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American Prisons — How They Function

Back from his tour of the Southern U.S. prison system in November, Commissioner **Donald Yeomans** had some interesting notes for *Let's Talk* on how the American system works in relation to the Correctional Service of Canada.



Commissioner Donald Yeomans

U.S. Bureau of Prisons

- Every Monday morning, Norman Carlson, Director of the U.S. Federal Bureau of Prisons, holds a staff meeting with 30 senior officials: no agenda, very unstructured. A telex is then sent to all wardens giving them the highlights.

- The Bureau is not going to build any more towers or new institutions: it will rely on electronic security and perimeter patrols.

- Carlson has merged the functions of the Deputy Director of Security with the Deputy Director of Programs under a single director to eliminate conflict between security and programs.

- Building solar heat collectors for government facilities is a current hot industry item we should investigate.

- The Bureau has decided it will not build institutions over 500 inmates and living units will consist of 60 inmates, but the unit manager would manage two living units.

Video Cameras Protect Staff

Butner Institution, North Carolina

- An extremely modern institution for 420 inmates with a staff of 211 of great interest to our Service: no towers; no armed posts anywhere inside or outside the institution; one armed vehicle patrol required to move at 15 miles per hour on days; two perimeter patrols at night.

- Lexan windows and no bars on any cell; windows cannot be opened, institution fully air conditioned.

- No traditional cell doors, all heavy wooden hotel-type doors; each inmate carries his own key; staff have master key for entry and can lock inmates in at night.

- Minimum, medium, and psychiatric inmates living in separate living units but mixed in shops and programs.

- Community release inmates, strip searched on return each day and urine analysis done on fifty per cent of the returnees each day.

- Inmates employed extensively doing clerical work throughout the institution.

- Portable video equipment is used when it appears force may be used on an inmate. The forced removal of an inmate from a cell is recorded on video tape and held as future evidence to protect officers

from claims of inhuman treatment. A by-product is that once the inmate sees the video camera, he is inclined to react less violently.

Kirkland Correctional Institution, Columbia, South Carolina

- Portable towers — where towers would normally be placed outside the perimeter fence, a 15' high mound had been built with a carport-type structure where a vehicle can be parked. The vehicle is the tower. Each vehicle is assigned a specific set of perimeter zones in case of a break attempt. There are no moving patrols.

Atlanta Staff Training Centre

- U.S. employees receive three weeks' introductory training given during the first four months of service. Training is required (including one week of firearms and self-defence) for all employees including professionals — something we should consider.

- The Centre trains 1,000 students a year with a staff of 11.

- All employees get a six and a half day advance training every three years on a three year cycle, including weapons refresher training.

Staff Reorganization Announced

To increase efficiency in the Correctional Service and provide strong leadership in the challenging year ahead, Commissioner **Donald R. Yeomans** has announced a slate of new staff assignments at headquarters and in the regions. Effective January 2, the following report directly to the Commissioner himself: Senior Deputy Commissioner: **William Westlake**; Deputy Commissioner, Policy and Planning: **J.K. Siu**; Deputy Commissioner Communications: **John Braithwaite**; Inspector General: **A.F. Wrenshall**; Executive Secretary: **André Charette**; five Regional Directors General: **Jack Bennett**, Atlantic; **Michel Lecorre**, Quebec; **Arthur Trono**, Ontario; **Jim Phelps**, Prairies; and **James Murphy**, Pacific.

Reporting to Senior Deputy Commissioner Westlake are: Deputy Commissioner Offender Programs: **Lloyd Pisapio**; Deputy Commissioner Security: **Robert Diguier**; Director General Inmate Employment: **Brian Geraghty**; Director General Medical Services: **Dr. Dan Craigen**; Director General Personnel: **Robert Dowdell**; Director General Finance: **Martin Rossignol**; Director General Technical Services: **Rod Neame**.

Other staff changes at headquarters include:

INSPECTOR GENERAL BRANCH: **Owen Fonseca**: Chief, Management Review; **Gilles Pépin**: Chief, Management Review; **Roy Surette**: Senior Analyst; **Stan MacDonald**: Senior Analyst; **F.W. Baril**: Senior Analyst.

POLICY AND PLANNING BRANCH:

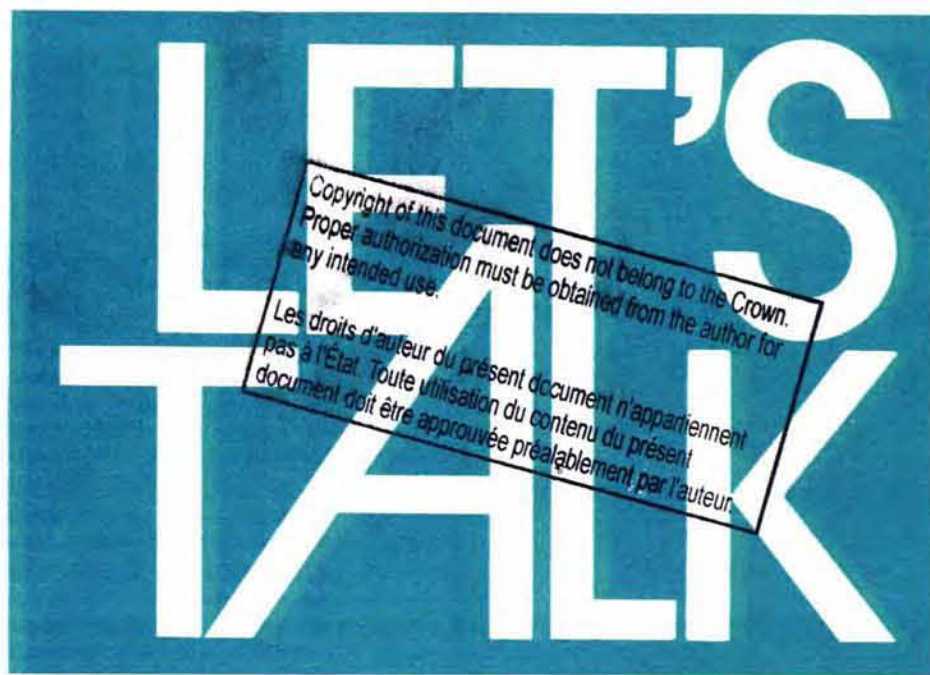


New job for Bill Westlake: Senior Deputy Commissioner

Dragan Cernetic: Permanent Cost Rationalization Team; **Mike Nolan**: Director, Policy; **Doug Dawe**: Director, Accommodation and Planning; **Maurice Dion**: Management Engineering.

OFFENDER PROGRAMS BRANCH: **Gordon Pinder**: Director, Case Management; **Sheila Henricksen**: Director, Community and Social Programs; **Dr. J. Attack**: Director, Planning and Analysis; **Dr. Jean Garneau**: Director, Inmate Affairs.

SECURITY BRANCH: **Ben Martin**: Director, Privacy and Information; **R.M. Clark**: Director, Operational Security; **J.J. McDougall**: Chief, Security Policy, Planning and Special Projects. ▶



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Let's Talk is a tabloid for staff of the Correctional Service of Canada, published twice a month by the Communications Branch, 340 Laurier Avenue West, Ottawa, Ontario K1A 0P9, tel: 593-7501. Send your contributions to your Regional Public Affairs Administrator, and in Ottawa to the editor, Helen Gooderham.

Housepainting — Great PR

A housepainting team was organized in Cowansville Medium Security Institution, Quebec last July to make group outings more useful to the community. In nearby Granby there is a lot of low-rental housing due for repainting, but money to pay for the labor was not available. So, inmates at Cowansville Institution were contacted.

On a volunteer basis, inmates painted the homes of senior citizens and the handicapped as well as the corridors in all the Institution buildings. Five to seven inmates went out each day under escort while three residential unit officers, **Claude Mongeau**, **Pierre Larose** and **Germain Fortin** took turns accompanying the inmates — and also put their hand to the brush.

Régis Charron, Director of the units, told *Let's Talk* the aims of the project were to provide a service to the community as well as assisting the inmates' re-entry into society. In all, 10 inmates have taken part in

the project. In the course of the job, some were granted parole, and one gave up. "The problem," Charron said, "is to find inmates who want to work on a volunteer basis for a protracted period — the same difficulty exists in society." Charron stressed there had been close co-operation between the Granby Parole Office and **Jean-Paul Gilbert**, the Regional Parole Board chairman. "The granting of day parole had to be speeded up and this was most willingly done."

All in all, the experience has been profitable to many people, since without the inmates' work the low-rental housing units would not have been repainted. And inmates have had the chance to improve their image in a community that two years ago had shown a marked antipathy toward them. By their decision to be of service to the community, Cowansville inmates and staff brought about improved public relations without fuss or fanfare.



Painting a new public relations image . . .

Female Staff Say Correctional Service is a Life Term With No Promotions

Opportunities for development and promotion of female staff in the justice system are so restricted some of them feel they're serving life terms along with the inmates, according to members of the Association of Women in the Justice System in British Columbia (AWJSBC).

At the Society's second annual conference held Nov. 8 to 10 in Vancouver, about 140 representatives from federal, provincial and private agencies met to discuss issues of concern to women employed in the criminal justice system.

Women are concentrated in low status, low paying direct service jobs, said National Parole Service officer **Jean McMurdo**, spokesperson for the AWJSBC. "Lack of promotions affects staff morale, performance and motivation which shows up in absenteeism and high turnover rates."

She pointed out 76 per cent of women in correctional institutions have never been

promoted and in parole services, 70 per cent of women have never been promoted, compared to 36 per cent of the men. **McMurdo** called for better training programs for women in federal, provincial and private agencies.

Other recommendations before the meeting were:

- Pay scales related to duties and responsibilities;
- Promotions to be encouraged from within institutions;
- Career counselling and upgraded job assessment procedures to be implemented;
- Transfers and exchange programs to be allowed between federal, provincial and private agencies, together with transfer of seniority and benefits.

"The conference exceeded our expectations in terms of the enthusiasm and interest of the participants," said **Betty-Lou Edwards**, Regional Manager of Case Supervision, National Parole Board.

"Our Service Ranks Extremely Well"

Tour of Southern U.S. Prisons

In November, **Donald Yeomans**, Commissioner of Corrections; **John Braithwaite**, Deputy Commissioner, Communications and **Hank Neufeld**, Director, Millhaven Institution, Ontario, embarked on a break-neck tour of the Southeastern states and Texas to obtain an appreciation of developments on the American correctional scene. John Braithwaite sent this report to *Let's Talk*:

"Our overall impression was that CSC has all the manpower and resources needed to do the job but we can benefit from observing practices and programs in other systems. CSC need not be apologetic: it would rank extremely well on a comparative basis with our American colleagues."

Women in Corrections

Several of the institutions visited, including a maximum security institution, had female correctional officers. At **Butner Correctional Institution**, North Carolina, there were seven females on the correctional staff, two of whom were lieutenants capable of commanding a total shift. In South Carolina, a woman was warden of a maximum security institution, leaving it this year to become Deputy Director, Corrections in Arizona. **William Leeke**, Director of Corrections, South Carolina said she was, in his opinion, "the best damn warden we had in a maximum security institution."

Georgia

Georgia has established 10 Restitution



John Braithwaite

and Diversion Centres to deal with inmates who would normally not receive probation but who, after being recommended by probation staff, are assigned by the judge to a Restitution and Diversion Centre. Similar to our work release centres, they have, at present, 1,000 offenders in such facilities. Each offender pays \$4 per day rent and must contribute a minimum of five hours a week to "symbolic restitution" — community service projects.

The American Correctional system has three Staff Training Centres, and all staff must complete three weeks basic staff training upon entry into the system — this includes professional as well as correctional.

Texas: Staff-Inmate Ratio 1-9

Texas is dramatic in every way. There are 24,000 inmates and the staff-inmate ratio is 1-9. There is no union and no ensured tenure for staff. Only one out of ten inmates get parole on their first application and there is a growing business for lawyers to represent Texas inmates at parole hearings. One former legal counsel for the Texas department, whose father was an ex-offender insists on \$500 for an initial appraisal interview and \$5 000 for a complete parole representation.

The Texas system is highly centralized and the Director of Corrections said, "We want our wardens to be with their people, even though some institutions have 2,000

inmates. The paper pushing will be done at Headquarters by the roadrunners" — a term he uses to describe his headquarters staff.

There is no contact visiting and all inmates are expected to work at jobs similar to what one would expect to find in the community. For example: — renovating 80 fire trucks for the city of Houston. Payment is the cost of the materials plus 54%.

Education is mandatory for everyone considered to fall below Grade V level of competence. The major incentive is remission, not pay, and remission can be as much as double time — credit of two days for each day served.

Inmates Sue Texas System

Nevertheless, the Texas system is under a class action suit before the Federal Court, originally filed in 1972. According to the Director of Corrections, the case touches on virtually every aspect of the operation. "We live in a land which provides for trial and error and, if error is made, it will be reviewed in an appeal process," he said recalling the words of Abraham Lincoln, "If I were to try to read, much less answer, all the attacks made on me, this shop might as well be closed. I do the best I can and I mean to keep doing so until the end. If the end brings me out all right what is said against me won't amount to anything and, if the end brings me out wrong, ten angels swearing I was right would make no difference."

Texas also has an annual prison rodeo

which, like everything else, is big, big, big, operating this year in a 25,000-seat stadium and including well-known country and western entertainers. The inmate contestants received no special incentive except in the "Hard Money Contest," where they must retrieve a sack from the horns of a mean and stomping bull. The sack contains a sum of money which the successful retriever may keep. Sometimes the announcer encouraged a fallen rider with the comment: 'Don't worry about this ride, you have 99 years and you'll get another chance.' This year's rodeo netted between 1/4 to 1/3 of a million dollars for the Service, which is designated for inmate welfare projects."

FRANK EUSTACE, PAUL MAURICE MEMORIAL FUND

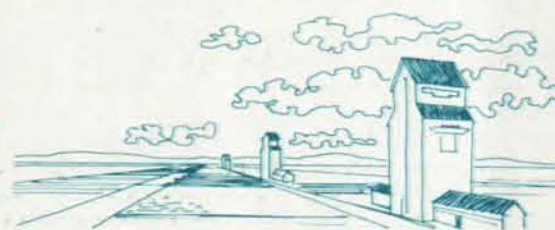
Welcomes Your Donations

Correctional Service of Canada staff across the five regions would like to send their sympathy — and help — to Mrs. Eustace and Mrs. Maurice and their children. A memorial fund has been set up by the Collins Bay Institution, Ontario, Local 38 to assist the families of the two men killed November 26 at Collins Bay by an inmate who suddenly went berserk. **Frank Eustace**, a Correctional Officer and vice president of Local 38, leaves his wife, Joyce, and three daughters, Cathie, 11, Connie, 15 and Monica, 16. **Paul Maurice** was a Food Services Officer and is survived by his wife, Therese and daughter Sandra, 12.

Donations can be sent to:
Frank Eustace and Paul Maurice Memorial Fund
c/o Montreal Trust Company
165 Wellington Street
Kingston, Ontario, K7L 3E3

When all donations are in, legal advice will be consulted and a trust fund set for the two families.

Prairie Notebook



Prairie Region Shooting Stars Shine at Bowden Institution, Alberta

This is the first time in the history of the Regional Shoot that all winners came from one province — Manitoba. **Jim Bartsch**, LU-1 — Stony Mountain Institution. Uniformed Revolver Class. Also won the National Shoot for his class at Abbotsford, B.C. in September. **Ralph Hordyski**, CX-2, Stony Mountain Institution. Uniformed Revolver Class. Placed fourth in the National Shoot. **Larry Lundgren**, CX-4, Uniformed Rifle Class. Stony Mountain Institution. Placed second in the National Shoot. **Virgil Smith**, Assistant Farm Manager, Rockwood Farm Institution. Non-Uniformed Rifle Class, placed second in the National Shoot. The third-time national winner for revolver, he then switched over to rifle.

