospitality,” sharing our lives with one another in the community and taking risks in the service of love.

Chaplaincy supports the development and training needs of these CoSAs across Canada as the volunteer capacity in key locations becomes available. While approved volunteers participate on the basis of their desire to help create safer communities, many also become involved as a practical expression of their faith. Helping in this way becomes a vocation for them.

Over the past year, 47 CoSAs have operated across Canada and international expressions of interest continue for this community work.

OTHER “CIRCLES”

Circles of support and accountability are important and challenging; the highest maintenance cases call for the dedicated attention as mentioned above. But chaplaincy is also aware of needs beyond the context of this specific group of offenders. There are many others being released from prison who might find some type of “circle” a supportive means of re-joining the community.

We are discovering that community chaplains, congregations, as well as other groups are offering other types of circles for the task of reintegration. They have been referred to by many names: Emmaus groups, circles for women, mentoring groups, communities of



A circle of support in action

Corporate Services Sector

InfoPol Police Access to the Offender Management System



support or reintegrative circles (groups for fellowship, friendship, work, study). As well, mentoring is a process used by virtually all faith traditions; a process of learning or re-learning certain types of behavior and introducing people to the culture of their faith and society.

By forming a sense of community or by developing micro-communities, previously marginalized individuals are guided to become active and healthy members of society. Hope is born within such circles; the hope that life can be different and be lived to the full. Therein lies the essence or heart of what “circles” are all about—helping people become people of hope and givers of life.

For over 100 years chaplaincy has joined hands with Canada's faith communities to provide care and support for offenders in correctional settings. As we continue to work energetically at having informed community partners and well-trained volunteers for our chaplaincy initiatives, we continue to reach out to members of faith communities. Our invitation is for others to come and listen, to understand and learn from our experience. We call upon others to come and offer their creative insight to our work of helping people in prison move back into the mainstream of society in the most respectful, responsible, accountable, and safest ways possible. ♦

By Sylvie Brazeau, Communications Officer, Offender Management System Renewal Project



Some members of the OMSR/InfoPol team. Left to right: Nicolai Nefedow, Natasha Levesque, Nancie Proulx, Pierre Tremblay, Lorraine Deshaies, Tommy L'Écuyer, Guylaine Montplaisir

The Offender Management System (OMS) Renewal team, in co-operation with the Report of Automated Data Applied to Reintegration (RADAR) team, took another step forward to connect partners of the Correctional Service of Canada (CSC) to the system. It has developed a software program called InfoPol, an information tool designed specifically for police services in Canada. This will enable police officers to obtain information in a format that is tailored to their needs concerning federal offenders under supervision in their jurisdiction and offenders who are unlawfully at large in Canada.

CSC is required to provide information about federal offenders to police services under the *Corrections and Conditional Release Act*. For example, CSC sends the police services concerned an information package—commonly known as a standard profile—whenever an offender is released from an institution. This can add up to 15,000 manually sent information packages per year across Canada. With InfoPol, this can be done automatically. InfoPol, which extracts data from the OMS, organizes the information to be shared and transfers it to a user-friendly interface that can be accessed by police users. In addition to the basic information presented in the standard profile, the information captured by InfoPol includes an electronic photograph of the offender and contact information concerning the parole officer in charge of the case.

Police services connected to InfoPol will receive daily notification of new offenders

placed under supervision in their jurisdiction, new offenders who are unlawfully at large, offenders under their authority whose status has changed and offenders who are no longer under their jurisdiction. For example, on warrant expiry or because they have been returned to custody. The software also enables police officers to perform advanced searches using various criteria, such as the offender's name, fingerprint system number, age, and hair colour, to name just a few.

One of the many advantages of this technological innovation is that there is no longer a delay in transmitting information since it is available on InfoPol as soon as an offender is released. Because the information is presented in electronic rather than paper format, it is also much easier for police officers to search for information and retrieve data. As well, less document handling makes everyone's job easier, both in CSC and the police services.

The OMS Renewal team, in co-operation with the partners' regional connectivity teams, is currently busy presenting InfoPol to major police services in the Atlantic, Quebec and Pacific regions and will be offering it to police in other regions in spring 2004.

“Information sharing between criminal justice partners is essential for ensuring the security of Canadians,” reminds Georges Pinatel, manager of the information sharing team of OMS Renewal. “By increasing the efficiency of information sharing between CSC and police services, InfoPol enables us to increase our contribution to public safety.” ♦

Transcending Barriers

By Bill Rankin, Communications Officer, Communications and Consultation Sector

Experts on prisoner transfer treaties from around the world gathered to celebrate the 25th anniversary of the International Transfer of Offenders Program (ITOP) on May 23. Hosted by the Department of Foreign Affairs and International Trade (DFAIT) and the Solicitor General of Canada (SGC), the *Transcending Barriers* conference honoured program pioneers, including Serge Boudreau, current program manager for the Correctional Service of Canada (CSC), former CSC Commissioner Don Yeomans and William Outerbridge, former chairman of the National Parole Board.

Early in the proceedings, CSC Commissioner Lucie McClung made clear the intent of the program: to ensure the humane treatment of prisoners and not a means for criminals to escape justice. She explained that the program pioneers recognized the key role community support has in crime prevention and the reintegration of offenders—the result being safer communities.

A presentation on “the practical world of prison transfers” followed with guest panelists Maureen Killion, Senior Associate Director, Office of Enforcement Operations, U.S. Department of Justice, Jim Marshall, Warden, Millhaven Institution, and Serge Boudreau. The audience was given an opportunity to ask questions of panel members.

Later in the morning, Commissioner McClung introduced four transferees she

called “little miracles”—people who had participated in the program, turned their lives around, and were eager to tell their stories.

David Spencer and Christine Lamont spent nine years in Brazilian penitentiaries for their part in a political kidnapping. They both expressed their heartfelt thanks to the people who helped bring them back to Canada. Spencer’s advice to governments is to establish transfer treaties as early as possible so that they are ready when actually needed.

In a voice choked with emotion another ex-prisoner, Tom McCarthy, told the audience of the joy he felt when he learned that his transfer from an American prison back to Canada had been approved. “I’m going home, I’m going home!” he exclaimed. He has been grateful ever since to the Canadian government and, in particular, to the officials of the program.

Ex-inmate George LeClair was transferred from Florida State Penitentiary on a life sentence to Millhaven Institution in Ontario. He was paroled in 1993 and since then has worked as a valuable member of the CSC LifeLine program. He too praised the transfer program and expressed his gratitude for the opportunities that his international transfer brought to him.

Undoubtedly, the dramatic highlight of the conference was the appearance of guest speaker, Rubin “Hurricane” Carter. In the cadences of an old-time Southern preacher, the charismatic ex-boxer delivered a riveting, hour-long speech describing his struggle for justice and his final acquittal after spending 20 years in a New Jersey state prison.

The “Hurricane” is still fighting today, albeit in a different kind of ring; he and his associate, criminal



Pioneers of the ITOP. Standing, left to right: Michael Hollies (son of Jack Hollies), Bruce Mann, Millard Beane
Sitting, left to right: Maurice Charbonneau, Serge Boudreau, Don Yeomans



Standing, left to right: transferees George LeClair, Tom McCarthy, Gayla MacDonald (McCarthy’s wife), Program Manager Serge Boudreau
Sitting, left to right: David Spencer, Christine Lamont



Left to right: original visionary of the ITOP, William Outerbridge; CSC Commissioner Lucie McClung; Dr. Bernard Patry, Chairman of the Standing Committee, DFAIT



Rubin "Hurricane" Carter, conference speaker and Director, Association in Defence of the Wrongfully Convicted

defence lawyer James Lockyer, direct the Association in Defence of the Wrongfully Convicted, based in Toronto. During the afternoon's panel presentation, entitled Strengthening International Cooperation, Lockyer described cases in which their organization has played a role, including successful DNA-based appeals such as the vindication of David Milgaard.

Lockyer offered recommendations to transfer program officials to help ease the difficulties faced by Canadians imprisoned abroad: set up a better system of funding for the defence of Canadians being tried in foreign courts; form a legal consultation group within DFAIT for Canadian prisoners abroad; and, build a support group for the families of those prisoners.

Other panel members included Dr. Sergio Garcia from the Organization of American States, Alejandro Diaz de Leon, Legal Attaché, Government of Mexico, Dr. Christian Johnson, German Federal Ministry of Justice and Sandra Babcock, an American attorney specializing in the application of international human rights. She urged consulates to get involved in cases at the trial level before the outcomes are decided.

Before wrapping up the proceedings, Gar Pardy, Director General, Consular Affairs Bureau, DFAIT, praised the partnership between his department and CSC that has resulted in the return to Canada of 1035 Canadian citizens since the transfer program's inception in 1978. ♦

Corporate Operations and Program Sector

New Manual Promises Guidance

By Bill Rankin, Communications Officer, Communications and Consultation Sector

Inmate X is a Rastafarian and claims that according to his religion he must drink only fresh rainwater. Inmate Y is Muslim and is not permitted to consume pork or pork products, under any circumstances. Inmate Z is laid up in the institutional hospital. He wants to burn incense and candles at his bedside but the patient next to him is asthmatic. How can correctional staff come up with solutions to these problems that benefit everyone involved?

At one time, long ago, there was little accommodation made for various religions and spiritual persuasions within the federal correctional system. These requests would probably have been flatly refused. But attitudes have changed in recent years, just as the face of the Canadian population has changed due, in part, to the great influx of immigrants into our country from various ethnic and religious backgrounds. Laws have changed too. Court rulings based on the *Canadian Charter of Rights and Freedoms* and the *Corrections and Conditional Release Act* have forever altered the way we handle the rights of Canadian citizens, offenders included.

The above examples are just a few of a baffling array of requests that front-line staff must handle every day. Some of them clearly cannot be fulfilled due to security and operational realities within the institutions. But many requests inhabit a gray area where answers are not so easy to come by. What kind of guidance can staff access to help them make the right choices concerning these often perplexing questions?

The answer may well be at hand. Project Officer Christina Guest, Chaplaincy Branch, was assigned the task of creating a manual for the religious and spiritual accommodation of offenders within the Correctional Service of Canada. Now, more than two years later, the English text is complete and the French version is expected soon. The manual is designed to help staff, especially front-line employees, to become better informed about the religions of offenders



Christina Guest

and to find quick answers to questions that arise concerning both their spiritual practices and matters of conscience.

"It's been a challenge," Christina comments. "All sectors had to be involved in the consultations because these issues affect everyone—operations, legal, communications, human rights, women offenders, and the Inter-Faith Committee."

The 200-plus page document is divided into three main sections: principles of religious and spiritual accommodation; common issues; and specific traditions of the various spiritual groups. It's designed for easy access, so employees can obtain the right information quickly.

"But remember," Christina cautions, "this is religion and spirituality, not science. The right way to handle a situation may depend on many factors. The manual serves as a guide, helps to increase awareness and tells you how to proceed. But it does not contain the answer for every possible situation."

Each situation will have to be judged on its own merits, but with the manual in hand it is hoped that employees will be able to navigate through this often uncharted territory and find sensible solutions that everyone can live with. ♦

CSC Pilot for Joint Learning Program

By Djamila Amellal, Communications Officer, Communications and Consultation Sector

Photos: Martin Bélanger

The joint learning program (JLP), a new adult education project designed to foster a healthy, respectful and harassment-free workplace, was launched on May 5, 2003 in Ottawa, by the Treasury Board Secretariat and the Public Service Alliance, together with the Correctional Service of Canada (CSC) and the Union of Solicitor General Employees (USGE).

CSC confirmed its commitment to promoting a workplace free of all types of harassment at the first facilitator training session that included about 30 people from various sectors of CSC across the country.

"CSC has a responsibility to provide a healthy workplace, where all its employees are respected. I think a joint training program to combat harassment is an important step towards this objective," said Dru Allen, Acting Assistant Commissioner, Human Resource Management and CSC representative at this meeting. "CSC has shown its leadership in the anti-harassment field by creating in January 2002 a national forum, the Joint Anti-Harassment Advisory Committee (JAHAC). This committee supports the efforts on the modernization of human resources management within CSC and specifically, is trying to find new ways of improving our anti-harassment program."

In cooperation with the Treasury Board Secretariat of Canada and the Public Service Alliance of Canada, CSC, together with USGE,

will serve as the test ground for the program. It is hoped that it will promote a change in organizational culture and foster more effective union-management relations, while ensuring that CSC employees and, in the long term, all public servants, enjoy a positive, healthy and respectful workplace.

WHY CSC?

There is no doubt that CSC's mission is consistent with JLP objectives, especially with regards to its Core Value 3, which states that CSC staff is its strength and chief resource in achieving its objectives.

Moreover, CSC was chosen as the pilot department because it has 15,000 employees. CSC has also shown leadership in this regard by being the first department to appoint a national anti-harassment coordinator.



Lynn Ray, President, Union of Solicitor General Employees



Dru Allen, Acting Assistant Commissioner, Human Resource Management, at the opening of the first facilitator training session

"CSC has shown its leadership in the anti-harassment field by creating in January 2002 a national forum, the Joint Anti-Harassment Advisory Committee (JAHAC)."

BENEFITS FOR CSC

In addition to providing a healthy workplace, this initiative will allow CSC to train facilitators, to develop jointly with TBS and PSAC a learning kit on harassment prevention and resolution and to conduct an evaluation of the program.

Although the work will begin at CSC, the long-term objective is to share expertise with all federal departments, through the contribution that CSC facilitators will provide to the public service.

Lynn Ray, President, Union of Solicitor General Employees (USGE), who was also

present at the program launch, added, "This initiative is necessary and should become a national standard."

Participants at this first meeting received training from facilitators who provided the tools and expertise to ensure more effective delivery of the JLP anti-harassment campaign. The second session, in French, was held in Sainte-Adèle, Quebec, and the third session, in English, took place in the Atlantic region. It is hoped that close to 4000 employees will have benefited from this joint learning program by the end of the year. ♦

What Does **Kyoto** Mean for CSC?

By Paul Provost, Senior Environmental Advisor, Corporate Services Sector

Global warming (the greenhouse effect) will no doubt be the greatest ecological threat to be faced by mankind. The ratification of the Kyoto Protocol accordingly represents the greatest international effort to counter climate change. Just as the signing of the 1987 Montreal Protocol on Substances that Deplete the Ozone Layer sought to protect the earth's atmosphere, Kyoto is above all an international response to the sudden rise in temperatures around the world. For the Government of Canada, Kyoto is a high priority, a formal commitment, requiring account from the signatory communities. What will its implications be for the Correctional Service of Canada (CSC)?

GLOBAL ISSUES

The entire international scientific community unanimously believes that climate change is already underway and that human activities contribute to it. Although greenhouse gases (GHG) occur naturally, human activities release a tremendous amount more of GHGs into the atmosphere—carbon dioxide, methane, nitrogen oxides, and refrigerants.

According to a United Nations group of experts, comprised of the world's top climate specialists, the average temperature on the surface of the earth will probably increase by 1.4 to 5.8 degrees Celsius by the year 2100. While such a difference might seem minor, even such moderate changes in temperature around the world can have a dramatic effect on our climate. For example, the last time the Earth's temperature was 5 degrees Celsius lower, Canada was covered by three kilometres of ice.

Since scientists anticipate that the northern countries will be more significantly affected by climate change than the countries closer to the equator, Canada is especially vulnerable. Moreover, we already feel the effects—warmer summers, lower water levels in the Great Lakes, insect infestations in the forests of British Columbia, increased smog levels in major urban centers, increase in extreme weather such as drought on the Prairies, ice storms in Eastern Canada and flooding in Manitoba and Quebec. Not to mention melting of the polar ice cap that will cause water levels to rise, submerging coastal regions.

CANADA AND KYOTO

Along with 97 other countries, Canada has been a signatory to the agreement since December 2002. Canada has, however, been involved in negotiations since 1997 in which it agreed to reduce greenhouse gas emissions to 6 percent below 1990 levels between 2008 and 2012. For Canada, this real challenge involves reducing its GHG emissions by 26 percent as compared to what would have been produced if nothing had changed. The Government of Canada accordingly adopted an action plan providing, among other things, support for new technologies such as vehicles using alternative fuels, the production of renewable energy, e.g. wind or solar energy, infrastructure energy efficiency and the sustainable use of forests and agricultural land.

CSC'S ROLE

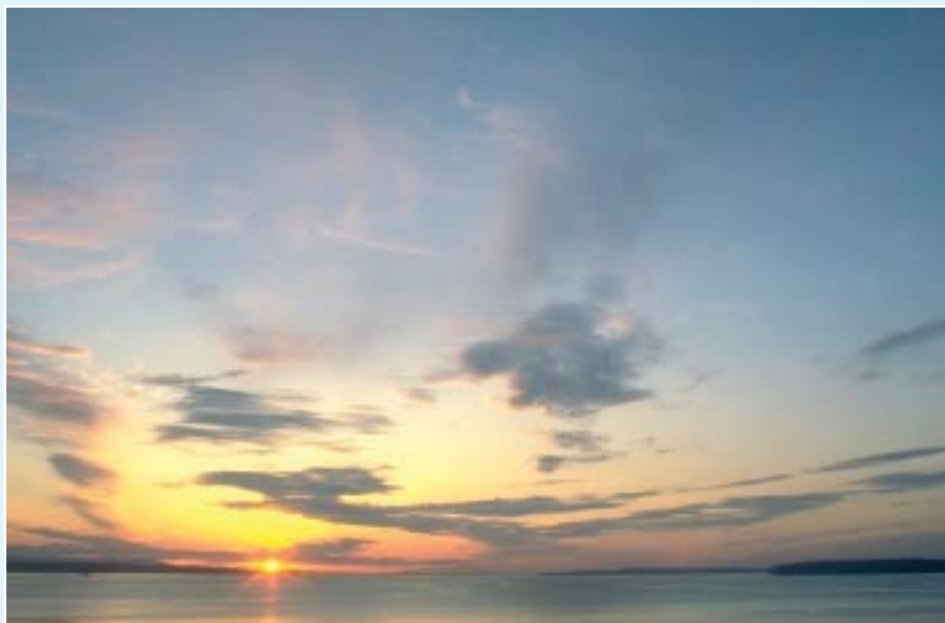
The reduction of greenhouse gases also has an effect on CSC operations, considering in particular that CSC is the third largest producer of GHGs among federal departments, after National Defence and Public Works and Government Services Canada.

First of all, since we require quantitative data in order to meet a departmental reporting requirement, monitoring our carbon dioxide emissions is already a priority under CSC's energy consumption protocol. Moreover, at

Government request, CSC participated in developing a target for GHG reduction. Specifically, this target calls for reducing our energy consumption by 19 megatons of carbon dioxide by 2011. This will involve new construction and building renovations in accordance with current standards, demolishing outdated facilities and establishing energy efficiency programs applicable to buildings, equipment and devices. Moreover, in order to divert the most solid waste possible from landfill sites, we will have to intensify our recycling and composting efforts. The same applies to adopting more environmentally friendly practices (reducing the use of chemical fertilizers and pesticides) on CSC property. Finally, we can also expect an increase in the use of alternative fuels (ethanol, natural gas, electricity) for our fleet of vehicles.

PUTTING WORDS INTO ACTION

In order to make a real contribution to the international efforts to combat global warming, we must put words into action. We will, of course, have to adopt a global approach to effectively meet climate challenges and, as part of that, we must recognize that each and every one of us must make every effort possible to save our planet. Nothing less than our quality of life as we know it is at stake! ♦



Minister and Commissioner Tour Atlantic Region

By Denis D'Amour, Manager, Communications, Atlantic Region

Photos: Denis D'Amour

Solicitor General Wayne Easter and Commissioner Lucie McClung had a very busy schedule while visiting the Atlantic Region last January. In addition to presiding over the official opening ceremony of the Secure Unit at the Nova Institution, they visited the Carlton Community Correctional Centre in Halifax-Darhmouth, Dorchester Penitentiary, the Shepody Healing Centre, Westmorland Institution and CORCAN's agricultural operations, all located in the village of Dorchester in south-eastern New Brunswick. ♦



Left to right: Commissioner Lucie McClung; SHC nurse, Tammy Lunney; Minister Wayne Easter; Shepody Healing Centre Executive Director, Luc Doucet; Psychiatric Unit Supervisor, David Lewis; Beauséjour-Petitcodiac M.P., Dominic LeBlanc; SHC Health Services administrative assistant, Susan Sweetman; SHC nurse Jacques Bertrand.