PADDLES, SADDLES AND SNEAKERS



RPC's finest (left to right): **Lee Spencer**, Hospital Administrator; **Rick Weiman**, **Glen Raynor**, **Dr. Stephen Wormith**, Director of Research.

Regional Psychiatric Centre staff in Saskatoon got it together with an all out effort in the Annual Louis Riel Race last summer. The race requires eight competitors in superb shape, (at least one must be female), a four-man canoe, a 50-pound woodsman's pack, a horse and saddle — and lots of muscle. This didn't phase the RPC. After a few weeks of practicing, testing and eliminating, **Rick Weiman**, CX-2, happily undertook selection of a team and came up with a capable RPC representation.

The race is divided into five grueling phases. RPC canoeists **Lee Spencer**, Hospital Administrator; **Dr. Steve Wormith**, Director of Research; **Glen Raynor**, CX-4; and **Rick Weiman**, sprinted in their 4-man canoe to the canoe-landing, allowing their 50-lb. backpack runner, **Scott Mackie**, CX-2, to embark on the second phase: running 400 yards with his 50-lb weight. He

passed the baton to long-distance runner, **Brian Thompson**, CX-2, who passed it to **Gail Gordon**, CX-2. Ready on her horse, she galloped 500 yards handing the baton to **Daryl Traill**, CX-2, who ran to meet the four-man canoe team, which was off again on the long, tough final phase: paddling downstream once and upstream twice for 3/4 of a mile.

The RPC team placed 18th out of 30 entrants and for a first time effort certainly did well. Rick says, "Come next year's race, we'll be in it, and we'll be in the prizes." Participation in the race was suggested by **Dr. Alan Weston**, Director of the new Psychiatric Centre, and since "the turnout was fantastic," Dr. Weston can be very pleased with his new staff's keenness to participate (and win) next year!

Melva Armstrong

Staff Reorganization Announced

Staff changes in the five regions include:

ATLANTIC REGION: **Hank Sheehan**: Regional Manager, Security; **Claude Du-maine**: Regional Manager, Offender Programs.

QUEBEC REGION: **R.J. Bertrand**: Regional Executive Officer; **Luc Genest**: Regional Manager, Offender Programs; **Guy Marineau**: Regional Manager, Security.

ONTARIO REGION: **J.D. Clark**: Regional Executive Officer; **R.H. Duff**: Regional Manager, Security; **William**

Chitty: Regional Manager, Offender Programs.

PRAIRIE REGION: **Paul Oleniuk**: Regional Executive Officer; **Dave Rooney**: Acting Regional Manager, Security; **Ernie Noel**: Regional Manager, Offender Programs.

PACIFIC REGION: **D.R. McGregor**: Regional Executive Officer; **Dragan Cernetic**: Regional Manager, Security, seconded to National Headquarters for two years, Permanent Cost Rationalization Team; **Nick Caros**: Acting Regional Manager, Security; **Rolly Bishop**: Regional Manager, Offender Programs; **H.W. Watson**: Special Projects.



Unique Electronic Security System . . .

New Psychiatric Centre Opens in Saskatoon



Signing the agreement between the Government of Canada and the University of Saskatchewan: L-R, Dr. Dan Craigen, Director General, Medical Services, CCS; Dr. I.M. McDonald, Head, Dept. of Psychiatry, University of Saskatchewan; and Dr. R.W. Begg, President, University of Saskatchewan.

"This new Regional Psychiatric Centre in Saskatoon must surely be recognized as a product of one of the most unique partnerships in correctional history," **Donald R. Yeomans**, Commissioner of Corrections told his audience at the opening of the Centre November 14. "This progressive Psychiatric Centre was made possible through the combined initiatives of three sectors of Canadian society — the Government of Saskatchewan, the University of Saskatchewan and the Correctional Service of Canada. It is one of the most sophisticated psychiatric facilities in the world — the first to be designed and constructed in Canada exclusively for this purpose," he said.

The 106 bed, \$10 million Centre is hailed as unique because it is affiliated with a university. It occupies a 55-acre site on University of Saskatchewan property about 2 1/2 kilometres from the main campus. It is designed to provide professional psychiatric care in a secure hospital setting to inmates from federal institutions in the Prairie Region and provincial institutions in Saskatchewan who require specialized treatment.

"There is another reason why the opening of this Centre is such an auspicious event: Saskatchewan has long been a leader in North America in providing innovative health care and social service programs. So it is only fitting that this new Centre be located in the province which pioneered community psychiatry," said the Commissioner.

The Centre will provide a rich learning environment to improve the standard of psychiatric services for mentally ill offenders. It will also act as a research centre where the dynamics of crime, its causation, treatment, rehabilitation and prevention, can be studied. These studies will provide important training and educational opportunities for all CCS staff as well as students of psychiatry, law, medicine, sociology and criminology," the Commissioner pointed out. Only acceptable treatment, which would be approved by psychiatric services in the community, will be given to patients. No experimental treat-

ment will be used. Consent to treatment will always be obtained, except in cases of life-threatening emergency.

More than just a hospital, the Centre is also a maximum security institution with stringent security to ensure maximum protection for the public. Security was one of the major concerns of area residents, who in the initial stages of the project, petitioned against the Centre. The Centre's security system, featuring an electronic microwave design that has never before been used in a correctional system in Canada, was imported from Britain where it is widely used in prisons.

The electronic system is supposed to be failure-proof. Electronic cables, interwoven throughout the double 5.2 metre chain-link fences, are supersensitive and set off a signal in the control room if touched. An offender trying to cut his way out of the Centre would be unaware the signal was sounding. The perimeter is surrounded by a double chain-link fence which is further supported by an electronic detection system. There are other static security control posts at strategic locations throughout the Centre which serve to control the movement of inmates.

Female Correctional Officers

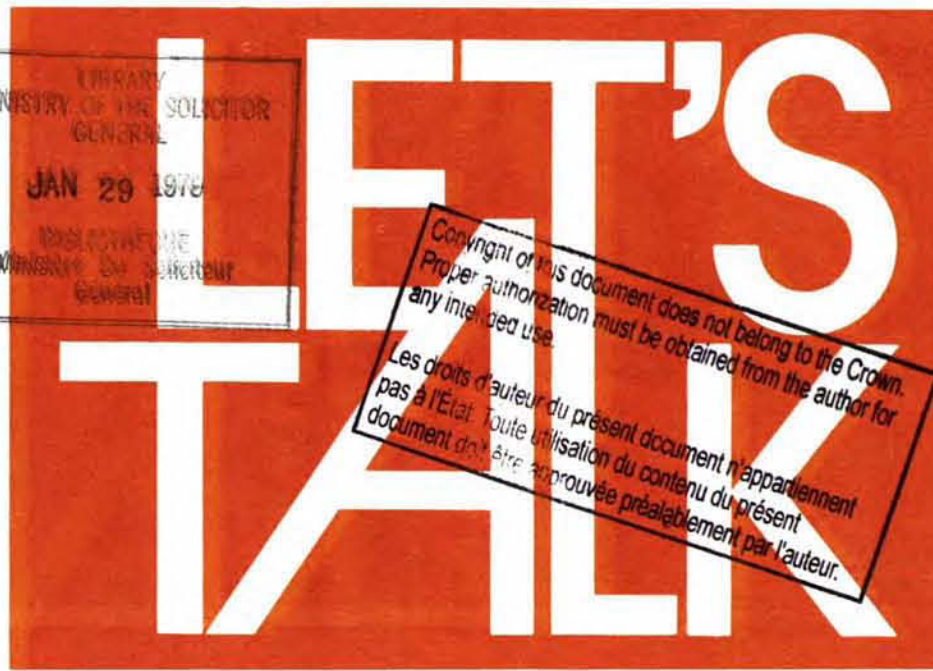
Regional Psychiatric Centre is also one of the first maximum security male institutions to employ female correctional officers.

Transfer of inmates from other institutions in the Prairies began in January but, according to Dr. A.W. Weston, the Centre's Medical Director, the process of filling the 106 beds will be slow initially. Mentally ill patients from Saskatchewan Penitentiary will be the first to arrive. The Centre will also admit patients referred under the Lieutenant-Governor's warrants — those found by the courts unfit to stand trial and not guilty by reason of insanity. It will also serve as an assessment centre for certain court referrals.



Dr. A.W. Weston

Director Alan Weston, brings an extensive and varied experience to his job. After receiving his diploma in psychiatry at the University of Manchester, England, and specializing in psychiatry in Central Africa, he became a Fellow of the Royal College of Psychiatry. He also acted as a joint consultant in forensic psychiatry for a maximum security prison and hospital in Yorkshire, England. Dr. Weston heads a staff of 200.



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Distinguished Service Recognized

During a special Senior Management Committee meeting in Montreal, Commissioner Donald R. Yeomans awarded decorations for bravery or meritorious service in a solemn ceremony to five staff members of Laval Maximum Security Institution. Last July 11 four inmates made an escape attempt, killing Correctional Officer **Guy Fournier** and wounding three other staff. Two secretaries, who alerted other Security staff about the escape, were cited for coolness and quick thinking. Four of the escaped inmates were later apprehended and one was killed.

Left to right are: **Gaston Langelier**, Assistant Director Security, decorated for bravery; **Mrs. Liette Brisebois** and **Mrs. Marcelle Benoit**, Commissioner's Citations; **Mrs. Guy Fournier**, accepted a decoration on behalf of her dead husband; and **Marc Drouin**, Correctional Officer, decorated for bravery.

In giving these awards for bravery and meritorious service the Commissioner emphasized for us all the difficulties and danger facing those whose job is to protect society.

Fewer than Expected

Update on Staff Cutbacks

In December the Commissioner sent a letter to all staff outlining the impact of the federal government's restraint program. To get an update on what has been done, *Let's Talk* spoke with **Doug McMillan**, acting Chairman of the Permanent Cost Rationalization Team (PCRT).

In the Correctional Service 391 permanent employees were affected by the cutbacks. By mid-January, close to 340 of these 391 permanent employees had been formally reassigned or offered other employment, leaving only 50 permanent employees subject to layoff. "The cutbacks are real," said McMillan, "but the term (temporary) employees were affected the most. Some terms will not be renewed. Attrition has also contributed. As a result we will be able to absorb most of our surplus permanent staff."

Monitoring the implementation of the cutbacks is just one part of a three-part mandate. The PCRT is also responsible for identifying areas in the Correctional Service which should be studied to streamline and improve them. However, McMillan emphasized "the objective is not to impose further cutbacks but to move our resources around to make the Service, as a whole, more effective. Some staff may be asked to transfer but we don't anticipate a large number of layoffs."

The third part of the PCRT's mandate is to identify areas which need more staff or money such as new programs, training, new Community Correctional Centres and so on. The priorities for these will be discussed by the Senior Management Committee and decisions made about the transfer of man years and funding.

Currently on the Permanent Cost Rationalization Team are **Jean-Paul LeBrun**, a former director of Archambault Institution in Quebec; **Dragan Cernetic**, seconded from his job as Regional Director, Security, Pacific Region; and **Bill Devine**, seconded from his position as Director of Personnel Operations at National Headquarters.

More Openness and Public Visibility . . .

"Good Public Relations is Part of a Director's Job"

"What goes on in penitentiaries should be public knowledge except where confidentiality is related to the privacy of inmates or staff," **John Braithwaite**, Deputy Commissioner, Communications, told members of the Medium Security Directors' Conference in Banff. "When we established the Communications Branch last year, we were very much aware of the Parliamentary Sub-Committee's Recommendation 25 which said the Correctional Service should be open and accountable to the public. They asked us for more openness and public visibility throughout the system — and implementation of this policy begins at the top."

To set up the new Communications Branch, Braithwaite ordered two studies to be conducted. The most significant findings indicated the public still have stereotyped opinions concerning the offender whom they see as a hardened criminal who should be kept behind bars. The public believe the correctional system is too lax, parole too liberal, recidivism too high and the majority of offenders have no intention of being rehabilitated.

It was found people have no idea of the frequency or extent of escapes, hostage-takings, suicides or riots and consequently think the correctional system is at fault. Generally speaking the criticisms seem to be more uneducated than unfavorable, Braithwaite added.

One of the studies, the *Boyle Report*¹, stated that to give credibility to the concept of open communication, the communication function should be included in the job description and performance evaluation of every line manager's job. The Commissioner has given his approval and training opportunities will be made available. The Communication Branch will be staffed with people who have had experience in corrections — not "Madison Avenue types."

"A good communications policy should have 'sock' — that is, sincerity, openness, conciseness and knowledgeability."

Braithwaite said one of the objectives of CCS is to be seen by the public as an efficient and effective organization. "We can only do this by promoting public awareness and participation in CCS." How does the medium security director fit into all this? His role will be primarily in relation to the local community. A survey of press releases during August and September indicated the majority of news comments came from line managers.

Out of 148 news stories, 120 came from the field, 28 from Headquarters and involved policy; 133 were positive and 15 were negative reaction stories. "The idea that news emanates from Ottawa should be dispelled once and for all," said Braithwaite.

The key role rests with you, Braithwaite told the directors. "You are the people who deal on a daily basis with offenders. We at Headquarters are concerned with political reality and policy developments. The guts of a good communications system rest squarely on your shoulders. The Commissioner expects that as part of your job you will develop positive public relations."

The best way to do this is to identify with a community project, advised Braithwaite. He suggested providing assistance to meet a community need, as defined by the community. Host Service Clubs, he said, and why not open your institution to the public for tours of interested citizens at least one day a month.

A medium security institution can respond to community needs, projects, emergencies. "The most effective public relations tool is your own staff if they are community minded and involved in local projects where citizens can get to know and trust them," summed up Braithwaite.

¹Harry Boyle was chairman of the Task Force on Communications, "Exercise Understanding."



Communications workshop in progress: L-R: Jack Stewart, Public Affairs, Pacific; Bill Chitty, Regional Director Inmate Programs, Ontario; Irving Kulik, Director, Leclerc Institution, John Braithwaite, Deputy Commissioner, Communications, and Father Irwin, Edmonton Institution.

From Our Letter Box



DEAR EDITOR: I read with a great deal of interest your last edition of *Let's Talk* (Nov. 30). I would like to bring to your attention that prior to attending the Minimum Security Conference in Moncton, Commissioner Yeomans paid an official visit to the Halifax office of the National Parole Service . . . He stressed the importance of relating to the community and the key role the Parole Officer plays in helping the offender become a responsible citizen.

During his visit, the Commissioner met with the Chief of the Halifax Police Department, he had lunch at Carleton Community Correctional Centre, and met with 20 representatives from the community. I thought I would bring this to your attention . . . keeping in mind the Parole Service is an integral part of the Correctional Service of Canada.

Vincent B. MacDonald, M.S.W.
District Director, NPS, Halifax
P.S. Shulie Lake Forestry Camp is in Nova Scotia.

EDITOR: Sorry to say, Shulie Lake did slip temporarily over the border into New Brunswick. Thanks for putting us straight.

TM, Christians and Chaplains

DEAR EDITOR: I am amazed a Christian and especially a Prison Chaplain would have such a reaction over Transcendental Meditation (TM) (Oct. 30 issue). My personal reaction is if anything can help an individual find himself and his path in life, fine with me! Let's use it!

I never thought of TM as a religious technique. It is more a method to alter one's level of consciousness through concentration.