Left to right: CORCAN's Manager of Agricultural Operations, Dave Niles; W.I. Unit Manager, Karen Comeau; W.I. Chief of Finance & Administration, Sharon Ward; W.I. A/Co-ordinator Core Programs, Charles LeBlanc; CORCAN's Atlantic Region Director, Guy Poirier; Beauséjour-Petitcodiac M.P., Dominic LeBlanc; Minister Easter; Westmorland Institution Warden, Mike Corbett; Atlantic Region Deputy Commissioner, Rémi Gobeil; W.I. Co-ordinator Correctional Operations, J J Côté; Westmorland Institution AWMS, Maurice LeBlanc; and Special Assistant to the Solicitor General, Matthew Graham.



Left to right: Beauséjour-Petitcodiac M.P., Dominic LeBlanc; Atlantic Deputy Commissioner, Rémi Gobeil; Commissioner McClung; Minister Easter; Acting Dorchester Penitentiary Warden, Hal Davidson.



Left to right: Westmorland Institution Inmates Committee Chairman, Richard Gallant; Solicitor General Wayne Easter; Westmorland Institution Warden, Mike Corbett; and Beauséjour-Petitcodiac M.P., Dominic LeBlanc.



Left to right: CORCAN's Atlantic Region Director, Guy Poirier; CORCAN Dairy Instructor, Tim Coobs; Minister Easter; CORCAN Dairy Instructor, Bruce Ritchie; Beauséjour-Petitcodiac M.P., Dominic LeBlanc; Atlantic Region Deputy Commissioner, Rémi Gobeil; Westmorland Institution Warden, Mike Corbett; Special Assistant to the Solicitor General, Matthew Graham; and CORCAN's Manager of Agricultural Operations, Dave Niles.

Senior Deputy Commissioner Pays a Visit

By Denis D'Amour, Manager, Communications, Atlantic Region

Photos: Denis D'Amour

Mr. Don Head chose the Atlantic Region in early March for his first official visit following his appointment as CSC's Senior Deputy Commissioner.

Along with Gerry Hooper, Assistant Commissioner of Performance Assurance, and Atlantic Region Deputy Commissioner Rémi Gobeil, Mr. Head visited various sites, namely Atlantic Institution, Dorchester Penitentiary, Shepody Healing Centre, the New Brunswick and Prince Edward Island District Office and the Moncton office of the John Howard Society.

Mr. Head also took part in a general staff meeting to talk with Atlantic Region employees about our corporate results and the various challenges facing the Service. ♦



Dorchester Penitentiary: Left to right: Dave Price, Acting Deputy Warden; Marc Bélanger, AWMS; Don Head, Senior Deputy Commissioner; Gerry Hooper, Assistant Commissioner, Performance Assurance Sector; Hal Davidson, acting Warden, Dorchester Penitentiary



Mr. Head addresses a group of over 100 employees at an Atlantic staff meeting.

Opening Doors

By Anna Quon, Freelance Writer

A pilot project funded by the Correctional Service of Canada that helps offenders with disabilities reintegrate into society was recognized with a national award this past fall.

Opening Doors, a four-year old project of Halifax's Independent Living Resource Centre, was presented with the Canadian Association of Independent Living Centres' (CAILC) Allan Simpson Award for Programming in Toronto.

Jim Murphy, CSC's Director of Community Initiatives, Community Engagement Sector, initiated the dialogue with CAILC that resulted in the creation of Opening Doors, and continues to lobby internally for the project's continuation and expansion. He says he is "absolutely, tremendously proud of all those involved."

Dawn Robia, Co-ordinator of the Opening Doors program, says, "Many people with mental and physical disabilities fall through the cracks in our society and end up in the correctional system with nobody to guide them. My role is to assist them and help prevent them from falling through the cracks again."



Dawna Robia, Co-ordinator, Opening Doors

Ms. Robia and six program volunteers have provided advocacy, peer support and information and referrals to 179 offenders with disabilities, 55 of whom are currently active in the program. Opening Doors helps offenders with such things as securing financial assistance, clothing and household goods, finding apartments, and provides opportunities to participate in social activities and workshops. Says CSC advisor for the project, Paul Jamieson, "The nuts and bolts of it...is that we teach [offenders] to become independent."

Says District Director Ron Lawlor, "Opening Doors has provided a very real resource for parole officers in the management of cases that come into the community...The skill sets, and knowledge and...care of the people involved with Opening Doors make it easy for parole officers to refer people to that resource."

Congratulations, Opening Doors staff, supporters and volunteers! ♦

Job Training Truly Benefits Community

By Louise Arnoldi, Executive Director, John Howard Society, Moncton

Photo: Denis D'Amour

On April 8, 2003 the Atlantic region of CORCAN Industries proudly hosted a Youth Employment Strategy Program graduation. The 26-week project was managed by the John Howard Society of Greater Moncton Inc. and resulted in the construction of two four-unit complexes for the Alternative Residence Association, that helps self-sufficient mental health clients in the Moncton area. ♦



Left to right: Rod Thurston, Job Coach; Louise Leonardi, Executive Director John Howard Society; Vincent Farrell, Job Coach; the five graduates: Russell Murchison, Wally Squires, Steve Clavette, Phillip Wilson & Robert Lévesque; Rose Mallet, Life Skills Coach and Sharon Geldart, Project Manager

Going the Extra Mile

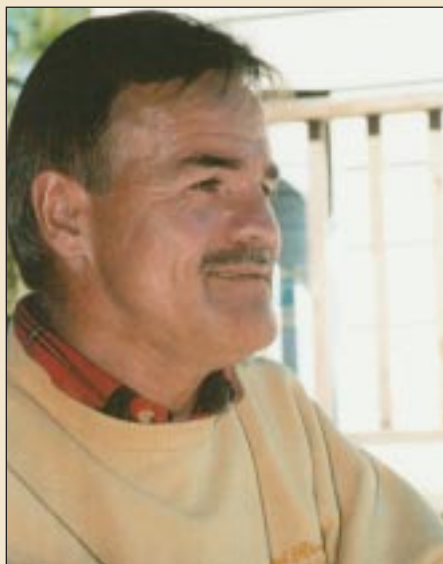
By Denis D'Amour, Manager, Communications, Atlantic Region

During a recreational dive in 1974, Paul Jamieson suffered a spinal cord injury that left him paralyzed from the waist down. But his misfortune could not dampen his spirit, or stop him in his career aspirations. Now a parole officer with the Correctional Service Canada, Paul is what he has always been—a man with a big heart and a professional who strives for excellence in everything he does.

Following his mishap, Paul returned to school and graduated with degrees in Sociology and Social Work in 1981. Starting his career with the League of Equal Opportunities, he discovered he had a passion for fighting for the rights of all persons with disabilities. He worked tirelessly for changes in provincial codes, transportation and the Human Rights Act. Since then, his desire to improve the lives of persons with disabilities has led him to become involved in numerous committees and community organizations such as the 1992 Nova Scotia Task Force on Primary Health Care and the Canadian Paraplegic Association.

In particular, Paul has been an integral part of the development of an organization called Peer Partnership in Halifax in 1990, which

later evolved into the Metro Resource Centre for Independent Living (MRCIL). Paul has been instrumental in the success of several projects piloted from MRCIL including the CSC-funded Opening Doors project that assists federal offenders with disabilities to



Paul Jamieson

successfully reintegrate back in to society. Those who have worked with him describe Paul as an anchor for the organization.

In addition to his duties as a parole officer, Paul has been involved in many volunteer activities including helping young people with career aspirations in the correctional field. Paul is also a member for the National Advisory Committee for Persons with Disabilities. He is one of two representatives for the Atlantic Region of CSC, who currently advocates for approximately 40 individuals with disabilities in this region.

Although Paul has accomplished much through his work and volunteer efforts, it is his personal attitude and positive approach to life that is most remarkable. He typically takes a low-key approach in both his workplace and community that is very effective. He always makes time for those who need a listening ear. In all his encounters, Paul is patient, looks for the good in others, and invariably provides encouragement to those who need a helping hand.

In short, Paul always goes the extra mile! ♦

Jim McLeod 2002 CISM Merit Award Winner

By Dan MacPherson, Unit Manager, and Gary Mills, Warden, Dorchester Penitentiary

Jim MacLeod, Correctional Officer II at Dorchester Penitentiary was awarded the 2002 Critical Incident Stress Management (CISM) Merit Award during a luncheon held in Memramcook on January 29. Simonne Poirier, representing the Deputy Commissioner, Atlantic Region and other CSC officials were on hand to present the award.

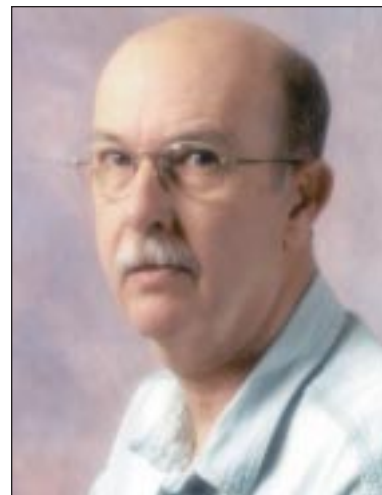
Jim will have 35 years service in September 2003, 29 years at Dorchester and six years with the Canadian Armed Forces. He stands out as a strong supporter of CISM, not only vocally but also by his actions. He is recognized by management and colleagues for his dedication and serious approach to caring for victims after traumatic incidents at Dorchester and, on one occasion, at Springhill. He is known to be very thorough in contacting all possible victims and working with the CISM team.

Jim was among the first to volunteer as a peer support person when Dorchester formed

a CISM team in 1997. Since 1985 he has advocated vigorously for a program to deal with post-traumatic stress disorder.

Jim participates at all training sessions offered to the CISM team. The facilitators note that his maturity and commitment to the CISM approach greatly enhance the training sessions.

The Critical Incident Stress Management Merit Award is given out each year thanks to the cooperation of CSC management, the Union of Solicitor General Employees (USGE), the Union of Canadian Correctional Officers (UCCO), and the Professional Institute of the Public Service of Canada. The Atlantic Region award demonstrates both the Correctional Service of Canada's and participating unions' recognition of outstanding performance and devotion to critical incident stress management. ♦



Jim MacLeod

Hong Kong Corrections Visits Atlantic Region

By Denis D'Amour, Manager, Communications, Atlantic Region

Photo: Denis D'Amour

Recently two representatives of the Hong Kong Correctional Services toured Correctional Service of Canada (CSC) facilities in the Atlantic Region. Clinical Psychologist Charles W.H. Pau and Principal Officer Eddy Kwai-hung Chan visited Springhill Institution, the Regional Reception Centre, the Addiction Research Centre in Montague, PEI, the Shepody Healing Centre and Atlantic Regional Headquarters.

Both were highly impressed with CSC's research and treatment of addictions and substance abuses, as well as with the wide variety of correctional programming offered in our institutions and in the community. Our guests presented Deputy Commissioner Rémi Gobeil with a plaque from the Hong Kong Correctional Service. ♦



Left to right: Principal Officer Eddy Kwai-hung Chan; Rémi Gobeil, Atlantic Region's Deputy Commissioner; Clinical Psychologist Charles W.H. Pau; Charles LeBlanc, Program Manager; and Marla Kavalak, Program Manager.
Absent: Sylvie Blanchet, Program Manager

Her Majesty's Prison Service Tours CSC

By Denis D'Amour, Manager, Communications, Atlantic Region

Early this year two representatives from Her Majesty's Prison Service (HMPS) spent a week touring Correctional Service of Canada (CSC) facilities in the Atlantic Region. Ron Docherty, Group Manager for Admissions, and Dave Rogers, Resettlement and Partnerships Manager, visited Springhill Institution, the Atlantic Regional Reception Centre, Dorchester Penitentiary, Shepody Healing Centre, Westmorland Institution and the Halifax District office. During their stay the British correctional representatives showed much interest in the programs and supervision of federal and provincial offenders, as well as in the Canada-New Brunswick Initiative that allows provincial offenders to participate in specific programs in CSC institutions. ♦



Left to right: Atlantic Assistant Deputy Commissioner, Correctional Operations, Terry Hatcher; Atlantic Regional Administrator, Reintegration, Del Amon; Ron Docherty, Group Manager for Admissions, HMPS; Dave Rogers, Resettlement and Partnerships Manager, HMPS; Atlantic Region's Deputy Commissioner Rémi Gobeil

Building Bridges

By Marla Kavalak, Project Manager, Programs, Atlantic RHQ

Thanks to an April 2000 Executive Committee decision, employment has returned to the forefront of the correctional agenda. Renewing the importance of employment in the correctional planning process has reinforced the need to strengthen the partnership between CORCAN and the Correctional Service of Canada (CSC) and to employ a team approach to ensure success.

The Atlantic Region has taken the managing partnership between CORCAN and CSC to a new level with the establishment of an employment council. The regular meetings of the council bring together the key players in the implementation of the regional employment strategy. The role of the council is to ensure that strategy is clear and that communication to all front-line staff is consistent and in line with the strategy.

The Acting CEO of CORCAN, Corinne Hagerman, participated in the March 2003 employment council meeting. Hagerman provided an overview of the status of the national strategy as well as plans for the upcoming fiscal year. The group was also able to discuss regional/site specific concerns with the CEO.

Awards of appreciation were presented to clerks of the 5 Atlantic institutions. These dedicated staff members worked diligently to

clean up the existing program inventories and scheduling in OMS. This was a time consuming task but one that has been identified as a best practice for the rest of the country to follow.

The employment council has been a key tool in helping the Atlantic Region build

bridges between all divisions that play a role in the employment strategy. It is clear that our staff is our strength and a major resource in achieving our objectives and this is enhanced by the sharing of values, ideas, knowledge and experience from all of the employment council members. ♦



Front row, left to right: Cheryl Matheson, Inmate Pay Clerk, Atlantic Institution; Jeannita Leger, Coordinator, Inmate Program Assignment and Pay, Westmorland; Corinne Hagerman, A/CEO CORCAN; Jean-Guy Bourque, RACP Atlantic. Back row, left to right: Linda Purdy, Coordinator, Inmate Program Assignment and Pay, Dorchester; Terry Hatcher, A/ADC Operations Atlantic; April Findlay, Coordinator, Inmate Program Assignment and Pay, Springhill; Guy Poirier, RD CORCAN Atlantic. Missing: Pam Rushton, A/Unit Assistant, Programs, Nova.

This group helped the Atlantic Region complete a thorough review of the program inventory as well as a revamp of the offender schedules to bring it in line with the national mandate for EEP.

Regional Mental Health Centre Accreditation Renewed

By Bertin St-Pierre, Accreditation Co-ordinator, Regional Mental Health Centre

In 1999, the Regional Mental Health Centre (RMHC) began working with the Canadian Council on Health Services Accreditation (CCHSA). CCHSA is the largest national body granting accreditation to organizations within all sectors of the Canadian healthcare system. After an initial assessment, the RMHC was declared an accredited organization. This designation is valid for three years, after which a new assessment is required.

SELF-ASSESSMENT

The first step in the process is a self-assessment by the organization using CCHSA standards. In order to renew its status, in early 2002 the RMHC formed seven teams made up of staff members, partners and clients that focused on the following five areas: leadership and partnership, management of the environment, information management, human resources management, and assessment and treatment.

ON-SITE VISIT BY CCHSA

The second step is an on-site visit, during which CCHSA officials meet with staff, clients,

partners and the self-assessment teams. They also directly observe the environment.

Last November, three surveyors came to validate the content of the self-assessment. Based on their observations and comments, CCHSA determines whether the organization may be accredited, depending on the degree of compliance with standards and the level of risk the environment poses to both staff and clients. In January 2003, the results were finally received. For a second time RMHC was declared an accredited organization.

In its comments CCHSA took note of the progress made by RMHC since the first accreditation and of its commitment to a continuous quality improvement process. CCHSA also issued 13 recommendations in its report, highlighting areas for improvement in future years.

We are proud of these results and wish to thank everyone who took part in the process. Through their commitment to our organization, the quality of the work we do has been recognized. ♦



Sitting, left to right: Gilles Plouffe, Acting Correctional Operations Supervisor; Mario Lévesque, Assistant Warden, Regional Mental Health Centre; Suzanne Pelletier, Chief, Nursing; Pierre Landry, Clinical Director
Standing, left to right: Annie Charbonneau, Acting Team Leader; Arnold Dufour, Acting Team Leader; Julie Desmarais, Acting Chief, Psychological Services; Sébastien Pilon, Acting Co-ordinator, Case Management; Dominique Paquin, Acting Team Leader; Bertin St-Pierre, Accreditation Co-ordinator

A Good Way to Save Money

By Michel Bleau, Regional Manager, Facilities Maintenance and Engineering, Technical Services, Quebec Region

Here is some useful advice to increase energy efficiency, reduce greenhouse gas emissions and save money—all at the same time!

As a Correctional Service of Canada employee, you are strongly advised to turn off your computer, computer monitor and other types of office equipment when they are not in use. This saves a substantial amount of money that once multiplied by the number of employees, becomes quite significant.

For instance, a continuously operating computer costs \$165 in electricity bills per year.* If it is on all the time, but changes to stand-by mode at some point, the cost drops to \$84 per year. This is an annual saving of \$81 per computer. Imagine how much money we could save if all the computers in our department were turned off at the end of the workday!

*Estimate is based on the cost of electricity of \$0.07/kWh. ♦

Quebec Hosts the **World Police and Fire Games**

By Patrick Lachance, Correctional Officer, Donnacona Institution

From June 26 to July 5, the 2005 World Police and Fire Games (WPGF) will be hosted in Quebec, welcoming 10,000 athletes and their retinues from all around the world.

People are surprised to learn that the World Police and Fire Games involve more than 67 events, making it the second largest sports venue on the planet after the Summer Olympic Games. The WPGF was born in San Diego, and evolved from the long-standing California Police Olympics with a mandate to involve full-time firefighters, police officers, customs officers and correctional officers of all ages. It gained increased prominence in 1985 when it went international, attracting 65 participating countries.

Events include most of the well-known summer Olympics-style events, as well as challenges that are more specific to the participants' professions—pistol shooting, service dog competitions, firefighting and orienteering.

The Quebec Games promises to an unforgettable experience, and a big money generator for the region—an estimated \$48 million in economic spin-offs. In addition to the competitions, there will be a vast array of creative and artistic events that will attract further worldwide media attention. It's going to be a wall-to-wall adventure that will not be soon forgotten!

For more information on the World Police and Fire Games Quebec 2005, please contact Patrick Lachance at (418) 641-2005, ext. 7357, or by e-mail: PLachance@2005wpfg.com ♦



Patrick Lachance, Nicolas Dion and Alain Fournier, Three CSC correctional officers who participated in the Indianapolis 2001 WPGF



Patrick Lachance on the mountain bike competition site of the Indianapolis 2001 WPGF



Some members of the Quebec 2005 Delegation at the opening ceremonies of the Indianapolis 2001 WPGF

Media Day in Rouyn

By Diane Giguère, Head, Rouyn-Noranda Sector, East/West District

The Correctional Service of Canada (CSC) must use innovative methods to raise its public profile. The Rouyn-Noranda Sector office took on this challenge on March 13, 2002, by presenting a thorough overview of CSC and its criminal justice system partners' activities to about 200 members of the community.

How were we able to attract so many people? By focusing on the fact that people want to know but they also want to see. So we chose to present a real case, from conviction to release. A judge, lawyers, a correctional officer, an offender, a parole officer, National Parole Board (NPB) members and many others took part in the case presentation. The community also participated before and during the event.

THE PRODUCTION

First we had to find a room that had the lighting and technical equipment required for video and PowerPoint presentations and was big enough to hold the expected number of visitors. The Abitibi-Témiscamingue CEGEP was chosen as the appropriate venue. It also allowed us to reach one of our target audiences.

To lend credibility to the event, we approached a retired judge who was well known in the region. His role was to re-enact the judgment of the case. On his suggestion, we added the defence lawyer's and Crown prosecutor's arguments.

Finally, to make the event even more dynamic, we encouraged audience participation and presented a jury we could talk to directly. Members of the jury were selected from

well-known regional personalities including local TV and radio hosts. Throughout the trial, they had to give their opinions on the various situations presented and determine the length of the sentence.