Of course meditation has been used over centuries by Oriental religions. Should prayer be exclusively Christian? Maharishi Mahesh Yogi merely publicized TM in the Occident. After all we sent them enough missionaries to teach them our path to God so why should we be upset if they return the favor?

As far as ceremonies are concerned, Christians must be baptized in order to enter Heaven. And as for idolatrous worship, I think Christians are not in the best of positions to talk about it. The statue business flourished in earlier times and the whole "Saint System" parallels other religions.

Pierre Gignac, NPB, Montreal
P.S. I do not meditate, so I guess I'm kind of objective . . . **EDITOR:** Obviously,



To celebrate the Commissioner's first year in office, his staff got together and presented him with a gigantic 84-pound cake at the Senior Management Committee meeting December 12. The Commissioner was so surprised all he could say was "but who did this!" when the cake was brought out at coffee time. He complimented the chef who turned out to be his chauffeur, **Roland Lefebvre**. Lefebvre said the cake, shaped like a correctional badge, had taken him 12 hours to make and decorate and he did it all for his "super boss."

Shown above: all smiles the Commissioner cuts a piece of cake for **Marina Drain**, left, his Administrative Assistant and **Therese Renaud**, centre, Chief Conference Coordinator and Protocol Officer. The Senior Management Committee got to

A Super Cake for a Super Boss



enjoy the cake too and *Let's Talk* heard that the meeting which followed was short and sweet.

Len Meier goes to Ottawa

Acting Regional Public Affairs Administrator for the Prairies since May '78, Len has been appointed Research Analyst and Evaluation Officer for the National Parole Board in Ottawa. Before working in public affairs, Len was a classification officer at Saskatchewan Penitentiary for 2 1/2 years and was later granted educational leave to work on his M.A. in Sociology. Thanks for your help in the past and good luck in your new job, Len!



New in the Prairie Region

Linda Lee takes over from **Len Meier** as Regional Public Affairs Administrator for the Prairies. Linda was born and raised in Manitoba's Interlake Region. She has her B.A. from the University of Manitoba and before beginning her new job December 4, she was a reporter for the *Free Press* and a Communications Officer for the Manitoba Government. A friendly very approachable person, Linda is enjoying her busy public affairs job.



Mary Bell and Lou Hunt

A combined Retirement Party was held November 17, at the Staff College, Kingston, to honor two long service employees from the Parole Service, Kingston District Office. **Mary Bell**, Case Documentation Clerk, and **Lou Hunt**, Parole Service Officer, have a combined service record of just under 67 years.

Mary's and Lou's colleagues wish them good health and happiness in their respective retirements.



Cross Canada CX Team Meets for Training Study

The group got together in Ottawa in November to finalize development of standardized training materials for the new CX-COF and CX-LUF Induction Training Program — something we'll be hearing more about in the new year.

Front row (left to right): **Denis Barbe**, Correctional Staff College, Quebec; **Madeleine Samson**, Director Staff Training and Development, NHQ; **Bill Shrubsole**, Living Unit Specialist,

RHQ Prairies. Middle: **Yvan Thibault**, Correctional Staff College, Quebec; **Barrie Friel**, Correctional Staff College, Ontario; **Serge Doyon**, Correctional Staff College, Quebec; **Liz Baylis**, Living Unit Specialist, RHO Ontario. Rear: **Norm Larkins**, Living Unit Development Officer, Mission Institution; **John Hood**, Correctional Staff College, Pacific; **Rick Blake**, Chief, Training and Development, NHQ; **Lou Kelly**, Correctional Staff College, Ontario; **Carmen Lowther**, Correctional Staff College, Atlantic.

Solicitor General Announces Revised Construction Program

Solicitor General **Jean-Jacques Blais** was met with warm applause and smiling faces as he made the rounds of Kamloops, British Columbia, December 12. Citizens had been hoping the Minister would make a favorable announcement on the medium security institution planned for the city and they weren't disappointed. Mr. Blais not only gave the go-ahead for Kamloops Medium he also offered the community a larger institution with added economic benefits.

The revised construction program will mean substantial savings for taxpayers said the Solicitor General. He was quick to add that he would not have accepted the reductions had there been any indication offender programs would suffer. "My condition on accepting the cutbacks was that progressive programs would be enhanced, not reduced."

The revised construction program, which includes renovation or expansion of some existing facilities, is a result of an August announcement cutting the Correctional Service back to a \$70 million construction program for 1979-80. Total cost of the proposed plan is \$280 million, a saving to the taxpayer of \$225 million in capital costs plus \$60 million in annual operating costs from the plan announced in 1977.

In addition to the many jobs created during the construction of the \$35 million Kamloops institution, there will be more than 300 new permanent jobs created. "The \$5.6 million in salaries will generate considerable economic activity in the Kamloops area," Mr. Blais said, "and construction or modification of facilities in other parts of

Canada will also generate a similar economic impact."

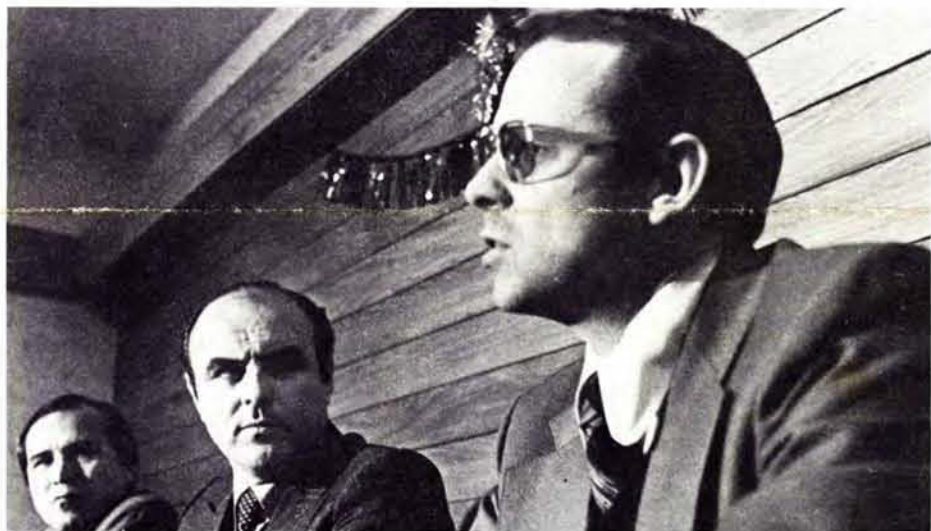
To meet the government's requirements for reduced capital expenditure, the Correctional Service has conducted cost benefit studies on security, inmate programs and size of institution. The studies suggest the most cost effective institution houses 450 inmates.

A specific study comparing a 200-inmate institution (Mission, B.C.) and a 450-inmate institution (Warkworth, Ontario) found no appreciable difference in program effectiveness and service delivery. There was no evidence to suggest security is a greater problem in a 450-inmate institution. This size of institution provides more opportunities for inmate participation in industrial, educational, vocational and other programs.

Industrial programs are being expanded as recommended by the Parliamentary Subcommittee. Negotiations are in progress with provincial authorities to ensure provincial recognition of vocational training programs. A major review of inmate educational programs is now under way by the Ontario Institute for Studies in Education (OISE).

"The advantages of smaller institutions (220-250 inmates) recommended by the Subcommittee are achieved in great measure by the Living Unit concept," Mr. Blais said.

The Correctional Service is also studying maximum security institutions to determine to what extent inmates can be moved into lower security institutions without jeopardizing the safety of the public, inmates or staff. ▶



Kamloops Director, **John Stonoski** explains an important point at a press conference while the Honourable Len Marchand, Minister of the Environment (left) and the Solicitor General listen intently.

Breaking Down the Barriers . . .

Individualized Programs for inmates are breaking down the barriers at Ste-Anne-des-Plaines Minimum Security Institution. A services annex for the penitentiary complex, its static security has been replaced by a dynamic security system which, along with the Individualized Program, is the basis for all institutional activities.

What's an Individualized Program? **Guy Larivière**, a socio-cultural organizer, told *Let's Talk* the Program is a work instrument set up two years ago to monitor inmate behavior, potential and development. Staff get to know the inmate, appraise his performance and monitor his progress toward set goals.

Upon arrival at the institution, the inmate is introduced to Living Unit and Classification Officers, tours the premises and is given an explanation of the Individualized Program along with the rules to which he is expected to conform. The observation, appraisal and planning phase lasts four to six weeks, after which the inmate, his Living Unit Officer and Supervisor work out his Program together.

"The reasons which brought the inmate to prison, his weaknesses and strengths, and the goals which both he and the staff will try to achieve, are discussed," explained Classification Officer **Vianney Guilban**. "It's like a medical clinic," added **Charles Laurin**, Coordinator Inmate programs. "You diagnose the inmate, formulate a fitness plan and check his progress."



Left to right: **Guy Larivière**, **Charles Laurin** and **Vianney Guilban**.

The primary advantage of the Program is that action can be taken at any time, even in the absence of the Living Unit Officer because the inmate's file is always up to date. Since several people are involved, conflicting views can be ironed out and there is a community of ideas and action. The Individualized Program is an obvious plus as far as parole is concerned. The National Parole Board receives each inmate's Program and, when the time comes, this makes it easier to decide whether parole should be granted.

Rewards must be earned. They are given only if the inmate shows progress toward set objectives. He does not have to meet the requirements of his Individualized Program to the letter, but he must display good will and a positive approach.



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Thanks to Independent Chairpersons

Grievances Drop Significantly

A review of Independent Chairpersons (ICPs) and their performance was presented by **Robert Clark**, Special Assistant to Deputy Commissioner Security at the Maximum Directors' Conference, Kingston. The ICP concept was contained in Recommendation 30 of the Sub-Committee Report but was initially suggested in **Dr. Jim Vantour's** Report of 1975. The program has been in effect at maximum institutions as a pilot project for about a year. Clark discussed various types of sanctions awarded by Independent Chairpersons including Dissociation, Off Privileges, Pay Damage, Forfeited Statutory Remission, Reduced Pay Level, etc. He noted the number of grievances dropped significantly, suggesting justice is being successfully dispensed.

Implementation of ICPs in Quebec region and Dorchester Penitentiary, New Brunswick, has proven most satisfactory. Some directors, however, questioned the need for ICPs and **Hank Neufeld**, Director Millhaven Institution, Ontario, supported by **Jim O'Sullivan**, Director Saskatchewan Penitentiary, suggested inmates be given the option of selecting either the Director or an Independent Chairperson to run the Disciplinary Board for their case. He emphasized the need to standardize procedures regarding Disciplinary Boards in all institutions. The Planning Branch is working to put ICPs in medium institutions but this will not be implemented until all maximum institutions have ICPs and standards are established.

Jim O'Sullivan reported the new Inmate Grievance Pilot Project at Saskatchewan Penitentiary was operating most effectively and his staff had no complaints since the plan reduces the workload of custody officers and provides an outlet for inmate



Deep in discussion: the Commissioner and **Bob Diguier**, Deputy Commissioner, Security.

frustrations. He said there has been a 50 percent decrease in inmate grievances heard at the first level since the new procedure went into effect.

The Inmate Program Planning (IPP) concept was described by **Lloyd Pisapio** as planning the inmate's program and ultimate return to society with him. It involves both security and program people working together from the start of the offender's sentence. The IPP concept is a "good management tool," **Dr. Ben Van Den Assem**, Director of Edmonton Institution, pointed out. "It involves all staff in a team approach."

Lloyd Pisapio, Deputy Commissioner Offender Program, shared his observations of penitentiaries he had visited in Mexico. He was impressed with the successful programming he saw in maximum institutions where both security and treatment staff worked well together. He was especially interested in family visits operating at the Santa Marta penitentiary. This type of program is necessary to retain the family unit so important to the inmate, he told directors, and urged them to give this program serious consideration.

Keeping Fit . . .

Change Your Lifestyle In '79

In the *Let's Talk* Survey so many staff indicated they were interested in health, fitness, and lifestyle articles we've decided to run a regular lifestyle column. Watch for stories on your heart, leisure, stress and retirement.



Randy Swedburg, Director of Physical Education and Recreation, has developed a new balanced approach to weight reduction — you aren't just what you eat, you are also what you do. Calories must balance with activities, food input with energy outflow. Meaning: don't just watch your weight, watch your lifestyle: it's more important in the long run.

Every earnest weight-watcher knows foods contain calories and refuses to eat high calorie foods like butter, potatoes, or chocolate. He doesn't realize he can eat high calorie foods — if he participates in high calorie-burning activities. Sprinting, squash and chopping wood have high cph rates (calories per hour) while watching TV, chatting and reading in bed do not. ▶

Lifestyle continued —



Randy Swedburg

Just a Fat Excuse!

If you love fudge sundaes and enjoy tennis, and in winter drop the tennis and not the sundaes, you're heading for an unbalanced lifestyle — unless you take up another active sport. It's all a question of balancing what you eat with what you do. "Obesity is self-caused," says Dr. Swedburg. All that talk about metabolism is just a fat excuse. "Statistics show," he says, "that only one per cent of the population can honestly talk about glandular problems. In reality, it's the lifestyle that results in weight gain."

"Lifestyle changes can be quite subtle and sneaky," Dr. Swedburg warns. Buying a bus pass after walking to work all summer, getting too busy to jog, developing a sudden passion for chocolate donuts, any of these can unbalance your lifestyle and increase your weight without your noticing it. You may think you gain weight fast "but weight goes on as hard as it comes off," Dr. Swedburg says.

As people get older, they often put on weight and blame changes in their metabolism. Not true, says Dr. Swedburg, what changed was their activity patterns. They became gradually less active — while eating the same amount.

Winter often unbalances people's lifestyles. They hibernate in front of the TV and eat snacks. This is fine only for bears who can get away with it because they hibernate without any snacking till Spring. Good energy exponents in the winter: join a gym class or health club, walk in the snow, forget the elevator, jog, cross-country ski, chop wood, dance, or skate.

A Problem for COs

Correctional Officers, says Dr. Swedburg, often have a problem with weight because they come to CCS active men usually in good physical condition. Unless they maintain good exercise patterns outside work, they will get out of shape fast. "The nature of their work poses a problem: the need to be fit coupled with a very sedentary job."

What to do if you'd like to lose weight? "Watch your lifestyle, analyze what you eat and what you do. If you weigh too much, your lifestyle needs to go on the scale too." Dr. Swedburg has prepared a weight reduction program containing calorie and activity charts. Dr. Swedburg knows his weight program works because he lost 30 pounds on it himself, and keeps them off. You can phone him at 613-593-7835 or write to 340 Laurier Avenue West, Ottawa, K1A 0P9 for your program — or counselling.

Contact visits at Archambault

Since last June inmates at Archambault Maximum Security Institution, Quebec have been receiving contact visits. Let's Talk asked **Roland Bertrand**, Chief, Social Development, to explain how the visits work.

The contact visit room has space for 10 inmates and 30 visitors. The former visiting room was renovated and one section of wickets removed leaving the other in operation. The Inmate Committee agreed to close the visiting room for two weeks so the work could be done.

Inmates are entitled to four contact visits

per month and two visits at the wickets. Since there is no time limit on the visits, ten reservations per half day are accepted, and the visitor must make the reservation by telephone. Contact visits are restricted to the inmate's family: parents, brothers and sisters, wife or girlfriend.

The contact visit room is small and space limited so plans are underway to enlarge it. "Even if the inmates are not one hundred per cent satisfied because they originally asked for conjugal visits, the contact visits are a big step forward," said Bertrand.

► Revised Penitentiaries Plan:

Atlantic Region:

Dungarvon Institution (New), Renous, N.B.; maximum security; capacity: 204; staff: 279; construction cost: \$24 million; estimated completion date: March 1985.

Dorchester Penitentiary (Renovation and Conversion), Dorchester, N.B.; maximum security; capacity: 450 to be reduced to 155 in medium security; staff: 250; construction cost: \$10 million; estimated completion date: March 1984.

Quebec Region:

Drummondville Institution (New), Drummondville-Sud; medium security; capacity: 210 to be expanded to 450 if required; staff: 230; construction cost: \$20 million; estimated completion date: March 1982.

Donnacona Institution (New); Donnacona; medium security; capacity: 350; staff: 310; construction cost: \$25 million; estimated completion date: March 1982.

Mirabel Institution (New), Mirabel; maximum security; capacity: 368; staff: 345; construction cost: \$30 million; estimated completion date: June 1982.

Ste-Anne-des-Plaines (Regional Reception Centre), Ste-Anne-des-Plaines; maximum security; capacity: 182 to be expanded to 265; staff: 230; construction cost: \$7 million; estimated completion date: March 1982.

Ontario Region:

Kingston Penitentiary (Renovation and Conversion), Kingston; maximum security; capacity: 450; staff: 422; construction cost: \$33 million; estimated completion date: October 1983.

Prison for Women (Renovation and Conversion), Kingston; decision pending discussions with Provincial authorities.

Regional (Psychiatric) Health Centre (New), Kingston; maximum security; capacity: 185; staff: 265; construction cost: \$22 million; estimated completion date: November 1982.

Millhaven Institution (Conversion), Millhaven; maximum security; capacity: 425 to be converted to medium security; staff: 348; construction cost: \$6 million; estimated completion date: March 1983.

Prairie Region:

Edmonton Institution (Expansion), Edmonton; maximum security; capacity: 192 to be expanded to 350; staff: 335; construction cost (increase only): \$9 million; estimated completion date: January 1981; Phase I completed for 192 inmates.

Bowden Institution (Renovation and Expansion), Innisfail, Alberta; medium security; capacity: 152 to be expanded to 330 and expandable to 450 if required; staff: 300; construction cost: \$20 million; estimated completion date: October 1982.

Pacific Region:

Kent Institution (Expansion), Agassiz; maximum security; capacity: 192 to be expanded to 290; staff: 312; construction cost: \$3 million (increase only); estimated completion date: November 1980; Stage I near completion (May 1979).

Mountain Institution (Redevelopment), Agassiz; medium security; capacity: 186 to be expanded to 255 and expandable to 350 if required; staff: 260; construction cost: \$18.1 million; estimated completion date: October 1983.

Kamloops Institution (New), Kamloops; medium security; capacity: 400 to be expanded to 450 if required; staff: 335; construction cost: \$35 million; estimated completion date: October 1984.

Matsqui Institution (Renovation and Conversion), Abbotsford; maximum security; capacity: 330; staff: 330; construction cost: \$2.8 million (Modification); estimated completion date: March 1982.

Mission Institution (Expansion), Mission; medium security; capacity: 180 to be expanded to 216; staff: 235; construction cost: \$2 million; estimated completion date: October 1980.



C.A.M. (Austin) Edwards Plans A Writing Career

After 31 years in the Correctional Service of Canada, **C.A.M. Edwards**, Acting Director of Operations for the Parole Service, wrote "the end" to his career in Corrections to begin his new life as a fulltime writer. His retirement gift was a tape recorder, necessary equipment for his many literary projects. A language and literature graduate from the University of Toronto, he has written novels, autobiographies and drama, mainly for the juvenile market. Edward's career reflects his pioneering spirit which has been punctuated by a number of firsts. He opened the first parole office in Kingston in 1957 after having started his career as the first classification officer at Collins Bay Institution, Ontario. In 1970 he became Director of the Prison for Women, and later moved on to Headquarters. Along with his writing pursuits, Edwards has been active in the community and his retirement provides him, he says, with the opportunity to be involved in both the real and fictional worlds.

PR Program

Public Affairs Division, Prairies, has been involved in a highly concentrated public information program to explain CCS programs and policies. Displays, prepared by **Mary Reynolds**, Communications Branch, NHQ, featured models of two new institutions, Edmonton Institution and the Saskatoon Regional Psychiatric Centre. They were shown at major exhibitions in Winnipeg, Edmonton and Saskatoon and field personnel were recruited from nearby institutions, parole offices and the Staff College in Edmonton. According to **Len Meier**, former Regional Public Affairs Administrator, public response was good but a lack of knowledge about corrections was evident and "people seemed hesitant to ask questions." Len feels a public information program is really needed.

Recently Public Affairs Division was invited to participate in the Saskatchewan Weekly Newspapers Association Convention in Saskatoon. Displays were set up, handouts made available. Attendance was good. "The contacts made with the newspaper media make an excellent form of communication for the Correctional Service," said Len.



Three Commissioners Toast Hank Popp's Retirement

Henry (Hank) Popp's retirement party in the R.C.A.F. Officers' Mess just before Christmas featured not one, but three, past and present Commissioners, all gathered to wish good luck to the Correctional Service's Director of Operational Security. Left to right: **Paul Faguy**, Commissioner (now retired) from 1970 to 1974; **Hank Popp**, **Mrs. Popp** and **Allen J. MacLeod**, Commissioner from 1960 to 1970 and retired now. The present Commissioner, **Donald R. Yeomans** who didn't quite make it into the photograph, said he was impressed by all the correctional experience at the party — including Hank Popp's 32 years with the Service. Popp started as a Correctional Officer at B.C. Penitentiary and served for many years both in the Pacific and Atlantic regions before coming to Ottawa eight years ago. When contacted at home, Mrs. Popp told Let's Talk her husband was out cross-country skiing. Already a great golfer, Hank Popp plans to rediscover sports and enjoy himself on his own time, with no schedules to bother him. His friends and colleagues wish him happiness in his new life.

International Criminology Conference

This event will be held March 27 to 30 at the Harrison Hotel, Abbotsford, British Columbia. Its sponsors, Fraser Valley College and the Canadian Association for the Prevention of Crime, claim it will be a unique event because of the high calibre of more than 50 speakers who will discuss a wide range of views from conservative to radical. Topics include: size of institutions, inmates' rights, reality therapy, crisis management, remotivation of inmates and over-crowding in penal institutions. Among the speakers will be **Dr. Gordon Hawkins**, **Dr. William Glaser** and **Angela Davis**, all internationally known figures. Registration fee is \$85 which does not include accommodation. Inquiries: **Bill Zarchikoff**, Fraser Valley College, Abbotsford, B.C.



New Face in the Communications Branch

Frank Champion-Demers is now Executive Officer, Operations Division in the Communications Branch. Champion-Demers, who comes to the Correctional Service from the Anti-Inflation Board where he was a Senior Director, set up his new office in November. His mandate, he says, is to help the Communications Branch implement Recommendation 25 of the Subcommittee Report which asks that the Correctional Service be "open and accountable to the public."

What's New?

The first edition of the fledgling Ontario Region monthly publication *What's New?* was published in January 1979. Put out by the Public Affairs office in Kingston, it's designed to inform institutional staff, parole officers, media reps, and MPs of the more positive things going on in the Correctional Service. *What's New* hopes that if the media receives advance notice of community projects, concerts, etc., they will be more likely to inform the public of the positive as well as the sensational aspects of the correctional system.

If you are employed in the Ontario Region and would like to be on the mailing list, please contact Communications, Regional Headquarters (Ontario), 613-544-7922, extension 241 or 229.

"Tomorrow's correctional officers will become increasingly competent, providing ever-improving services — and they'll be recognized and rewarded for the high quality job they do . . ."

LIVING ON THE FRONT LINE



The correctional officer has a unique job in our society. **Jim Phelps**, Regional Director General, Prairie region, told the Manitoba Society of Criminology in Winnipeg. He said the public have a lot of misconceptions about what correctional staff do. "Unlike other Public Service workers, every correctional officer must be a supervisor, responsible for groups of inmates ranging during the midnight shift up to 100 per officer. Our 'clients' aren't there because they want to be. They are held against their will and are in fact hostile to those who must supervise them. How many other jobs require this sort of expertise and responsibility?"

Staff, in the course of their work, find bodies of inmates — murders, suicides, attempted suicides, horrible mutilations. Other Public Service workers don't have to face this sort of thing — and live with it for the rest of their lives. It's a shaking experience which cannot be ignored or underestimated."

THE WAY IT WAS

Looking back helps us understand where we are today Phelps told the Society. Only 20 years ago, perhaps 10, everything was clear in the Service. Twenty years ago we were not part of the Public Service, but a separate entity like the RCMP. There were strict rules of conduct for staff and inmates, and almost no privileges for inmates.

Today correctional officers must develop good rapport with inmates; a decade or so ago they were virtually not allowed to talk to inmates and any officer who formed a relationship with an inmate would be dismissed. Counselling was rare. Inmates required assistance, as they do now, but they didn't get it. This system was straight-forward — but also very boring and there was little job satisfaction, Phelps pointed out. Working conditions were "atrocious." Officers worked very long hours with much larger inmate populations. There were riots. The final insult was the very low salary.

And then times began to change. First came inmate privileges. Inmates used to be locked up after dinner but now night recreation is provided. Once there was no reading material, no newspapers, no *Playboy*. Today inmates have hobbies and other occupations that make security much more complicated than it was.

Next came counselling. Once a correctional officer was not allowed to talk to inmates; today he is expected to take an inmate out to visit his family or to a ball game.

UNION BIG FACTOR

A third big factor for change came when correctional officers became part of the Public Service and formed a union. The public often see the union as a negative force but when you consider the working conditions endured by staff, it's surprising they did not organize earlier, said Phelps.

Staff training is a recent development. Only a few years ago new staff learned from "old hands." Today there is a nine-week training period for recruits and this will soon be extended to a year. Every correctional officer is entitled to five days training a year.

New concepts concerning inmate rights is a touchy question for correctional officers. Once, if an inmate violated a rule, the officer made a note of it and the inmate was charged and punished. Today an officer must take "appropriate action" but he may be asked to explain his actions. He can be questioned in Disciplinary Court and the disciplinary decision may be reviewed by a federal court if the inmate challenges the process. Inmates can complain to the Correctional Investigator, tell their story to the press or complain to their MP.

Other important changes have come recently: institutions are being opened up to the public through tours and citizens' advisory committees; female correctional officers are being hired even for maximum security institutions; and the use of electronics in preventing escapes will make officers' jobs easier. Staff composition will change as more women become officers and there will also be more native officers to provide identification and communication for native offenders.

Time To Think Metric NOW

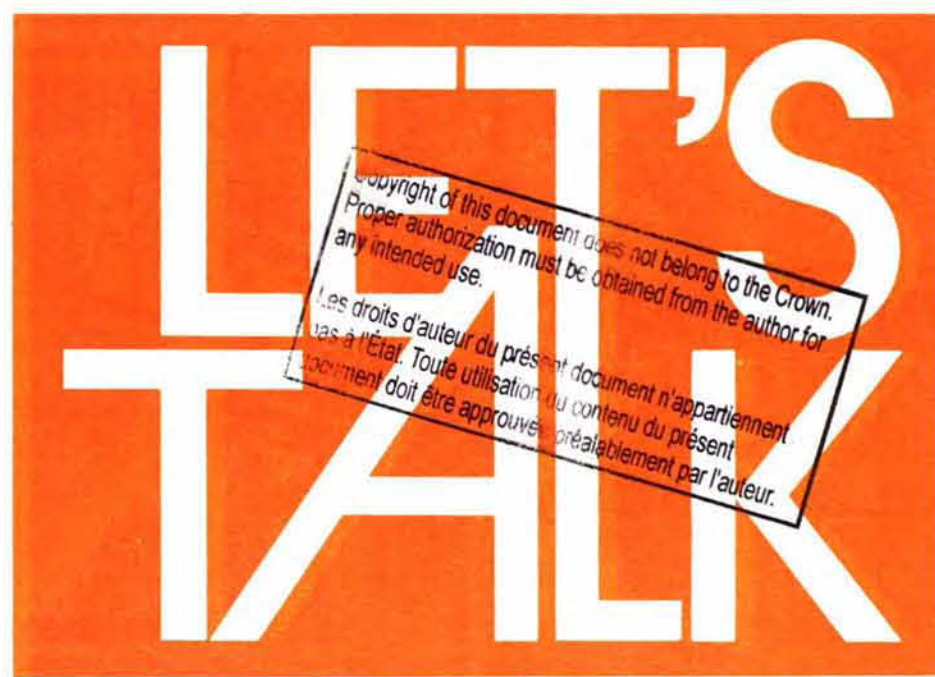
All Staff to Receive Metric Training

June '79 is the deadline for training — the month the federal government hopes we'll all start measuring up metrically. Canada has had about seven years to make the changeover from Imperial measurement and the rush is on now to meet the deadlines. Like other government departments, the Correctional Service is busy across the regions with training programs to help staff convert to Metric — the International System of Units, called "SI" or *Système International*. It's now used by over 95% of the world's population so Canada must use metric measurement to avoid confusion.

The Commissioner's Directive 161 went out to staff in December '78 with instructions that metric terminology must be used no later than the established conversion dates — that means in the next five months. "Statutes, regulations, orders, guidelines, standards, press releases, correspondence and other printed material must be in accordance with the Canadian Metric Practice Guide." All staff and inmates will receive training — when an inmate's sentence is completed, he will return to a metric world.

Progress Report

Don Davis, who coordinates our Metric Conversion Program at headquarters,



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Metric Implementation Committee goes into action at headquarters: left to right — **Ernie Gosselin**, Staff Training Specialist; **Brian Brownlee**, Acting Superintendent, Engineering, Design and Costing, Industries and Inmate Employment; **C.M. Beck**, metric chairman, and Director, Engineering, Architecture and Property; and **Don Davis**, Metric Coordinator and Chief, Property Management.

reports training kits in English and French have gone out to all regions and have received a favorable response. Each region has its own Metric Coordinator in charge of training. *Let's Talk* phoned them to find out how it's going.

Atlantic's **Vince Thomas** reports their training program is underway, headed by Prof. Raymond LeBlanc. Training sessions were six hours each for two days. Further programs are planned for all staff on a priority basis.

Quebec's **Jean-Charles Dupont** says their metric training will be off and running as soon as they have completed research involving 15 divisions to determine their needs, and the plan must be okayed by management. In the meantime, they've been showing slide shows to staff.

Ontario's **Tony Conner** told *Let's Talk* that in his region training programs are in the works for all staff and were scheduled to get underway in February.

In the Prairies, **Ray Jamieson** says their Metric Team is going great guns. Teachers have set up programs for both staff and inmates and they have been a "great success." More programs are planned as well as more research to determine their needs.

Pacific's **Jack Ward** reports Matsqui and Kent Institutions have just completed training courses. Future plans include all staff on a priority basis.

At headquarters, **Ernie Gosselin** says training programs in English and French began in mid-February, and everyone will have the chance to participate. Although the basic metric presentation has been prepared with the layman in mind, there will also be a series of advanced courses designed for personnel in specialized and technical fields.

Mission Institution to go CO-ED?

Prison For Women Closing

Solicitor General **Jean-Jacques Blais** announced his support for a proposal to close the old and outmoded Prison for Women, Kingston, Ontario, January 30 at the International Symposium on the Female Offender in Vancouver.