Following the hearing, attended by the offender and a parole officer, the jury had to decide on the type of release to grant. Should they impose special parole conditions since the offender broke one of the conditions of his release? We also re-enacted the post-suspension interview with the released offender and parole officer. Based on this information, the jury had to decide whether to cancel the suspension or return the offender to prison. Since this was a case that actually happened, we had reproduced the decisions that were made. We were pleasantly surprised to see that, most of the time, opinions expressed were in line with the decisions formerly made by CSC.

Since we could not re-enact the offender's time in prison, we showed a video on public protection and reintegration. It explained the intake assessment process and the various programs offered to inmates during their incarceration. Then we gave a PowerPoint presentation to explain how community supervision works.

Our real case also included a victim, so the National Parole Board (NPB) gave a presentation on victims' rights as well as the procedure to apply for a pardon.

PROMOTIONAL ACTIVITIES

We asked the CEGEP students to design an advertising poster as one of their practical

assignments. To reward their efforts, the winning artist received \$100. The poster was reproduced in the newspaper and a smaller version was mailed out as invitations. We also advertised the event on TV and radio.

In the same room where the presentation was given, a number of organizations set up booths, including CSC, NPB, the RCMP and the Amos Detention Centre, Quebec Correctional Services.

Visitors were greeted by RCMP officers dressed in their red uniforms and Sûreté du Québec (SQ) officers who gave out information kits. As partners, we felt it was important to involve them in this event.

We produced a press digest of the event and wonderful memories of the entire day were captured on film and video. ♦



Invitation poster



CSC booth. Left to right: Sylvie Paquette, Head, Laval Sector, and Pierre Delorme, Head, Rimouski Sector



Students at the Abitibi-Témiscamingue CEGEP

Inmate Peer Support Program

By Brigitte Bouchard, Program Officer, Joliette Institution

The Inmate Peer Support Program is a national initiative for the female inmate population. These inmates have always helped each other, but following a report by Jan Heney concerning the Kingston Prison for Women (P4W), the Correctional Service of

Canada (CSC) decided to formalize this invaluable resource.

The first official peer support group started in Kingston at P4W in May 1990 and gradually gained the trust and respect of both workers and inmates. Eventually it was considered one

of the most effective initiatives ever implemented.

As a result of this overwhelming success, the program has been established in four other correctional institutions for women across the country—at Nova in Nova Scotia, Grand Valley in Ontario, Edmonton in Alberta and, of course, Joliette in Quebec.

In September 2002, Joliette Institution certified six new peer caregivers. It is a well-known fact that women naturally take care of and help each other out. In this sense, the program has not invented anything new. However, it provides these inmates with training that helps them to develop their natural assistance skills, while formalizing their peer support and their special status within the institution. These inmates volunteer their services and their time to peers who ask them to intervene in various situations on a daily basis. ♦



Six inmates recently certified as peer caregivers and Brigitte Bouchard, Program Officer (far right)

Special Activities International AIDS Week

By Danielle Pelletier, Nurse,
Archambault Institution

As part of International AIDS Week, November 25-29, the prevention team from Archambault Institution Health Centre organized special activities to raise awareness among employees and inmates about this terrible plague.

Throughout the week Nurse Gaétane Trépanier oversaw the distribution of e-mail messages about AIDS to all employees. Inmates in the Peer Education Program (PEC) and an inmate/patient in the regional hospital helped create posters with general information and prevention strategies for HIV and AIDS. The posters were placed in various strategic locations around the institution.

On November 29, Suzanne Dubé, a volunteer with *Maison Sida Amitié* (an organization that helps people infected with the disease), who was infected with the HIV virus several years ago, gave a very emotional testimony. She talked about her experiences and educated people about this terrible disease. Approximately 40 inmates attended the presentation and it was repeated in the afternoon for employees. All participants sincerely appreciated her efforts.



Left to right: Ninon Paquette and Alain Lessard receive a cheque from inmate Rémy Cartier, Gaétane Trépanier, Yves Fafard, Suzanne Dubé and Cynthia Racicot

Sylvain Turgeon and Alain Lessard, also volunteers with *Maison Sida Amitié*, and Suzanne Dubé toured the cell blocks, held constructive discussions with inmates and handed out condoms and red ribbons (international symbol of AIDS). At lunchtime the group set up a booth and distributed information pamphlets.

This great day ended with the annual fundraising campaign for *Maison Sida Amitié* in St. Jérôme. On his own initiative one inmate managed to collect over \$470.

Sylvie Leclerc, a pharmacy technician and employee of the institution, came up with a good idea: to make polar fleece scarves that

Gaétane Trépanier, Manon Dubord and Danielle Pelletier were quick to sell to the staff. They collected an additional \$500 for a total of over \$970. Warden Yves Fafard presented the funds to Alain Lessard, who we have been working closely with the institution for several years.

The organizing team would like to thank everyone involved in making these activities a success. Your generosity enabled us to collect many contributions. We now challenge all institutions in the Quebec region to organize similar activities to benefit an organization in their region. Together we will beat this terrible disease and claim victory! ♦

Mikawiwin

By Richard Beaudry, Diane Giguère and Raymond Lebeau, East/West Quebec District

In September 2002, a group of employees from the Quebec region took part in national training on leadership and Aboriginal affairs in the town of Saint-Donat de Montcalm in the magnificent Lanaudière region of the province.

This was a first in the Quebec region because the program is usually given in English at the college in Cornwall near the

Akwesasne reserve. At the request of a number of participants, the session was given in French by representatives of the francophone First Nations of Quebec.

The program was very suitable for raising the awareness of non-Aboriginals like us. The Elder Dominique Rankin, from the Pekogan Algonquin reserve in Abitibi, also shared his knowledge, for which everyone showed great

respect. The sunrise and sunset ceremonies enabled us to understand some of Rankin's lessons on culture and traditions and draw parallels with our own rites and beliefs, which are not so very different after all.

We shared various topics with Mr. Rankin, his family members, and the Aboriginal representatives who accompanied us throughout our trip, such as spiritual ceremonies, history of the Indian Act, and political and economic issues related to the achievement of self-government and the emancipation of the First Nations. In our view, these topics were the key parts of the awareness-raising process.

We also had some unforgettable experiences in the forest, such as sleeping in a tipi, tasting traditional dishes—beaver, Canada goose and honey fritters, listening to Aboriginal legends told by the Elder, and participating in a Dream Catcher workshop. Through this workshop we learned to properly appreciate an object that to us seemed purely decorative but was actually an image-filled representation of the great web of life. A precious gift from Grandmother Spider, it filters the message fragments that come to us in the form of nightmares and bad dreams.

What a unique, unforgettable experience to take part in a sweat lodge, surrounded by people in a spirit of sharing. Even though some of the participants could not stay until the end of the four doors ceremony, every moment spent together “in the mommy's belly,” as the Elder so aptly said, was most rewarding.

Throughout the week, we realized how welcoming and generous the First Nations have always been to strangers, sharing wholeheartedly the Creator's worldly bounty.

In conclusion, we would like to emphasize the excellence of the presentations and the warm hospitality we received throughout our stay.

We strongly recommend to Correctional Service of Canada employees that they participate in these sessions, which remind us of the customs that helped to shape our Quebec roots. ♦

Note: *Mikawiwin* is an Algonquin word evoking awareness of the world and of oneself as well as personal growth.



Left to right: Serge Nepton, Richard Mondoux, Raymond Lebeau, Richard Lacroix, Benoît Homier and Richard Beaudry.



Under the “Chapatuan” (traditional tent housing the kitchen): Kneeling, left to right: Arleen Closter, Aboriginal program coordinator, Canadian Centre for Management Development; Dominique Rankin, Elder; Richard Beaudry. Rear, left to right: Chantal Robert, Konrad Sioui, senior advisor, Innu Takuaikan Uashat Mak Mani-Utenam Council; Raymond Lebeau, Cécile Rankin, cooks; Michel Brazeau, Director, Aboriginal Programs, Canadian Centre for Management Development; Thérèse Rankin, cook; Diane Giguère.

Cowansville Institution Celebrates Kwanzaa

By Sylvie Gagnon and Tanyu Ngala,
Program Officers, Cowansville Institution

Cowansville Institution celebrated Kwanzaa, an African-American spiritual and cultural event, on January 25, 2003, as part of its multicultural activities.

Approximately 20 volunteers of Haitian, Jamaican and African nationality from the protestant Union United Church joined a number of staff members to celebrate this event.

Speeches, songs, prayers and facilitation by the guests and some employees marked the day's activities. In addition, inmates and volunteers conducted a ceremony to represent the seven principles and seven symbols of the African-American Kwanzaa. They also organized an African tam-tam show honouring the transmission of cultural messages.



Anne-Marie Racine, Program Officer

Afterwards, there was a light snack of exotic fruits, characteristic of Kwanzaa customs, as well as traditional chicken and turkey dishes prepared by inmates belonging to visible minorities. The activity took place in a calm atmosphere, which fostered conversation among all the participants.

For a third consecutive year, Kwanzaa has been an opportunity for inmates belonging to visible minorities to hold a celebration that symbolizes both thanksgiving and appreciation.

Given this activity's annual success, the institution's management is expecting to organize it again next year. ♦

Bishops Visit the "Church on the Inside"

By Reverend Hugh Kirkegaard, Regional Chaplain

For many years the Assistant Commissioner of the Community Engagement Sector, Pierre Allard, has shared his dream that members of the faith community would arrive at the door of a prison in a big yellow school bus to welcome and assist an ex-offender on his release back into the community. In part, this dream was realized on Sunday, October 20, at Bath and Millhaven Institutions in Ontario when a large silver Greyhound pulled up to the gate to allow 40 members of the Canadian Conference of Catholic Bishops (CCCCB) to visit.

In this case, the bishops were not there to welcome an ex-offender back to the community. They came to signal their support of the mandate of the Church to walk with those in prison and those returning to our communities; and to affirm chaplains and volunteers fulfilling this mandate on their behalf. Comprised of English and French Roman Catholic bishops from across Canada, half of the group visited at Bath Institution and the others went to Millhaven.

The Bath visitors were welcomed by Warden Therese Gascon; chaplains Father Dave Hale and Reverend Norm Barton; volunteer Dawn Wiltsie and Doug Acorn, Chair of the Pastoral Council. Père Michel Beauchamp, Regional Chaplain in Quebec, also attended. After a time of worship based on the New Testament passage of the ten lepers, there was a small group dialogue with Bath residents and volunteers focussed on the challenges of living in prison, volunteering there and discussing how the Church "outside" could support the Church "inside" more effectively. The visit ended with refreshments supplied by members of St. Linus, the local Roman Catholic congregation in Bath. Some of the bishops then had a brief tour of the institution. Chaplain David Hale reflected on the experience.

"My sense was that the visit gave the bishops an opportunity to meet members of the Church who make up the fabric of prison life and ministry... it gave prison a face and a voice."

At Millhaven, senior managers and chaplains had an opportunity to address the visitors. Inmate representatives taking part in the event requested a chance to speak with the bishops informally over coffee and doughnuts. They shared concerns that the chapel was a sanctuary for them in the institution and the importance of having strong chaplaincy leadership to address their spiritual needs in that environment. Other speakers urged the bishops to see this ministry as an extension of the Church's mandate to reach out to those who are marginalized.

For some of the bishops this was the first time they had been in a prison and they expressed how moved they were by the experience. Others spoke of their support for chaplains working under them in both federal and provincial prisons and the importance and challenging nature of the ministry.

The request for the visit was initiated by Monsignor Peter Schonenbach, General Secretary of the CCCC, who joined the group at Millhaven. He was part of a similar visit to LeClerc Institution in Quebec in August, when a group of chaplaincy contractors had an opportunity to tour the prison and meet with chaplains, Aboriginal elders, inmates and volunteers. When he realized that the CCCC annual meeting would be held in the archdiocese of Kingston, he requested that a prison visit be arranged.

For all those taking part, this was an experience of faith community engagement at its best! We may yet see more buses at the gates of our prisons welcoming those returning to the community who are seeking to lead responsible and faith-filled lives. ♦

Back to the Community

By Bill Rankin, Communications Officer, Communications and Consultation Sector

Most offenders, including sex offenders, will one day return to the community. Will they be accepted, tolerated or despised? What assurances does the community have that offenders will be safely controlled? What protection does the community have against the possibility of them re-offending? These and many other questions were addressed by a panel of experts in a community forum sponsored by the Citizens' Advisory Committee, Ottawa District Parole Office, and hosted by veteran journalist and broadcaster Ken Rockburn.

Keynote speaker Dr. Michael Petrunik, Professor of Criminology, University of Ottawa, was first to address the assembly at Algonquin College on January 21, offering a review of Canadian sex offender legislation over the last few decades and comparing it to the legal landscape in the United States. He discussed the pros and cons of behavioural, surgical and chemical therapies and the benefits and problems encountered by the criminal justice system using the Canadian sex offender registry.

Dr. Petrunik was followed by the second panelist, Dr. John Bradford, Director of the Forensic Program, Sex Offender Treatment Programs, Royal Ottawa Hospital. Bradford is an internationally recognized authority in forensic psychiatry who has worked as a consultant to federal, provincial and American state governments on sexually violent predator

legislation. He discussed the drugs used to inhibit sexual offenders' negative behaviour and the barriers faced by researchers and therapists, such as the lack of research funds and the politics of the drug industry. In conclusion, Bradford stressed the need for sexual deviance education both for members of the public and government officials.

Dr. Andrew Harris, Senior Research Officer, Solicitor General Canada, explained that certain psychological treatments for sex offenders give the public a "double bang for their buck"—meaning they have been shown to reduce the likelihood of non-sexual criminal recidivism as well as sexual recidivism. He summarized a new study that found the majority of sexual offenders do not sexually re-offend, various types of sexual offenders recidivate at different rates, and the longer they remain offence free in the community the less likely they are to commit sexual crimes. In another initiative, the Dynamic Supervision Project, Harris and his colleagues are researching, among other factors, acute warning signs that predict imminent re-offending. Before leaving the podium, Harris took time to dispel some popular myths concerning sex offenders.

Algonquin College Professor Danielle Paris, a former CSC parole officer and case management supervisor gave an enlightening presentation, walking the audience through the federal correctional system from offender

assessment to the formulation of correctional plans, parole options, and finally to warrant expiry.

Inspector Bob Ciupa, a 27-year veteran with the Niagara Regional Police Service spoke of the good working relationship between police forces and the Correctional Service of Canada (CSC) and the broad range of tools presently available to aid in apprehending, monitoring and controlling sex offenders rather than employing "the blunt instrument of incarceration."

Inspector Bob Ciupa, a 27-year veteran with the Niagara Regional Police Service spoke of the good working relationship between police forces and the Correctional Service of Canada



Some members of the panel. Left to right: Algonquin College Professor Danielle Paris; Dr. Andrew Harris, Senior Research Officer, Solicitor General Canada; Dr. John Bradford, Director of the Forensic Program, Sex Offender Treatment Programs, Royal Ottawa Hospital; Dr. Michael Petrunik, Professor of Criminology, University of Ottawa; Inspector Bob Ciupa, Niagara Regional Police Service

The next panelist to address the crowd was Steve Sullivan, President of the Canadian Resource Centre for Victims of Crime. A registered lobbyist, Sullivan appears before government committees examining criminal justice issues such as parole and sentencing reform, child protection legislation, and DNA databanks. Speaking about the small segment of sexual offenders who cannot or do not want to be treated, he declared, "We need to admit that more of these types should be kept in prison indefinitely. Incarceration is the *only* defence we have against them." While Sullivan agrees that sex offenders need support, he urged society to take more responsibility for the victims of all crimes. "It's a national disgrace that we, as a society, don't do enough for victims," he commented.

Algonquin College Professor Danielle Paris, a former CSC parole officer and case management supervisor gave an enlightening presentation, walking the audience through the federal correctional system from offender assessment to the formulation of correctional plans, parole options, and finally to warrant expiry.

The final speaker, Pat Love, is a former probation and parole officer who, after retiring in 1994, became involved through her church with Circles of Support and Accountability. These Circles consist of groups of ordinary citizens who assist sex offenders at warrant expiry with reintegration. "We believe that most of these people can be rehabilitated," Love commented. She urged the public to become more involved so that by supporting and protecting these offenders we protect society as a whole. ♦

Annual Literacy Program Comes to Collins Bay

By Angela Reid, A/Chief of Education and Training on behalf of Peter Pain and his school staff

In December 2002, the Collins Bay Institution (CBI) school successfully ran the eighth annual Christmas Literacy Program. Since its beginning, the program has been warmly received by offenders and become a tradition in the school around the December holidays. The number of participating offenders increases each year, and despite our reduced numbers as a whole, 30 inmates completed the project this year.

It is a pleasure to report that while the projects were being completed, there was a noticeably elevated mood at the school. Teachers on staff reported overhearing excited comments of the inmates about the program, and even heard someone humming a Christmas song under his breath.

Given that the holidays are an exceptionally difficult time for inmates, the school attempts to ease loneliness by promoting pro-social activities and assisting the offenders to build closer relationships with their children. The Christmas Literacy Program accomplishes these two objectives, as well as encouraging the development of reading and oral communication skills. Each man, be he a father, uncle, or grandfather, is given the opportunity to participate. He chooses a child's storybook and tapes it for his son or daughter. The school then takes "Dad's" picture wearing a Santa hat, with the Christmas tree in the background. The picture is glued into the front of the book; the book, audio-tape, photo and greetings are mailed to the child. The cost—approximately \$200 for 30 participants—is borne by the school. It's quite inexpensive considering the positive benefits gained.

It is worth mentioning that the inmates are pleasantly surprised that the Correctional Service of Canada (CSC) pays/coordinates this opportunity for them. Consequently, the inmates become additionally motivated to make their best effort to communicate in positive and creative ways! This can be quite challenging to the first-time participant.

There is a strong emphasis on ensuring that the storybooks purchased are cross-culturally representative, accommodating the creed/spiritual beliefs of the offenders who participate. Some choose a Christian Christmas theme while there are also simple winter theme stories such as *Frosty the Snowman*. Ultimately, the storybooks purchased reflect the rich multicultural heritage at CBI—Muslim and Chinese, for example. The stories are often translated by "Dad" to a language that the child can understand such as Portuguese, Vietnamese or Polish. The real challenge usually comes after the story is read, in that it is a 60-minute tape, but the story only takes 10 minutes to read. Dad can sing, share memories of Christmas past, or extend wishes for Christmas on the remainder of the tape.

The true meaning of Christmas—giving from the heart and the celebration of family—are understood and practiced here at the school thanks to the creative spirit of the teachers and support from the administration at Collins Bay Institution. ♦

Given that the holidays are an exceptionally difficult time for inmates, the school attempts to ease loneliness by promoting pro-social activities and assisting the offenders to build closer relationships with their children.

Working Against Discrimination

By Bill Rankin, Communications Officer,
Communications and Consultation Sector

Larraine Kaminsky, South Africa native and facilitator at the most recent Ontario Regional Racial Harmony Committee (RRHC) meeting, proposed a challenge for participants: to find ways to promote more acceptance of minorities in the community and the workplace.

She encouraged members of minority groups to help themselves by being proactive in their stance against discrimination and by seeking out understanding people that can provide support.

One of the attendees, Don Chigede, Correctional Program Officer, Bath Institution, commented, "We need more people in government who believe in diversity, who don't fear change. People need to understand that diversity is strength, it's a powerhouse, it will make the workforce grow and improve."

All participants, including Bath Institution union representatives, agreed about the importance of embracing rather than fearing each others' differences. Each felt that training in cross-cultural issues was a good way to empower employees and promote a healthy and vibrant workforce. ♦

25 Years of Community Service

By Monty Bourke, District Director, Eastern and Northern District Parole

Recently, Edmison House, a community residential facility in Peterborough, Ontario, celebrated a quarter century of service. Member of Parliament (MP) Peter Adams was on hand to present a congratulatory certificate to the facility's Executive Director Darrell Rowe and Correctional Service of Canada (CSC) Area Director Deb Chase. ♦



Left to right: Executive Director Darrell Rowe, Treasurer Roy Oiyie, CSC Area Director Deb Chase, Edmison House Vice-president Natalie Garnett, President Oliver Doyle and MP Peter Adams

Best in the Business Award

By Troy Demers, Operational Planning
Analyst, National Headquarters

The American Correctional Association (ACA) has awarded 15 winners in North America with its Best in the Business Award for this year. From thousands of nominations one Canadian recipient was selected—the Kingston Penitentiary Correctional Officers' Children's Fund. The nomination was made by Tracy Fenton from the Staff College and specifically names employees Mike Greenham, James Feeney, Germain Gagnard and Matt Smith.