"Reports since 1938 have recommended Prison for Women be closed but unfortunately we lacked the means to do so." However, among the alternatives to Prison for Women presented to the Correctional Service by a four-member Joint Committee, headed by **Doug Chinnery**, Director of Prison for Women, was one for conversion of Mission Medium Security Institution in British Columbia to include female offenders. Mission has five living units of 36 rooms each and the Joint Committee proposes that at least one of these units could be occupied by female offenders.

To provide accommodation for female offenders in eastern Canada, Mr. Blais said that the federal government would initiate consultations with Ontario and Quebec. Possible accommodation in Quebec could be at Maison Tanguay near Montreal and in Ontario at Vanier Institute in Brampton. The Solicitor General emphasized he would need the full cooperation of all parties concerned — provincial, federal and private resources.

In the federal prison system only two percent of the inmate population are women. The Service has 200 women serving sentences of two years or more and very few of these require incarceration in a maximum security setting, said Mr. Blais. Projections for 1985 suggest there will be 285 federal female offenders and of these only 10 will require maximum security. At present in Prison for Women, there are only four females who are considered maximum security inmates. However an additional 106 require perimeter security, he said. This is significant because it means placing most women offenders in community-based correctional centres is not a viable alternative at the moment.



Keeping fit . . .

Office Work is Hazardous?

Warning: office work may be hazardous to your health. A study of the Complexe Desjardins, an office complex in Montreal, has found working there is just about as bad as working in a factory.

This is hardly a surprise to office workers, who in the complex and elsewhere, suffer from eye-strain, hypertension, poor circula-

tion, ulcers, lower-back pain, stooped shoulders, worry, constipation, smoke inhalation, women's liberation, tired blood, arguments, perspiration, hemorrhoids, headaches and din.

Various remedies have been tried. These include drinking, smoking various substances, sex, crying, jogging, buying a pet, eating junk food, meditating, and ingesting or injecting chemicals. Results are incomplete and further studies are under way.

Some things are hardly worth trying. Among them are moving to the country (things are no better out there), moving out of the country (things are no better in New Zealand), taking a less challenging job (unskilled workers get more ulcers than anybody), or quitting (unemployment is conducive to suicide, homicide, kidney disease and heart trouble).

What hope is there then for a hazardless life? None. (Reprinted from *Montreal Gazette*)



B.M. Pearl

Community Cooperation Works

"We feel it is unreasonable to keep an offender on the inside when there are so many needs in the community that he can safely help meet." — **Charles Laurin**, Programs Co-ordinator, Ste-Anne-des-Plaines.

The Laval Work Centre project, planned a year and a half ago, was begun because it met two of Ste-Anne-des-Plaines Institution's essential criteria: restitution by the inmate to the community and an awareness on his part that there are others less fortunate than himself. "We wanted a project that would serve the community without taking advantage of the inmate," said Socio-Cultural Animator **Guy Larivière**.

The Laval Work Centre is a provincially run workshop for the physically and mentally handicapped. Residents who have sound educational training and need to prove their worth to society were chosen for the project. "We thought inmates who were psychologically and educationally on firm

ground would be of the most help to disadvantaged persons," said Larivière.

Six inmates have already taken part in the project and others will soon follow suit. Inmates spend approximately two days doing clerical work and the rest of the week in a handicap workshop. They are employed on a voluntary basis and the cost of transportation and food is defrayed by the Centre. The work period is from four to six months. First there is an adaptation period when the inmate familiarizes himself with the Centre. Then he becomes part of the team and takes on responsibilities such as replacing an instructor or taking inventory.

This project is for a specific type of inmate. Not all inmates are eligible for or interested in the program. In the coming months projects will be more related to the labor market so all inmates will have the opportunity to prepare themselves for their return to the community.

Work Exploration Laboratory

Tests Inmate Abilities

The Work Exploration Laboratory at Ste-Anne-des-Plaines Regional Reception Centre, Quebec, has put an end to vague answers given by inmates about their work experience and abilities. According to **Jules Malchelosse**, lab monitor, the exploration system provides vocational guidance information on inmates through a simulated work situation that determines their interests and aptitudes.

Inmates are also given psychometry testing by the orientation section of **Roland Denault**. This testing measures an inmate's physical, psychological and intellectual levels. Organized in 1975, the lab handles 120 to 150 inmates a month and uses a system of 17 work situations each equipped with an audio-visual system, the necessary tools and a central console with timer. Inmates using the system are serving their first sentence.

A work exploration project is undertaken at the request of the inmate who can carry out several explorations if he wishes. He works alone. The video tape contains all the information and explanation needed. If he requires assistance he presses a button which automatically stops the timer.

The inmate is assessed on the basis of a grid which takes into account the time re-



This work exploration booth tests carpentry; next door: plumbing and electronic booths.

quired and the quality of the project. He then receives a grade from one to five which is sent to his guidance counsellor, with the results of his psychometry tests.

Malchelosse stresses the system is not, strictly speaking, a test but a way of helping an inmate discover his skills and whether he is interested in a specific trade or type of work. Inmates most often request to be tested for mechanical, electrical, woodworking and welding aptitudes.

The exploration system enables the inmate to work on a specific project and to become more aware of his difficulties and behavior. Malchelosse said many inmates are weak in math and have trouble using a ruler accurately.



Stan Hattie: "Not Afraid of Retirement"

Stanley F. Hattie, R.N., C.D., Senior Health Care Officer at Dorchester Penitentiary, New Brunswick, has retired after 40 years in the health field. A man who has always been active in many community projects like the Red Cross and the Cancer Society, he says he's not afraid of retirement. "I plan to enjoy it."



Hattie's boyhood dream was to become a doctor but since no money was available in his native Nova Scotia, he "took the only option open in the medical field, which was Nursing." He graduated with honors as a medical, surgical and psychiatric nurse in 1939 but it wasn't till after his war service in the R.C.A.F. that he entered Dorchester Penitentiary in 1946 as a hospital officer.

"I have seen a lot of things in 32 years: fires, riots, suicides, hunger strikes, stabbings, even murder. I have also witnessed the entire spectrum of penal reform stretching from the time inmates spoke only when spoken to until the present day which sees demands for conjugal visits and color television."

When he first arrived at Dorchester there wasn't even an electric refrigerator, "only an ice box which always ran out of ice in the summer. Medical equipment and supplies were scarce to say the least. Things have really changed. Today expert medical and psychiatric care is available in federal institutions with medical consultants, better equipment, modern methods and techniques and a trained health care staff. And the unthinkable is now reality: we have female nurses working in maximum security institutions. We have three female RNs on staff."

Looking back, Stan Hattie isn't sorry he devoted his life to health care. "It's what I know and like best. I am much committed to the profession — I guess that's what it's all about." Along with community work and the Boy Scouts, Hattie plans to travel with wife Agnes, that is, if he has time to fit it in with hunting, fishing, and gardening.

Archdeacon Retires



After working in prison chaplaincy for 21 years, Archdeacon **Walter Payton** retired at the end of the year. He had been Protestant Chaplain at Saskatchewan Penitentiary from 1966 to 1974 and Prairie Regional Chaplain from 1970 to 1978. Appropriately, his retirement gift was a clock presented to him by the staff of the Correctional Service of Canada. It signifies all the time spent in service to his adopted Canada. He left his native England at the age of 13.

Archdeacon Payton was ordained in 1932 but it was not until 1957 when he was invited to substitute for the regular chaplain that he became interested in prison chaplaincy. After the creation of Regional Chaplains in 1970, he assumed responsibility for the Prairie Region as Regional Chaplain. A remarkable man, Archdeacon Payton has received many awards and honors including a Centennial medal and Citizen of the Year Award from Prince Albert, Saskatchewan.

12,000 Head In 19 Years!



"**Mitt**" **Reid**, Director of Pittsburg Institution, Ontario, presents **Russ Madigan**, Butcher Instructor, with a plaque and a scroll signed by the Prime Minister, honoring him for his 28 years with the Correctional Service. **Don Clark**, Regional Executive Officer smiles his approval. Russ began his career as a grade one guard at Collins Bay Institution, Ontario and transferred to Pittsburg, then the Joyceville Farm Annex, in 1959. All beef consumed in Ontario Institutions is processed at Pittsburg and Russ estimates he slaughtered and processed about 12,000 heads in his 19 years as a Butcher Instructor. Normally three inmates work with the Instructor in the slaughter house. Russ Madigan's many friends wish him all the best in his retirement.

\$14,544 Collected So Far

According to **Dennis Curtis**, Regional Manager, Communications, Ontario, \$14,544 has been collected through staff contributions for the Frank Eustace-Paul Maurice Memorial Fund — and several major institutions are still to be heard from. The Fund was set up in November to help the families of two Correctional Service staff who were killed by an inmate. There's still time to make contributions. Send yours to **Frank Eustace-Paul Maurice Memorial Fund**, c/o Montreal Trust Company, 165 Wellington Street, Kingston, Ontario, K7L 3E3.

R.J. Munroe Retires



Bob Munroe, Supervisor of Training and Production at Millhaven Institution, Ontario, receives a clock radio from Director **Hank Neufeld**, as a memento of 18 years service with the Correctional Service of Canada. Bob is well known for his honest, courteous and gentlemanly approach which impressed both inmates and staff. He joined the Service in 1960 as Assistant Chief Trade Instructor at Kingston Penitentiary and in 1964 he was appointed Assistant Regional Director of Industries. He transferred to Millhaven in 1971 to take up his present position. Bob says his hobbies are square dancing and woodwork and he and his family plan to live in the Kingston area. Good luck in your new life, Bob.

Children's Party

The Warkworth Institution, Ontario, Officers' Club held its twelfth annual Christmas party this year for the children of club members. There were films, sing songs, and the guest of honor, Mr. S. Claus presented gifts to 144 children. Each child had an opportunity to talk to Santa and place his Christmas order. Later the same evening, Moms and Dads were entertained at a dance. A special thanks to all those who helped.

— **R. J. Burnett**, President, Warkworth Institution Officers Club.

Have you seen?

Watch this space for the latest amendments to Commissioner's Directives (CDs) and Divisional Instructions (DIs). Effective from January 1, 1979 to February 8, 1979, the following amendments were made:

- No. 1: 600 series — DI 680 — Disposal of Real Property
- No. 1: 800 series — DI 830 — Disbursements
- No. 2: 1100 series — DI 1104 — Medical Procedures
- Nos. 21 to 25 in Security Manual
- No. 21 — DI 701 — Procedures for Transportation of Inmates
- No. 22 — CD 215 — Subscriptions to publications
- No. 23 — CD 208 — Inmate Grooming and Personal Hygiene
- No. 24 — CD 244 — Contraband
- No. 25 — DI 705 — Escorts

Future amendments will be listed in *Let's Talk*.



Keeping Fit . . .

Take a Stress Test

- ☐ 1. Do you worry about the future?
- ☐ 2. Do you have trouble falling asleep?
- ☐ 3. Do you often reach for a cigarette, a drink or a tranquilizer to reduce tension?
- ☐ 4. Do you become irritated over basically insignificant matters?
- ☐ 5. Do you have less energy than you seem to need or would like to have?
- ☐ 6. Do you have too many things to do and not enough time to do them?
- ☐ 7. Do you have headaches or stomach problems?
- ☐ 8. Do you feel pressure to accomplish or get things done?
- ☐ 9. Are you very concerned about being either well liked or successful?
- ☐ 10. Do you perform well enough in life to satisfy yourself?
- ☐ 11. Do you get satisfaction from the small joys or simple pleasures of life?
- ☐ 12. Are you able to really relax and have fun?

(This stress test was prepared by Drs. Robert Woolfold and Frank C. Richardson, psychologists and co-authors of *Stress, Sanity and Survival* (Monarch Press).)

Score one point for each yes answer, questions one to nine; and one point for each no answer, question 10 to 12.

A score of four or more suggests you may be under significant stress, says Reverend Paul Crosby, Chief, Chaplaincy Training, NHQ. He has drawn basic ideas from Dr. Hans Seyle, world-famed researcher and author of *Stress Without Distress* and integrated them with a systems approach adapted to CSC needs.

Crosby has been conducting a series of three-day workshops on the management of stress across the five regions, and although all participants have been chaplains, the stress workshops could be open to any staff. Functioning within a prison environment can be a stressful experience, Crosby believes.

"There's nothing wrong with stress," Crosby told *Let's Talk*, "except when there's too much of it and you can't handle it. Then stress becomes distress — and that's bad," he said. "Life is full of stress and much of it is exciting and adds zip to living." But stress, whether pleasant or unpleasant, pumps adrenalin into your blood, putting you in a "fight state" — which is great for an emergency, not so great for every day living. When people are constantly in a ready-to-go state, they become uptight and anxious if they don't learn how to handle the underlying stress.

So, what can we do? Look at your behavior, advises Crosby. Define your world. Is your behavior appropriate: at home, socially? What are your personal needs, are you satisfying them? Migraines, high blood pressure, overreacting, drinking, are common signs of maladaptation to stress.



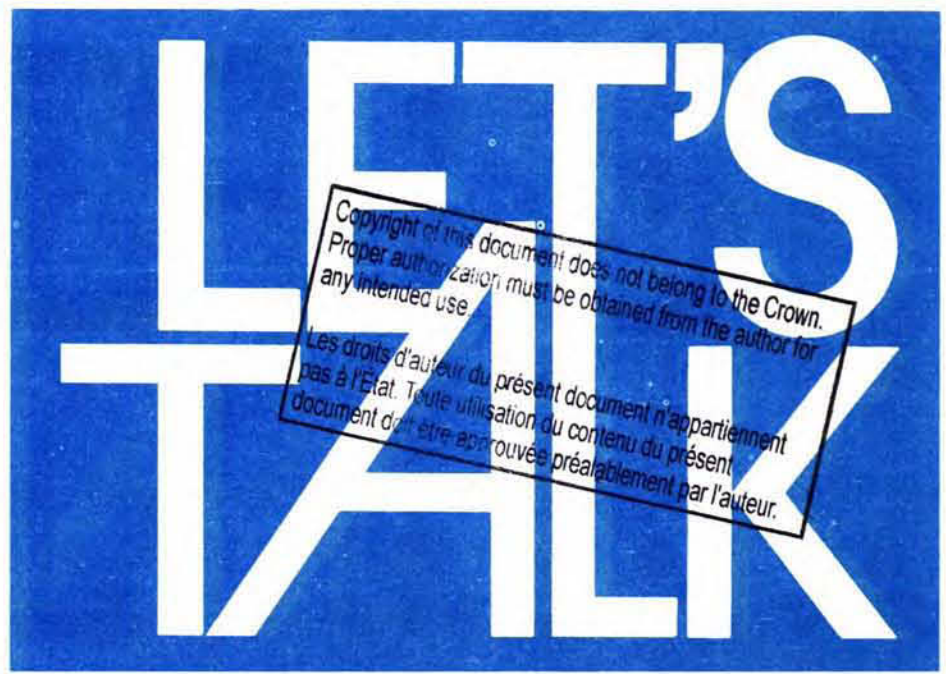
Rev. Paul Crosby

Everyone faces the pressures of society: certain behaviors are expected but if you feel you are a square peg trying to fit in a round hole, you will experience stress. Defining your needs is the hardest part. "But we have to have some handles to get a grip on the situation," says Crosby. "Most people just have a lot of feelings flying around. We have to learn to evaluate our lives and we can learn a lot from systems thinking." If you want to change behavior, learn to change your systems, Crosby emphasized. People need to see how society, their job, their family, influences them — against their needs and wishes perhaps. If they understand what's going on, they have a better chance to change the input, modify their relationship with their environment and consequently reduce stress levels.

If you are interested in taking part in a stress management workshop, contact Rev. Paul Crosby at 340 Laurier Avenue West, Ottawa K1A 0P9, or phone 996-5008.

Revising the Revised Construction Plan

In the Feb. 15 issue of *Let's Talk*, we printed a Revised Penitentiary Construction Plan for the five regions. We have since learned construction slated for the Atlantic Region has not yet been confirmed by Treasury Board. This means proposed construction of Dungarvon Institution at Renous, New Brunswick and a renovation at Dorchester Penitentiary have not been approved. Our apologies to **Doug Dawe**, Director, Accommodation Planning.



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Top Priority: Building a New Image

By Dean Fox and Darryl Plecas

Dean Fox and Darryl Plecas, two Living Unit Officers from Mission Institution, British Columbia, interested in the problem of communication, sent this article along to *Let's Talk*.

During the last decade there has been a great deal of discussion about the merits of increased community involvement in the Correctional Service. The idea is to put more citizens in touch with the needs of offenders, thus encouraging support for more community-based programs. Progress has been slow.

All it takes is one hostage-taking, one parolee to commit a serious crime, and then like clock-work the system comes under attack. The wheels of community outrage go into action. Voices shout: "hang em." Newspapers give these stories front page coverage. Radio hotliners have a field day painting a picture of correctional incompetence. Politicians try to pick up votes by reminding us they favor capital punishment.

In response to this outcry, prison security is tightened up; the Correctional Service goes into hiding. There's no reason to believe this scenario won't occur time and time again. Bad publicity will act as a barrier between the Service and the community. And the Service has not been able to break this barrier because of the distorted image the public has of corrections. This image is riddled with stereotypes and misconceptions brought about by sensationalism, gut level thinking and a general lack of information about corrections.

The importance of a good public image can't be overstated. The RCMP has had a lot of bad publicity lately — barn burnings, informers, fake arrest warrants, etc. But despite this, its public image has remained relatively untarnished. In fact, recent reports indicate most Canadians are satisfied with the RCMP's performance.

It's readily apparent the RCMP survives such brutal publicity because its public relations campaign has built up a strong public image. For years the RCMP has been giving

talks in schools, addressing businessmen's groups, involving itself in community sport. The RCMP Band and musical ride, with the mounties in scarlet, made-to-measure uniforms, serve a particular purpose. They are image-building techniques and they create public support.

The public is affected by the image it perceives and success depends on how skillfully that image is developed and managed. We aren't suggesting the Correctional Service create a rosy or inflated image of itself. But a directed effort to manage our public image would give Canadians a balanced picture from which to draw conclusions.

To date, the Correctional Service's approach to public relations seems to have been a reactionary one. In general a low profile is maintained. We advocate taking the initiative and with the aid of image ex-



Dean Fox

perts and ample funds to build a public relations image capable of withstanding the adverse effects of things like hostage-takings, inmate murders and so on. Then, and only then, can we expect the community to seriously consider involving itself with the Service at a meaningful level.

Darryl Plecas couldn't be reached by our camera because he was off on holiday in Mexico. Lucky man!

Right On!

Building a good public image is a top priority. Institutional directors and staff are becoming actively involved in their communities, offering the services of both inmates and themselves in worthwhile community projects. Our information officers in the regions and at headquarters are supplying the local media with news and articles on happenings in the Service. This helps counteract sensationalism. For example, *The Canadian* (January 6, 1979) ran an article, *Crime and Punishment* on our changing prison system.

The Commissioner is very actively explaining the Correctional Service to the public. No more "low profile." Adequate but not ample resources will be provided. There will be a speakers' bureau to provide lecturers for meetings, clubs and organizations across the country. All this is designed to provoke discussion and make the public aware of the problems the Service faces in today's highly complex world.

Our thanks to Living Unit Officers Fox and Plecas for their succinct, sincere and even searing comments. All of us in the Communications Branch will attempt to meet your expectations. We can only tell a story as good as the facts. Thanks for helping us, for your article and for your contribution to the Mission program."

— **John Braithwaite**
Deputy Commissioner, Communications

Retirement Awareness Workshop

It's not on many occasions that "superannuation" is regarded as more interesting than "socialization at breaks" but it would be difficult to convince staff at the Pacific Region Retirement Awareness programs.

One hundred and seventy-five staff and 100 spouses who took part in the four workshops (conducted by Personnel Services) held in 1978, were treated to an agenda of such topics as: Life Style Concerns, Income Tax, Mental and Physical Health, Financial Planning, Starting a Small Business, and the Canada Pension Plan.

The programs couldn't have been received with more enthusiasm by the participants. "I can't say enough about this

course and if I'm still in the Service in three or four years, I would like to attend again," said one CSC employee. Another suggested consideration be given to a follow-up making updated brochures available to "graduates."

There appears to be one major complaint: many employees thought three days was not long enough to adequately cover the topics. An additional two days would provide an opportunity to become totally engulfed in the very popular Superannuation and Income Tax discussions, according to a critique by participants of the October 1978 program.

However, three days, or five, only employees over the age of 57 qualify.

The Greenhouse Experiment

From Bomarcs to Bean Sprouts . . .

Quebec's La Macaza Medium Security Institution, located on a former military base, is a good example of how offender programs can be planned to take advantage of the immediate environment. Their greenhouse project produced 3000 pounds of tomatoes last year, there is a viable pilot program to supply bean sprouts to Quebec correctional institutions and inmates may soon be eating fish out of ponds made from basins once used to store Bomarcs.



Gilles Lacasse, Assistant Director, Education and Training, told *Let's Talk* La Macaza hopes to be able to provide food not only for its own needs but for all the penitentiaries in the Quebec region as well. La Macaza presently has 163 inmates and will expand to house 250, possibly even 400.

The program, said Lacasse, includes horticulture and silviculture (trees), each with its own theoretical and applied program. To provide inmates with recognized training, La Macaza has signed a contractual agreement with Mont Laurier's Collège Marie-Victorin. Inmates will get CEGEP credits from the Quebec Department of Education. The institution is visited twice a month by teachers from the college who monitor the instruction given by CSC staff. Inmates who take the courses aren't paid. They receive credits instead.

Apples and Pears

Besides the CEGEP, other agencies have their eye on La Macaza's growing potential. The St-Jean Experimental Farm on Montreal's South Shore would like to try growing apples and pears in this sometimes severe climate. It has provided La Macaza with 100 apple trees and 10 pear trees plus information about tree ailments and growth.

Another 150 dwarf apple trees are expected this year. If the orchard is successful there should be enough apples to supply the entire Quebec region within three years.

Lacasse said much must be done before self-sufficiency is attained. However, the two greenhouses produced 3000 pounds of tomatoes last year and the bean sprouts are a going concern. "Every year 12,000 pounds of bean sprouts are eaten in Quebec Institutions. By doubling our present equipment, we could produce enough to supply them all. To do this, we would need an investment of \$1000."

At full capacity the gardening projects employ 30 inmates. There are plans to double the number of exchanges with the Marie-Victorin CEGEP and to extend the theoretical training to take up the slack in the winter.

The transition from minimum to medium security has not been difficult, said Lacasse. It has allowed the institution to diversify its programs, since the small number of inmates (80 before the change last November) was a major impediment to development. With 163 inmates La Macaza can offer more, since the security will allow the completion of projects to be carried out within the walls.



Three thousand pounds of tomatoes last year plus a pilot project in bean sprouts.

Policy in the Making:

Prison Should be "Last Resort"

Who should go to jail and how many offenders should be imprisoned was the subject of an address given by Solicitor General **Jean-Jacques Blais** to the Committee on Human Rights in Sudbury, Ontario. Reducing the prison population is not a new idea, he said.

"In 1969, the Canadian Committee on Corrections recommended every effort be made to reduce the prison population. Six years later the Law Reform Commission recommended imprisonment be used as a 'last resort.' I have also publicly stated our objective is to reduce penitentiary population."

Imprisonment is not only tremendously costly, it prevents full exercise of a citizen's rights and must be used as little as possible. The message of incarceration must not be diluted by overkill — too many laws, and offences, charges, trials and prison sentences. Society's ultimate weapon must stay sheathed. The watchword is restraint — applying to the scope of criminal law, to criminal guilt, to the use of trial and sentence.

Imprisonment is a penalty that must be duly considered and used only as a tool for achieving carefully defined and clearly understood objectives, the Solicitor General emphasized. One method of reducing the prison population is to reserve imprisonment

only for persons so dangerous no other sanction can be considered appropriate.

The Canadian Committee on Corrections report said improved methods of identifying dangerous offenders would permit alternative sentencing such as community service orders which would allow the offender to work off his sentence in the community. This type of alternative would benefit both society and offender. It is our hope progress may be made in narrowing the range of 'dangerous' labels so we may divert non-dangerous persons to community corrections.

Last year we made a number of 'due process' safeguards for offenders legally binding on the National Parole Board. These safeguards have been common practice, but had not been legally binding. They include hearings, written reasons for decisions, and judicial reviews of our procedures.

Canada's official position at the UN is that inmates retain all rights of ordinary citizens except those taken away by law due to incarceration. We accept the statement of the Parliamentary Sub-Committee that justice for inmates is a personal right essential to their reformation. In 1973, we created the office of the Correctional Investigator whose mandate is to investigate inmate complaints."

A "First" for Drumheller

Health Centre receives Accreditation

In December, the Health Care Unit of Drumheller Medium Security Institution in Alberta received accreditation from the Canadian Council of Hospital Accreditation. Accreditation is a voluntary program which encourages health care units to provide good patient care by following certain basic principles of organization and administration.

Opened in 1967, Drumheller Institution provides a comprehensive health care program of medical, surgical, psychiatric, dental and pharmaceutical services for an inmate population of 450. The centre is open 24 hours and has a fulltime staff of nine, including six nurses. Consulting professional staff service the centre on a contract basis. The accreditation report commended the centre for providing "good quality services

in a realistic manner."

Fernande Harrison, Assistant Executive Director, Foothills Hospital, Calgary, presented the accreditation certificate to **Stan Baird**, Senior Health Care Officer, at a ceremony in the institution. She emphasized the surveys conducted prior to the granting of accreditation are made by fellow medical professionals, people employed in the health care field. "They understand about such things as budgets and budget cuts."

Dr. Bill Davis, Regional Director of Medical and Health Care Services, Prairies, chaired the proceedings and speakers included **Jim Phelps**, Regional Director General, Prairies, **Tony Frank**, Director of Drumheller Institution and Stan Schumaker, MP for Palliser, (Ind.).



Drumheller's smiling Health Care crew: left to right. **Back Row:** Marcia Bodnard, Health Records Clerk; Mary Ann Antosko, Clerk Typist; Dr. G.S.L. Wilson, Institutional Physician; Margaret Wells, Nursing Officer; Dr. James Letts, Institutional Psychiatrist; Peter Skiehar, Nursing Officer; Lee Etter, Nursing Officer. **Front Row:** Dr. S.K. Smith, Institutional Optometrist; Stan Baird, Assistant Director, Medical and Health Care Services; Mary Anderson, Nursing Officer; Rupert Buckley, Team Leader, Nursing Service. **Missing:** Dr. R.G. Dickson, Institutional Dentist, Janet Parker, Consultant Pharmacist.



Saskatoon District Workshop

Over 40 representatives from the RCMP — Saskatoon and Regina, the Saskatoon City Police Department, the Parole Board, the Parole Service and the Correctional Service of Canada, gathered at the workshop to discuss mutual concerns. The group visited the new Psychiatric Centre, heard a presentation on new parole legislation and discussed the Prairie division of the Parole Board. **Dr. Alan Weston**, Medical Director of the Psychiatric Centre, spoke on the use and operation of the new centre and Ron Liske, Director of the Saskatoon Provincial Correctional Centre, discussed provincial corrections and the proposed new provincial jail for Saskatoon. **Fred White**, Chief, Preventive Security, Prairies, chaired the workshop and said that it was such a "successful event" he looked forward to future workshops.

New Privacy Coordinator

January 8, Deputy Commissioner, Security **Robert Diger** appointed **J.R.W. (Fred) Gervais** Departmental Privacy Coordinator. Gervais replaces **Doug Dawe** who was appointed Director of Accommodation Planning in the Policy and Planning Branch at NHQ. Gervais' new task is to oversee the operation of Part IV of the Canadian Human Rights Act dealing with Protection of Personal Information and to promote awareness among employees, inmates and the public of their rights to access information that may be held about them by the Correctional Service of Canada.



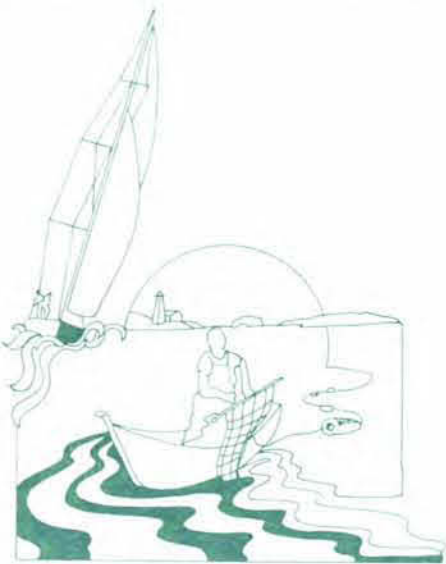
Made at Bowden

Staff and inmates at Bowden Institution, Alberta, are very proud of this special order — a huge, hand-rubbed, black walnut board room table measuring 21' x 5' x 2" thick. Made in the industrial workshop for members of the board at Red Deer Museum, it comes with matching lectern and chairs. Shown above, board members happily try out their furnishings.



Two Mile Lunch Hours

As far as joggers go, which can be quite far, **Bill Griffin**, Supervisor of Correctional Officers' Programs at the Staff College, Edmonton, is somewhat of a fanatic. Since a 50-mile club was started two years ago, Bill has surpassed the 750 mile mark and is rapidly approaching 800. He runs two miles daily on his lunch hour and jogs weekends in any weather, even awful.



Atlantic Challenge

The Parole Service's Atlantic Challenge Program is a non-profit organization specializing in "real challenges" for inmates. There are two programs annually: in summer sea voyages along the coastal waters of Nova Scotia/Prince Edward Island and canoe trips; in winter, cross country skiing, camping and snow shoe expeditions. Set up two years ago, Atlantic Challenge aims to have participants master a series of unique problem-solving tasks. Target group: offenders in federal and provincial institutions, as well as juveniles before the courts.

A Dramatic New Approach . . . Lynn Jenson: Adventurer

by Justin Sullivan

Lynn Jenson, latter day frontiersman and charter member of Atlantic Challenge is, at 31, a 6'4" easygoing world wanderer. Moving from city to city and country to country was a fact of life for Jenson because his father was a long-established member of the Canadian Navy. Lynn's own travels have taken him across four continents. He has been a laborer, lumberjack, truck driver, deep-sea sailor and a student with several University degrees. He has guided, manipulated, even rehabilitated (perish the word) disadvantaged children, juvenile delinquents and full-fledged adult offenders on expeditions through the wilds of Nova Scotia and Ontario.

Since 1976 Jenson has led parolees and inmates of our five federal institutions on expeditions via skis, snow shoes, feet, canoes and whale boats. The whaling boat trips are the most spectacular, and perhaps the most effective, from the point of view of altering personalities. It is 175 miles from Halifax to the Strait of Canso and the whaling boat crews make the trip there and back in what amounts to two weeks of isolation — three boats, three commanders and nine "clients."

With sails, and sails only, a crew of four sometimes sail for their lives. There is danger of capsizing, being swamped, running aground and, on rare occasions, the spectre of the great beyond seems to be near. At other times, there is no wind, no movement, no action. While visitors to the expeditions are rare, mosquitoes, black flies and sunburn are not. The crew must learn to sail and learn to sail quickly. There must be self-discipline in exacting circumstances and self-discipline in the relaxing environment around the campfire at night. Each must help the other for the sake of the general good, with no expectation of reward or even recognition.