The ACA June 2003 magazine will publish a Canadian feature article on the award and its recipients. Mike, James, Germain and Matt gave credit to all the staff at Kingston Penitentiary for making this fund successful. Good work everyone!

While there have been Canadian recipients of this award in the past, this is one of the rare occasions when front-line staff have been formally recognized—for the efforts of all KP staff but especially Mike, James, Germain and Matt, who pulled it all together. ♦

2002 Steward of the Year Award

By Bill Rankin, Communications Officer, Communications and Consultation Sector

Joele Stieb, a registered nurse in the Mental Health Unit at Saskatchewan Penitentiary in Prince Albert is the winner of the 2002 Steward of the Year award for the Professional Institute of the Public Service of Canada (PIPSC). Stieb was nominated for the honour by colleague and fellow steward Kern Tourney who commented, "Joele looks after every interest of PIPSC members in her workplace. She clearly goes beyond what is expected of a steward... spending much of her energy and free time organizing meetings and activities for the betterment of its membership."

The young nurse first started her career with the Correctional Service of Canada as a student and became a full-time employee in 1999.

"I was quite surprised that I was even nominated and more so when I won," she said. "I find it rewarding to help employees and work with management." ♦



Joele Stieb receives her award from Prairie/NWT Director Jag Trana

Volunteer of the Year 2002

By Kim Ezzard, A/Social Programs Officer, Rockwood Institution, Ben Girard AWMS, Rockwood Institution, and Pam Gardiner AWMS, Stony Mountain Institution

Gregory Chan is known to most as a the soft spoken, courteous, and energetic Chief of Engineering. He carries his responsibilities between the two institutions, Stony Mountain and Rockwood, like a man on a mission. He is an employee who clearly loves his job but his dedication is not exclusive to his professional work.

Greg Chan is a certified coach in many sports. He coaches the Rockwood Institution Badminton Club, spending countless hours after regular working hours with both offenders and staff. He promotes fair play, respect, and is patient and positive with all of his athletes.

During 2002, Greg took on an additional role at Rockwood Institution. He started coaching the volleyball team that plays in the Winnipeg Men's Volleyball League. Greg jumped in with both feet and prepared himself by completing a technical volleyball course. The result—a first place ranking at season's end and overall champions of Tier 9.

While his volunteer work with offenders at Rockwood Institution cannot be measured in terms of numbers, the positive effects on reintegration are enormous. Every offender who has spent time with Greg has learned immeasurable amounts from him both on and off the court. Kim Ezzard, Social Programs Officer at Rockwood Institution comments, "I have personally seen the amount of time and support Greg gives to the offenders. If they are willing



Left to right: Gurmail Singh, inmate; Kim Ezzard, COII; Cam Friesen, inmate; Greg Chan, Chief Engineer

and serious about learning, Greg will give them all he has. He has such a special way with offenders, helping them on the volleyball or badminton court or teaching them to better their lives."

"I have seen Greg repair old rackets so he can get players interested in the sport when funds are lacking. He teaches them to believe in themselves and learn from their past mistakes. It is unbelievable to watch the changes in the offenders once they befriend Greg. He never ceases to amaze everyone who knows him. He is so energetic and caring that you cannot help but smile when you see him."

Greg does not restrict himself to the institutions. He also lends his time to coaching the Table Tennis Developmental/Provincial

Hopeful Team, the MBCI Badminton team and Athletes in Action Basketball. Where does this guy find all the time?

One organization that has been very aware of Greg's marvelous story is Coaching Manitoba. In June 2002, Greg was selected as Coach of the Month for the entire province—a tremendous and well-deserved honour.

Everyone from Stony Mountain and Rockwood Institution, employees and offenders alike, are truly proud of their ever-smiling chief engineer and congratulate him on his achievements and contributions. We hope he continues to promote sports participation for many years to come.

So what does Greg say about all this fame? "Hey, I'm off to Disneyland!" ♦

Leadership Award for Employment Equity

By Dolores Nicholson, Regional Employee Programs, Prairie Region

Doug Spiers, Recruitment Officer, was awarded the 2002 Michelle C. Comeau Human Resources Leadership Award in November 2002 for his achievements in leadership and excellence. Mr. Spiers was recognized for his commitment to the ideals of employment equity, particularly for his efforts in the recruitment of Aboriginal staff in the Prairie Region.

Congratulations, Doug! ♦



Doug Spiers receives his award from Joanne Toews, Assistant Deputy Minister, Human Resources Branch, Human Resources Development Canada

Offenders Make "Paw"—sitive Contribution

By Kendall Kerr, Parole Officer, Prince Albert Area Parole

Ready. Set. Mush!

Dog sled races in Prince Albert attract competitors from across Canada and the United States. Often recognized as the sled dog capital of Canada, the city hosts the Northern Lights Canadian Challenge sled dog race for the Cameco Cup. Held each February, it's the longest sled dog race in Canada, covering a total distance of 535 kilometres from Prince Albert to La Ronge and back.

Such events require the support of hundreds of volunteers if they are to succeed. For two years running, the ranks of volunteers have included federal offenders on conditional release—the residents at the Métis Addiction Council Saskatchewan Incorporated Community Residential Facility.

Prior to the start of the race, each dog must undergo a mandatory veterinary checkup. The "mushers" come from across Canada and the United

States, usually accompanied by only one handler. Any extra assistance is greatly appreciated. Once again this year, the offenders assisted with the veterinary checkup—leading the dogs to and from their truck-mounted kennels, holding dogs during the checkup, maintaining building security so that dogs could not escape, and marking any non-racing dogs with a crayon. At the end of the event the offenders assisted by cleaning and disinfecting the building used for the check-up.

As the veterinary checkup is one of the more demanding jobs associated with the event, the race committee greatly appreciates the time offered by offenders. The process runs in a timely and orderly manner thanks to their assistance.

Regardless of the work involved, the offenders enjoy the opportunity to visit with both dogs and mushers. ♦



Front row, left to right: Wayne Caplette, Mervyn Klyne, Shawn McKay
Rear: Jacob Bird

Fairy Tales Do Come True

By Gary Caton, Offender Management System Co-ordinator, Bowden Institution

In the fall of 2002, during a shift in Unit 4 at Bowden Institution, one of the CXIIs, Dan Boyd, commented to a couple of his co-workers that his daughter, Krystene, was soon off to Disneyland to take part in a dance competition, accompanied by her mother, Heather. Naturally, his co-workers asked if he was going with them. Dan had numerous reasons why he couldn't go. "Someone has to look after the other four children... this was not going to be a cheap trip..." In short, Dan felt that he was needed at home.

That seemed to end the conversation, but once Dan's co-workers, Doug Thompson and Mike Frank, were alone the wheels started turning. Both of them felt quite badly that Dan would not be going and they decided to do something about it. They knew that Dan would not accept a loan or charity so

they had to come up with some way to get him to Disneyland without an argument. There was one small catch: they didn't want Dan to know what they were up to.



Mouseketeer Dan Boyd

Nearly all the other employees at the institution heard about the situation, but Doug and Mike's plan of simply approaching staff members and asking for money didn't work. So one of the guys came up with a new approach. Dan is known as a "do-gooder." He has, for many years, played a leadership role in Critical Incident Stress Management (CISM); he is committed to his church and his community; he is not only staff-minded, he is also community-minded; an all around good guy. So, "Let's get that do-gooder out of here!" became the cry. It had a ring to it and the dollars started to roll in. Once they were told they were helping to get rid of Dan for a while—he was just too good to have around—the staff lined up to throw in their contributions.

In an environment that is constantly filled with gossip with a capital G, Dan continued working his shifts. All this time his co-workers kept their mouths shut and their wallets and hearts open.

On the day of the departure for Disneyland, Dan did his fatherly duty and helped load the car for the trip to the Calgary airport, joking about the amount of luggage his daughter Krystene was carrying. Krystene kept quiet, knowing that she would get the last and biggest laugh.

Upon arrival at the airport, Dan accompanied the travelers to the ticket counter. When the clerk asked how many people were traveling, Dan's wife, Heather, replied, "Three." Dan corrected her by insisting on only two. Heather was adamant, that three were traveling and Dan, equally adamant, insisted there were only two. The clerk produced three tickets.

It was then that they finally told Dan what was happening. Heather had packed Dan's bags. More than \$1200 had been raised to send Dan along with them! Dan was literally speechless!

Dan, Heather and Krystene basked under the California sun in Disneyland while the Bowden staff were basking in an anti-Chinook. Everyone awaited Dan's return.

Good work Doug and Mike!

Doug and Mike send thanks to all that contributed!

Good things come to good people! ♦

Dan is known as a "do-gooder." He has, for many years, played a leadership role in Critical Incident Stress Management (CISM); he is committed to his church and his community; he is not only staff-minded, he is also community-minded; an all around good guy.



Dan's destination

Stony Mountain Celebrates 125th Anniversary

*By Gaylene Romero, Correctional Officer,
Stony Mountain Institution*

In the fall of 2002, Stony Mountain Institution (SMI) celebrated its 125th anniversary as a federal institution. Once known as the Stone Fort, SMI is one of the oldest correctional facilities in the country. Construction of the first site dates back to the Red River Rebellion. It has held such famous occupants as Chiefs Poundmaker and Big Bear. Built in 1876, only a small portion of the original building is left today.



Illustrator Frank Kazmerowich and Pam Gardiner, A/Assistant Warden, Management Services, in front of the commemorative poster

Events marking the anniversary included a trivia contest, raffles, sporting activities and a display of historical photographs and documents. Staff, alumni, community parole and correctional affiliates were invited to a special luncheon that included an anniversary birthday cake.

All staff were presented with a commemorative pins, fashioned to symbolize new challenges and opportunities. A poster was created promoting interesting facts and folklore.