"About 20% drop out of the program," says Jenson. "They cannot motivate themselves to handle the challenges and problems and with time-honored cynicism, reject the program."

"Do you have a problem with hostility?"

"Yes. Usually from those who have been so ingrained against authority over an extensive period. My system is to keep such people close to me. They sleep in my tent, they sail in my boat. When they realize I am not punishing or unfair (I hope), they change. Sometimes they stay changed."

"Is there hostility among the inmate and ex-inmate crew members themselves?"

"Yes, but it seldom lasts. There is so much else to share and do, that hostility is relegated to a less elegant position."

"How much responsibility do you give these landlubbers?"

"All they can handle as fast as they can handle it."

"How much do you trust them? Are you afraid of escapes?"

"There was one escape, but I can't afford to be afraid of it. It would compromise the program."

"To use a verboten word — is anybody reformed or rehabilitated?"

"It's hard to say. There is evidence the program has an immediate and positive effect. It's transitory and needs periodic booster treatment. We try to take clients who are on parole or near the end of their sentences."

"Do you like your job — do you like being isolated with some very ruthless people, some very subjective people, some very unlikeable people, who know nothing of sailing, camping, cooking or etiquette?"

"Love it!"

Justin Sullivan is Regional Manager, Communications (Atlantic).

CSC to Help Build Prison in the sun

At the request of the government of Trinidad and Tobago, several lucky members of Technical Services got to enjoy a little of that famous Caribbean sun while attending a series of meetings to plan a new prison complex. **Rod Neame**, Director General of Technical Services, **Bob Purcell**, Director of Major Construction Projects and **Ron Harding**, seconded to CSC from Public Works Canada, left March 6 for a week-long conference. Harding gets to stay in Trinidad where he will be project director. Estimated completion date: four years.

The three-man team discussed the planning of **Golden Grove**, a maximum security prison complex, covering a 30-acre site 10 miles from Port of Spain, Trinidad's capital. The prison is expected to house up to 650 inmates and replaces an outdated institution. It will feature all modern hospital, psychiatric and security facilities. The Canadians will provide professional, technical and advisory services. "We'll be planning

the prison and going through all the steps with them," said Neame, "just as if we were doing it for ourselves."

Trinidad officials, including Commissioner of Penitentiaries Charles, visited Ottawa recently to confer with **Commissioner Yeomans** and CSC Technical Ser-

vices staff. The officials, with tour director **Rod Neame**, also went west to take a look at Mission and Kent Institutions and the new Regional Psychiatric Centre in Saskatoon. The weather was Canada's worst but the officials were very impressed, they said, by "your highly advanced prison technology."



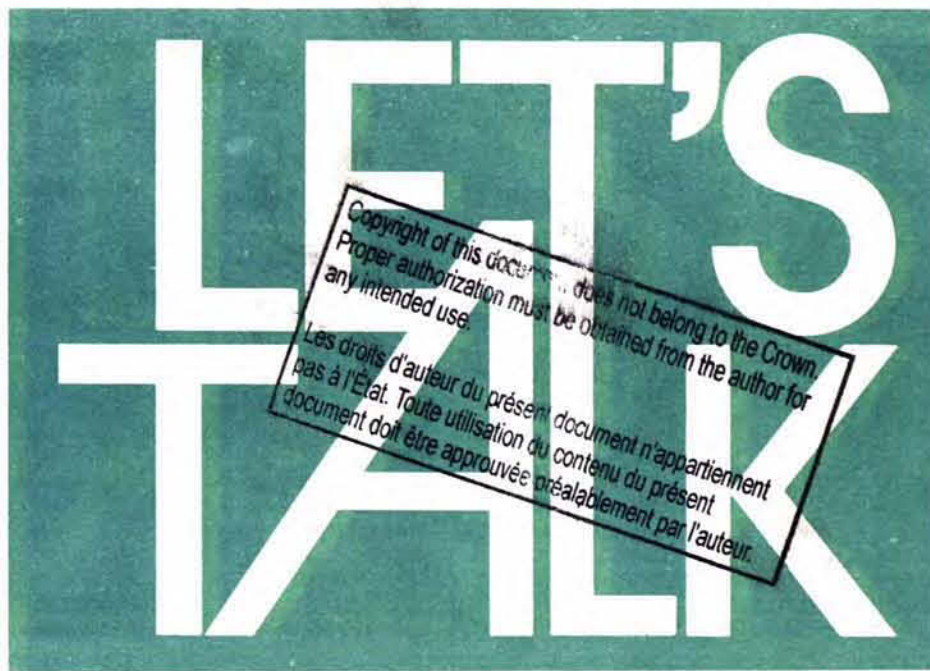
Rod Neame



Commissioner Charles



Commissioner Yeomans



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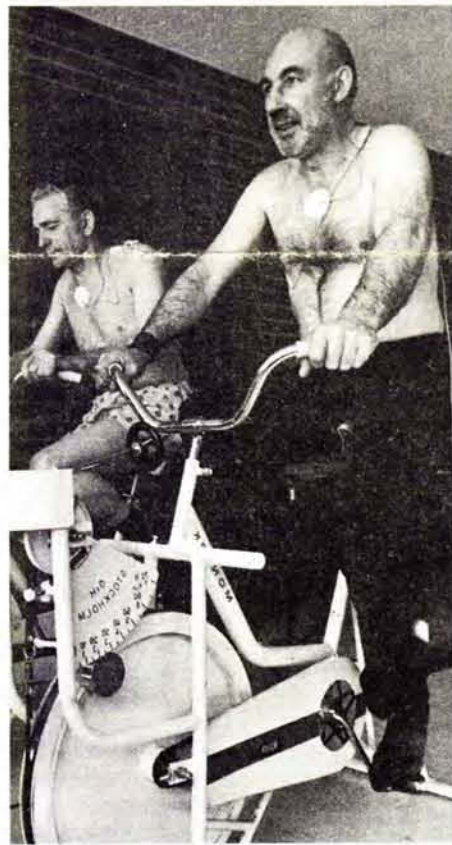
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Keeping Fit at Matsqui Institution

Time to Run for your Life!

by Harold Golden



Left, Don Britten, Living Unit Officer at Matsqui Institution and Art Whiskin, Preventive Maintenance Coordinator, bike smoothly along the road to physical fitness at a recent testing session.

Matsqui staff are doing just that. They're jogging, walking, cycling, skating and swimming their way to greater physical fitness. The idea is to improve their cardio-respiratory efficiency, muscle endurance, strength and flexibility. As a spin-off of all this activity, participants are also reducing their body fat percentages.

This program is a follow-up to a project begun by **Reg Clark**, Coordinator of Employee Health Services, RHQ Pacific. Last year he conducted a series of fitness and health seminars for Matsqui staff on a variety of topics: risk factors in coronary heart disease, benefits of physical exercise and lifestyle analysis. Ninety people attended. A two-day fitness evaluation clinic was then set up including a counselling session based on the fitness tests everybody took. A sample training program was suggested. Follow-up tests every three months will monitor improvements achieved through the training.

Most of the fitness activities take place while staff are off duty but a jogging/walking club has been formed and members jog around a grass track on institutional property during their lunch hours. There is an 18 station exercise circuit indoors for bad weather. Staff keep records to chart their progress. Those who achieve standard levels are eligible for provincial government awards: an official certificate, a medallion and a crest. Achievement beyond these levels will be recognized by an institutional fund, or possibly the PSAC.

The fitness program includes information on diet, weight control, nutrition, heart disease, fitness theory, exercises for special muscle groups, and how to design a training program for yourself.

So far only one problem has been encountered: most participants are admin. or office staff; very few are security or living unit personnel. A major goal will be to get these employees involved.

All the recent fanfare over the unfit state of Canadians certainly won't apply to Matsqui staff!

Harold Golden works in the Recreation Department at Matsqui Institution, British Columbia.





Commissioner Yeomans with Chadband and his wife at their recent retirement party.

Ernie Chadband retires

"Chad" to his many friends in the Service, he was honored with a long service award signed by the Prime Minister and presented to him by the Commissioner in Kingston. Ernie is originally from England where he learned the food services industry and worked in some of Europe's finest hotels. He fought in the Second World War and was a Japanese prisoner of war in Burma, near the infamous Bridge on the River Kwai. Since arriving in Canada in 1951 he has worked in food services in every institution in Ontario region. He is probably best known for his work at the Correctional Staff College where his meals and personal philosophy were a delight. At RHQ he developed a Cook Training Program which is scheduled to be instituted across the country sometime in the future. Ernie Chadband is going to be sorely missed, but we all wish him a happy new life.

HAVE YOU SEEN?

Latest amendments to Commissioner's Directives (CDs) and Divisional Instructions (DIs) effective February 8, 1979 to February 27, 1979.

Amendment No. 12: 200 series — CD 245 — Temporary Absence — Inmate Pay (Deleted). No. 2: 600 series — DI 634 — Reporting Procedures on Inmate Accommodation. Security Manual: Amendment No. 26: CD 208 — Inmate Grooming and Personal Hygiene. No. 27: CD 245 — Temporary Absence — Inmate Pay (Deleted).

For any missing amendments contact Directives Management at 593-4754.

"All that Jazz"

Psychologists tell us that what we do in our off hours is very important to our general sense of wellbeing. To show how other CSC staff manage their spare time, have fun or develop themselves, Let's Talk will interview interesting staffers.



Don Robinson is a jazz show host, a man of many careers with a lifestyle that would leave most people gasping. The 36-year-old living unit officer and lifeskills coach at Joyceville Institution, Ontario, has been a reporter, photographer, editor, embassy butler, political aide, PR man; in fact has had 47 jobs since he was 17, frequently holding several of them at the same time. "I like an exciting life," he says.

Right now his big interest is his Saturday radio show, *All That Jazz*, on CFLY Kingston. Government surveys credit him with 32,000 listeners ranging through Ontario, and Albany, Syracuse and Rochester in the U.S. He gets 50 to 100 letters a week, all of which he answers himself. "I hate form letters."

It takes him six to eight hours to prepare for his three hour show because he likes to research the jazz musicians he presents as well as choose his records carefully. He loves jazz, he says, especially traditional jazz, where the tunes are recognizable. Ultra modern jazz sounds "like a bull attacking the bag pipes." His favorite stars are singers Mel Tormé, Sarah Vaughan and Ella Fitzgerald. Instrumentalists Zoot Sims, tenor sax, Vic Dickenson, trombone, and Mercer Ellington, the famous Duke's son, are his friends, and Mercer has visited him in Kingston.

How did he get into show biz? Three years ago CFLY was looking for a local host to do a jazz show and Robinson was recommended. The show was scheduled for three months but it "caught fire" and now, three years later, it's an incredible success, so much so that Robinson says he's embarrassed. "I'm a shy man actually." Being in the limelight makes him a bit

nervous. Jazz is having a real resurgence he told *Let's Talk*. He does about five special live shows a year in the Kingston area and is awed by the enthusiastic audiences.

Inmates appreciate his extracurricular life as a jazz host. "They know I'm not just another screw so they like to talk to me about jazz and the show. I get a lot of mail from institutions too."

Besides being a jazz buff (he plays piano) Robinson has many other enthusiasms. He was city editor of the Brockville Recorder and Times until he decided to try his luck in Arizona with a PR job. At the American Embassy to get his visa, he was mistakenly believed to be applying for a job as a butler to the ambassador. "What a comedy of errors." The Ambassador, Walton Butterworth at the time, asked him about himself, then offered him the job, to begin immediately. Robinson was so fascinated by the turn of events, he accepted. After reading up on Emily Post's book of manners, he had protocol down well enough to don tails and morning coat and carry off his first formal dinner honoring Roland Michener and some 75 guests. He had a staff of 23 and his favorite line was, "Your Excellency, dinner is served."

A year later he went to Arizona and the PR job, then came back to Ontario to be executive assistant to Bob Nixon in his campaign for premier in 1970-1. After the election (Nixon lost) he was broke and took a job as a clerk at the Psychiatric Centre in Kingston Penitentiary, which he liked. He went on to work at Millhaven, Collins Bay and then to Joyceville Institution where he has been for the last 2-1/2 years.



Harry Broome's new life

Retirement is a word that is changing its meaning today. People are starting to talk about retirement as a beginning not "the end!" So with **Harry Broome**, Records Management Officer at NHQ who celebrated the end of 20 years service with CSC and the beginning of a new and different life. Above, **J.R.G. (Butch) Surprenant**, Director of the Secretariat, wishes Harry all the best from his many friends at a recent get together. He received a silver medallion and a scroll signed by the Prime Minister for his 37 years of public service. Harry started his career in the Air Force 1941-45 and then joined the Department of Veterans' Affairs where he worked for 14 years. He joined the Correctional Service in 1959 in Records. All together he has devoted 33 years of his working life to Records Management. Harry says he has no plans yet for the future but he's considering sharing his expertise with other government departments. Here's to the future Harry!

Add your input to Crime Prevention

CSC staff especially interested in crime prevention should consider joining the Canadian Association for the Prevention of Crime (CAPC). The Association is looking for new members to broaden its base, and input from correctional staff would be a help. The CAPC tries to accomplish its aims through public education, promoting a private voice in government policy and providing a channel for the exchange of information and ideas. It publishes the *Canadian Journal of Criminology*, hosts a nation-wide congress every two years and has projects going in many areas related to crime prevention. CAPC recently changed its name from the Canadian Criminology and Correctional Association to reflect its growing emphasis on crime prevention. Membership in the CAPC, and, in some regions, your local provincial or regional Correctional Association, is open to all Canadians and costs only \$10. Enquiries: 55 Parkdale Avenue, Ottawa, Ontario K1Y 1E5.

Fund Growing

The Frank Eustace, Paul Maurice Memorial Fund has now about \$17,000 collected for the widows and children of the two men killed at Collins Bay Institution. It is hoped the fund will soon reach \$20,000. Send donations to Montreal Trust, 165 Wellington Street, Kingston, Ontario.



Rare Photo for Senior Parole Services Staff

"Rare" because its hard to get them all together, says **Dennis Curtis**, Regional Manager, Communications, Ontario, who snapped the shot at a Senior Management Committee meeting held in Kingston. The Commissioner has been holding some of the SMC meetings in the regions lately to get a little more local flavor into the proceedings.

Left to right: **Gilles Bedard**, District Director, Ottawa; **Don Hutchinson**, Admin. Officer, RHQ; **John Lawrence**, District Director, Central Ontario; **Gilles Martin**, District Director, Western Ontario; **Pat Ryan**, District Director, Eastern Ontario; **Lloyd Conrad**, District Director, Sudbury; **Ian Hermiston**, District Director, Peterborough; **Dennis Kerr**, Regional Director (Ont.); **Roger Beames**, District Director, Hamilton.



Industries Director Retires After 31 Years

Ray Thompson, Director of Industries at headquarters receives best wishes on his retirement from **Bruce Sanderson**, (right) former Assistant Director of Industries at Joyceville Institution, Ontario, **James A. McLaughlin**, (centre) a former Director of Industries at headquarters and **Gaston Seropian**, (left) present Director of Industries. Ray Thompson entered the Correctional Service as Chief Vocational Officer at Collins Bay Institution 31 years ago. In 1954 he was promoted to Assistant Director of Industries at headquarters and in 1971 he succeeded Jim McLaughlin as Director of Industries. He contributed to the work of the Correctional Industries Association (CIA) on several committees, and was elected president of the CIA in 1975-76. Many of Ray's friends at headquarters and in the regions attended his retirement party to wish him the "very best" in the years ahead.