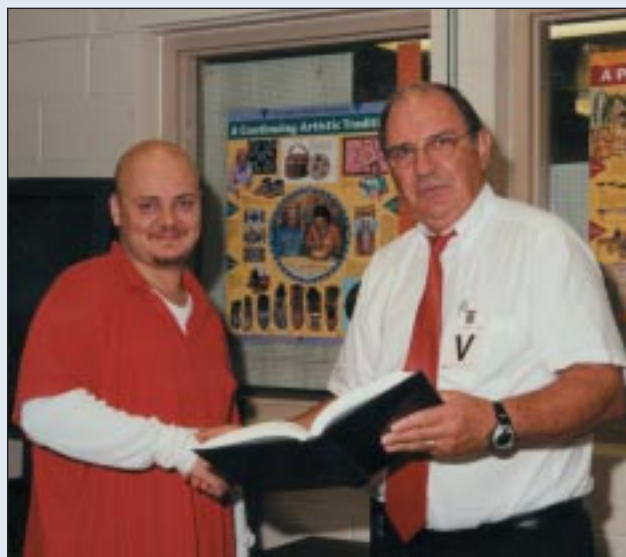
The anniversary was co-ordinated through a dedicated anniversary committee that spent months organizing and planning for the special occasion. ♦

Icelandic Consulate Donates to Stony Mountain Institution

By Gaylene Romero, Correctional Officer, Stony Mountain Institution

Thanks go to the Icelandic Consulate for their donation of books to the Stony Mountain Institution (SMI) library. Known as “sagas,” the books tell of the discovery and settlement of the country of Iceland.

The five-volume set was presented by Ambassador Eidur Gudnason at a ceremony held in the institutional school to an audience of students, teachers and program officers. Following the presentation a lengthy question period was held. Students showed interest in not only historical events of Iceland but of present political circumstances.



Student Jason Kirton (left) accepts the gift of a special book from Eidur Gudnason, Consul General for Iceland

The donation was a millennium project with distribution to schools and libraries across Canada. SMI was the only federal correctional facility to become a beneficiary. With approximately 100,000 people of Icelandic descent residing in the province, Manitoba has the largest population of Icelandic settlers outside of the homeland.

Through their gift of the volumes, the Consulate wishes to pass on the rich heritage treasured by this northern island nation. As quoted in the volumes, “in the sagas we find classical human wisdom and breadth of mind that are relevant to all people at all times.” ♦

Russia/Rotary Club Exchange

By Jane Harrison, Parole Officer, Victoria Parole

In August of last year I submitted an application for the Group Study Exchange (GSE) program with my local Rotary Club. The GSE program is a unique cultural and vocational exchange opportunity that provides travel grants for selected teams to exchange visits between paired areas in various countries. While on the exchange, team members study the host country's institutions and ways of life, observe their own vocations as practiced abroad, develop personal and professional relationships and exchange ideas.

I was somewhat astounded and excited to be one of the team members chosen for the District's exchange to the far east of Russia. To make it even better, the team leader was Judy Byron, a programs officer with the Correctional Service of Canada (CSC) and a co-worker of mine at Victoria Parole.

After months of planning, organizing and team building, the team left Victoria in May. The 30 days that followed can only be described as the most amazing of adventures. Arriving in Vladivostok, we boarded the Trans-Siberian Railway for a 36-hour journey to our first host city, Blagoveshensk, located on a river border with China. The city provided one of the vocational highlights of the trip as Judy and I were invited by local officials to visit a prison in the area.

After a preliminary interview we were escorted in an official vehicle to the maximum-security prison located an hour's drive outside the city. As the first international visitors to the prison, we were made very welcome by the colonel in charge and treated to a tour of the facility. And we could take all the photos we wanted!

The prison houses 1200 inmates, 180 men to a unit. It is almost completely self-sufficient—inmates work in the fields, greenhouses, barns, machine shops, wood mill, flour mill, carpentry shop, bakery, shoe shop, laundry and kitchens. The colonel was unable to provide us with the dollar value per year per inmate, however he did say that it cost 19 roubles (about 50 cents) per day to feed a man in the prison. The living conditions were somewhat rudimentary, but we were actually surprised at how comfortable things were.

The men sleep in huge dormitories and eat in a common dining room—one per unit. As we walked through with our escorts, there appeared to be some sort of ongoing interaction

between staff and inmates that we had not expected. We even witnessed a wedding in the conjugal visiting area! Perhaps the most hopeful sign we saw was the construction of a prison chapel. Built and paid for by the inmates, it was a testimony to the human spirit and changing times in Russia.

Leaving Blagoveshensk, we started our return journey, stopping to visit in Khabarovsk

for six days and then on to Vladivostok. In Vladivostok, the Rotary Club had organized a very full day of vocational activities, two of which centred on the community side of corrections. At the Far Eastern National University we visited a professor who is attempting to start up a school of human behaviour specializing in criminology. Even though she did not speak English (and our Russian had not im-

proved much), we had a wonderful conversation. We had a very competent translator for this visit, but much of what was being said seemed to be understood before the translation was even complete. Such a meeting of minds! Professor Romanova was very interested in starting an exchange/ mentoring program with CSC or a university criminology department in Canada.

In the evening, Judy and I were driven across town to what our itinerary mysteriously referred to as a "meeting of the centre of psychological protection of the people." We were escorted into a boardroom of about ten people and introduced as psychologists from



Left to right: Judy Byron, colonel in charge of prison, Jane Harrison



View of the prison from the outside wall. The chapel is on the left and the living units are on the right.

Canada! After clearing up our mistaken identities we entered into an interesting and invigorating discussion.

The group was made up of psychologists whose goal was to develop programs for marginalized populations in the community. One of their target groups is newly released offenders. Their experience in this area is minimal and they were grateful for any information we could provide. This group was not interested in policies or theories, they simply wanted to know how to talk to offenders, how to evaluate behaviour, what services to provide. For example, one of the women was attempting to start a group similar to Alcoholics Anonymous. Once again, they were very interested in arranging a visiting staff/mentor program.

During our four-week stay we also toured orphanages and hospitals, attended cultural events, spoke at universities and interacted on a daily basis with our host families. We spent one day at a First Nations village and even attended a high school graduation ceremony. I drank enough vodka to last me a lifetime and there was never a shortage of food.

To say that the GSE Team experienced culture shock upon our return home

would be an understatement. I walked around in a daze for weeks. When people asked: "How was your trip", I would say: "It was great." But I am still not certain what that means. It was a great adventure, a great challenge, a great deal of fun, a great team, and a great program. The trip also required a great deal of patience and humour. The rewards were enormous and I am still reflecting on the entire experience.

The Group Study Exchange program is designed for young professionals age 25-40. If you have any interest in the GSE program, or other international opportunities, I encourage you to contact your local Rotary Club. The philosophy of the GSE program does not allow its participants to act in any professional capacity while abroad. That said, the opportunities for both professional and personal growth are tremendous. I was fortunate to receive strong support from the Community Corrections Management Committee (Pacific) for my participation. Local management and my co-workers certainly made the trip possible by covering my caseload while I was off gallivanting about the Russian Taiga. It was a remarkable journey. ♦



The front gate of the prison

Miss a Meal for a Good Cause

By the staff at Mountain Institution

Last August, a Mountain Institution correctional officer lost her life to cancer. During her last weeks, the hospital placed her in a \$7,000 "air bed" that provided her with more comfort and eased her pain. In her memory, the staff of Mountain Institution are rallying together to raise funds to purchase an air bed for the hospital so that other patients can enjoy the same kind of comfort. Staff has been sponsoring draws and supporting a weekly "Jean's Day" to raise funds.



Angus was joined near the end of his run by Brandy Kraft, File Project Assistant, Pacific Women's Institution

On Wednesday March 26th, our protestant chaplain, Angus Haggarty, came up with a very personal way to raise money for the memorial fund. Angus ran from the community of Mission to Mountain Institution—a distance of 37 kilometres! Angus challenged all staff members to "Miss a Meal" and to donate the cash to this event that they would normally spend on a meal. Mountain staff members, in support of Angus' run, pledged approximately \$1,000.

This was a tremendous show of support for a very worthwhile cause and a very special man who cared enough to make a big personal donation. ♦

A Chilly Challenge

By Dianne Brown, Commissioning Warden, Pacific Women's Institution

This photo shows my daughter Moya and I waiting for the start of the "Last Marathon," organized by a Boston-based company that stages running events around the world. We were at the Russian research station, Bellingshausen, on King George Island, just off the coast of mainland Antarctica, March 2, 0850 hours. We were transported from our ship on a Zodiac rubber raft, executed a wet landing, and tried to keep warm in -7C with a stiff wind blowing.

We prepared for this race/adventure-of-a-lifetime by training in Toronto in December and January so that we would be ready for the sub-zero temperatures and uneven terrain. We flew Toronto—Miami—Brazil—Argentina and finally boarded an expedition ship crewed by Russian seamen and officers that landed us on King George Island.

The race started at 0900 hours. The first 10 kilometres of the course took us from Bellingshausen over many steep but short climbs to the Uruguay base, Artigas, along a rocky beach to the Collins Glacier. We climbed a kilometre up the glacier in 20-25 cm of snow, back down and retraced our steps to Bellingshausen. The next 11 kilometres took us to the Chilean base along a steep, up and down trail to the Chinese base that is the turnaround point. Then we returned to Bellingshausen to complete the half-marathon distance of 21 kilometres.



Left to right: Dianne Brown, Moya Brown, and Antarctic Expedition Leader Andrew Prossina

The full marathoners continued and repeated the entire course of 42 kilometres. I completed the half marathon and placed first for women in my age group, third woman overall. Moya completed the full and placed second in her age group, sixth woman overall.

The course was the most challenging that either of us has ever attempted. However, it was scenic and we had fun dodging a penguin here and there and raising our arms to ward off

the skuas—a species of extremely territorial, dive-bombing birds.

Besides the run, we spent several days exploring Antarctica by Zodiac, kayak and on foot. The marine life is abundant—humpback and Minke whales, many varieties of seals and penguins and other bird life. The scenery is spectacular and most areas remain untouched by humans. All in all, a life-changing experience! ♦



Brotherhood Donates Drum

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

The Thundercloud Warriors of the Mission Native Brotherhood handcrafted a large drum for donation to the Aboriginal Front Door Society, a community centre in Vancouver. Native Liaison Officer Orla Petersen delivered it in person to the centre where it will be used in future Native ceremonies. ♦

Left to right: Matt Cardinal, Chief Don Falkner, Leroy Sellers, and Native Liaison Officer Orla Petersen