Mission Institution in B.C. — the brightly-painted, ultra-modern prison where co-corrections may get its first federal tryout.

Co-corrections isn't new . . .

Why single sex prisons?

What we think of as modern concepts may not be all that modern. It may come as a surprise, says **Sheelagh Dunn**, Coordinator of Female Offender Programs, but co-corrections is not a revolutionary new idea at all. Prisons from their inception held men, women, even children as prisoners. But conditions were terrible — which is why the women and children were taken away to be housed separately. (See box on page 2)

Ms. Dunn was discussing the pros and cons of co-correctional prisons, a distinct possibility because of the decision to close Prison for Women, Kingston, announced in January by the Solicitor General. It was suggested that Mission Institution, in British Columbia, a male medium security prison housing 150, assign one living unit of 36 rooms for the use of western Canadian female offenders. Two-year-old Mission is considered a good bet because it's new enough not to have entrenched male traditions. Female offenders at Mission will "probably" attend the same inmate programs as the men and eat in the same dining room but the whole program is subject to consultation with the British Columbia Corrections Service and the Elizabeth Fry Society.

of housing men and women together. Is separation of the sexes based on a legitimate rationale — or is it a Victorian carry-over to "save the women and children," Ms. Dunn asks.

Co-correctional institutions are considered to be a potential solution to a wide variety of problems, she pointed out. For example:

- Reduction of the dehumanizing, destructive aspects of confinement
- Weakening of disruptive homosexual systems
- Creates a more normal, less institutionalized atmosphere, especially for those soon to be released
- More efficient utilization of staff, space and programs
- Expands career opportunities for women.

The US experience

The spread of co-corrections in the US since 1971 has been rapid. The process of



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implementation has often been one of trial and error and most co-correctional institutions have had to be flexible to meet their changing problems. Where decisions have been reached to phase out co-corrections, this has been done for reasons other than dissatisfaction with the concept.

Co-corrections has gone ahead amidst fears of assault, pregnancy and emotional problems. As a result heavy external controls have often been applied in the form of surveillance and sanctions.

Whatever its advantages and problems, co-corrections is an idea whose time has come. It may well be tried out in Mission Institution possibly by the end of the year.

How to become a CO

by Jack Stewart



Ron Boucher outside "headquarters"

In days past, the only way to learn the job of a correctional officer was to become one. The specialized training required for this unique occupation is just not listed in "How To" courses and instruction booklets proliferating the academic scene and your local book store.

Ron Boucher and Cariboo College in Kamloops, B.C. are trying to change all that.

Prairies people may remember Ron as a former clerk at Saskatchewan Penitentiary, or as a parole officer, latterly Assistant District Director in Calgary. These days Ron can be found in a small frame house on the campus of Cariboo College preparing students for a future career with the Correctional Service of Canada.

Ron, with a masters degree in Criminology and a B.A. in Psychology, is coordinator of the college's Correctional Officer Pre-employment Training Program, a nine-month course that stresses the realities of the prison system and the role and responsibilities of today's correctional officer.

The first two weeks of the program for this year opened students' eyes to the penitentiary system as they visited a number of B.C.'s prisons. Then back to the classroom and a honing of the skills they will need as corrections professionals. Course requirements emphasize Criminology with additional training in English Communication, Introductory Psychology, Introductory Sociology and Group Dynamics and Leadership.

All of last year's graduates are now employed in the corrections field, and Ron Boucher is optimistic about the future of the course. He hopes the program might expand to offer on-going as well as pre-employment training.

Anyone wanting further information is encouraged to write Ron Boucher c/o Cariboo College, P.O. Box 860, 900 McGill Road, Kamloops, B.C.

Jack Stewart is Regional Manager, Communications for British Columbia.

B.C. Psychiatric Centre receives accreditation award

Accreditation is a proudly earned award for achievement — something Canadian hospitals and health care centres strive for. In December Drumheller Institution Health Care Centre in Alberta got its accreditation status. In January **Dr. Chuni Roy**, Director of the Regional Psychiatric Centre in Abbotsford, B.C., learned his Centre had been awarded its accreditation for a period of two years. The Centre is the first penitentiary psychiatric hospital in Canada to meet the standards of other accredited hospitals — proving the B.C. Psychiatric Centre is producing optimal care for its patients.

The 138-bed Centre was cited by the Canadian Council on Hospital Accreditation

for having done "an excellent job in creating a hospital atmosphere in difficult circumstances." Dr. Roy was especially commended for the leadership, professional expertise and judgement he has brought to the Centre since its formation 6½ years ago. The Centre was praised as a forensic training facility by the World Health Organization and its careful attention to human rights was also mentioned.

The Regional Psychiatric Centre serves as the Secretariat of the International Council of Penitentiary Medicine and is fast becoming world renowned. The Abbotsford experience has shown psychiatry has a very important role to play in the field of corrections.



Staff of the newly accredited centre

Jean Boileau, CX-8; **Thomas C. Hartley**, Chief Occupational Training; **Sheila Sluggett**, Clinical Director's Secretary; **Roger Marceau**, Chief Psychologist; **Nathan Mandelzys**, A/D Research; **Pat Beecher**, Director of Nursing; **Lisa Deakin**, Medical Director's Secretary; **Mark Feldstein**, Chief Psychiatric Social Worker; **Dr. Florence Nichols**, Psychiatrist (in charge of sex offenders' program); **Dr. J. McAleer**, Psychiatrist; **Dr. Roy Dry**, Clinical Director; **Dr. Chuni Roy**, Medical Director; **Bert Wall**, Pharmacist; **Dan Norton**, A/D Security; **Dr. Ali Saad**, Psychiatrist; **Douglas Haines, Q.C.**, consultant for A.A. program; **Wilfred MacIntyre, CX-2**.



Through the leaves and into the past? — Prison for Women, Kingston.

Outdated fortress

Reasons given for closing Prison for Women are that the 45-year-old institution is an outdated "fortress" with more security than most of the women need. And since there is only one prison for females, women must be imprisoned, unlike their male counterparts, far away from families and friends. Programs for women have also been criticized as woefully inadequate.

"Women are victims of sex discrimination even in jail," said **Gillian Sandeman**, Elizabeth Fry Society Executive Director at the Female Offenders' Conference in Vancouver. Women are given less opportunity to learn trades and skills when they return to the outside. Lack of programs, said Dr. Sandeman, creates a depressing self-image, boredom, lack of ambition and laziness. She pointed out 45% of women inmates in the United States are in co-correctional institutions.

A Victorian carry-over

Why single sex institutions? Ms. Dunn wonders. Who benefits from all male, or all female institutions? "We need to consider all the implications, look at all the problems and perhaps we will find mixed prisons may be — for some prisoners — the better way."

Single sex institutions became the norm in Western society in the 1850s, after centuries

Prisons in France (1)

Discipline is tough

In the January 15, 1979 issue of *Let's Talk*, we ran two articles on the American prison system. Now we'd like to take a look at how France handles its prisoners. Last December **Julien Ringuette**, Chief, Living Units at Leclerc Institution, Quebec, visited France for two weeks to meet with French prison officials. Later Hubert Bonaldi, former director of France's Prison de la Santé and now director of the central office in Paris, came to Canada to look at prisons in the Montreal area as well as visit Commissioner Donald Yeomans. *Let's Talk* met with Ringuette recently to get a first hand account of what he saw.

Two kinds of prisons

The French penitentiary system has Houses of Detention (maisons d'arrêt) and Central Prisons (maisons centrales). Houses of Detention have two types of prisoners. There are the accused, or people suspected of a crime who have been committed by an examining magistrate and imprisoned temporarily — 45 per cent of accused persons fall into this category. There are also offenders who are serving sentences of less than a year.

Central Prisons are for offenders serving sentences of longer than a year and are divided into two categories. There are central prisons where ordinary security is in effect — for prisoners believed to be dangerous there are reinforced security centres. The other category, detention centres, is more liberal. Schedules are flexible, the inmate is allowed to decorate his cell and choose his own clothing. The outside world is brought closer through freer correspondence and inmates can receive outside phone calls. The screen in the visitors' area, which separates visitor and inmate, has been eliminated and there is the possibility of inmates being granted temporary leave after a third of the sentence has been served.



Muret — a Central Prison

Discipline is rigid

"The inmate is subject to a very strict discipline. It would be considered rigid in our terms," Ringuette pointed out. "What's more, during working hours, inmates are not supposed to chat with each other. They always eat alone in their cells."

Discipline is backed by very strong security. At St. Maur, cells and workshops are searched daily. Inmates are allowed no physical contact with visitors regardless of their security classification.

Strict security also exists in the Houses of Detention. Every inmate of Fleury-Mérogis who has to leave the institution to attend court undergoes a search of his person and clothing when he leaves and when he returns, even when he is accompanied by a guard.

As for activities, the French system would not tolerate a group of 10 or 12 inmates withdrawing to a corner to talk while a game was being played. According to Ringuette, when inmates register for a sport, they must participate. Inmates are allowed to choose whether they will take part in sports, cultural or artistic activities — or even work. But, if they do not participate in these activities, they are confined to their cells.

Accused treated as inmates

There are also Houses of Detention and Central Prisons for women and young offenders 15 to 22 years of age. In the Houses of Detention, the accused are not separated from those serving sentences and the two groups are subject to the same prison regulations. In fact the accused are treated exactly the same as a person who has undergone trial and been sentenced.

This is a very different system from Canada's where the accused are considered innocent until proved guilty. In France an accused person is considered guilty and must prove he is innocent.

St. Maur and Fleury-Mérogis

During his visit to France, Ringuette concentrated on two particular institutions: St.

Maur Central Prison in Châteauroux in southwestern France between Toulouse and Paris; and the Fleury-Mérogis House of Detention on the southern outskirts of Paris.

St. Maur houses 450 inmates while Fleury-Mérogis holds 3,800. The Fleury-Mérogis complex is divided into three separate cell blocks, one housing 200 women, one housing 300 young offenders and the third, 3,200 men.

"Initially the French system does not label inmates as to how dangerous they are. When an accused person is given a sentence of one year or more, he is then sent to a maximum security Central Prison," Ringuette said. "He can then be assigned to reinforced security quarters or even to a reinforced security prison, such as a work camp."



Note perimeters: Workshops built into walls

Workshops in the walls

In French prisons built since 1963, a revolutionary concept in architecture has been used to ensure perimeter security: the surrounding structure is not simply a fence topped with barbed wire but a concrete wall which houses the workshops. In the middle of this limited space stand cell and administrative buildings. Also, buildings are linked together by means of a system of spacious corridors, built entirely of glass, allowing a view of the whole complex. These corridors are not at ground level but are mounted on pilings at the second-storey level. This kind of architectural concept guarantees effective security while allowing, if need be, a minimum number of guards.

A concluding article on French prisons will appear in the next issue of *Let's Talk*.

An historical look at female offenders

The earliest public record of women prisoners is in the writings of Charles Dickens with regard to women and children he saw in the almost-new Kingston Penitentiary in the 1840s. Women at that time were incarcerated in an area off the dining room of the men's penitentiary, as were children of all ages, some as young as 10 years old.

Service records show that female prisoners were received at Kingston Penitentiary during its first year. From September 1835 until 1912-13, female prisoners were accommodated in the North Wing. At the time of Confederation, there were 60 females in the penitentiary.

Saint John and Halifax Penitentiaries usually had a few female inmates. Dorchester Penitentiary, which replaced those two institutions in 1880, operated a small female ward in its West Wing until 1885 when females were transferred from Dorchester to Kingston Penitentiary. Dorchester had female prisoners until 1923.

Prison for Women was completed in 1934. Although the trend in US prisons for women had been to cottage-type institutions, the Canadian government chose to build a 19th century design for a male maximum security prison. In 1938 the Royal Commission on the Penal System (the Archambault Report) stated: "There is no justification for the erection and maintenance of a costly penitentiary for women alone."

Behind the scenes

At CSC Policy Division



CSC's triple threat at the Policy Division shop — left to right, **Richard Zubrycki**, Policy Analyst; **Mike Nolan**, Director; and **John Vandoremalen**, Policy Analyst.

Like other large organizations, the Correctional Service has a policy division. According to Director **Mike Nolan**, the Policy Division's purpose is to help the Correctional Service maintain a consistent direction in its activities and programs. This is done through the **Framework of Corporate Policies** — a high sounding phrase that means Policy Division systematically collects ideas and information concerning whatever the Service does or plans to do. Once collected, this information is put together into policy statements.

A good example of a policy statement is: "Inmate labor is to be used in construction and maintenance wherever possible." Or — "All CX staff are to receive induction training of at least 12 weeks."

Policy statements are to provide staff with broad guidelines to help them make decisions. The work of correctional staff often involves making judgments. Policy statements are an invaluable aid to staff because they focus the possibilities into certain limits, making it much easier for staff to take the correct and appropriate action.

Policy-making goes on at several distinct levels. Top level policy involves federal government decisions regarding the Canadian Criminal Justice System and relevant legislation like the Penitentiaries Act and other government policies and directives. Second level is the Service's own principles and objectives.

What concerns staff the most is the third level which is general policy concerning operations. For convenience, policy at this level is divided into two areas — **Total Environment for Offenders and Corporate Organization**.

Total Environment for Offenders involves operational units, medical services, security, social environment, programs, and a discretionary services for offenders, case management, offenders' rights and responsibilities, and staff in operational units. **Corporate Organization** is mainly concerned with staff in operational units: at NHQ, RHQs and Staff Colleges, communication and parliamentary liaison, research, evaluation and information systems and CSC corporate organization. Division into separate areas allows information to be collected in a more orderly way.

So — Policy Division collects information, puts it together for Senior Management consideration and then passes it on to staff via SMC through policy statement. In forthcoming issues of *Let's Talk* we will be dealing with other areas of management so staff will be better informed about the Service and how it works.

Who's Who on the line

Carl Kingston, a food service officer at Dorchester Penitentiary, New Brunswick, begins our series of short photo-stories on staff. In a recent *Let's Talk* opinion survey readers asked for more news about people and the work they do... so here goes!

Carl has been on the job with the Correctional Service for 11 years. He's an assistant Food Service Supervisor who teaches meat cutting and cooking to 18 or 20 inmates who work with about seven staff in the kitchens at Dorchester.

When *Let's Talk* spoke to Carl he had just finished boning and rolling a leg of pork that would soon be on the Dorchester dinner menu. The kitchen, he says, processes about 1000 pounds of pork and 1700 pounds of beef a week.

Every morning when Carl comes on the job at 6:30 a.m. he knows he has 325 hungry (and regular) customers waiting for breakfast. He checks out the menu prepared by his supervisor, **Les Gallagher**, then directs the cooking and serving of the day's breakfast — which might be bacon and eggs, French toast, or fried eggs. Dorchester doesn't have a dining room so meals must be put in a steam table and taken to the cell blocks.

He enjoys teaching meat cutting to his inmate crew and is always pleased when some of them take a real



Photo: Don Aud

interest and go on to become cooks on the outside when they "graduate."

Carl's wife does most of the cooking at home but he sometimes whips up a few of his favorite specialties — like Chinese food. His four children are grown up and on their way so he now has time for hunting and fishing which are his big interests. He hunts deer, and moose — when he's lucky. In New Brunswick you have to be lucky: you must win the right to hunt a moose. There are so many applications for licenses hunters draw for them.

Carl has the added advantage of being able to butcher the carcasses himself and then he freezes them. His favorite fishing is on the Miramichi 100 miles away where he likes to catch sea trout and Atlantic salmon.



Frantic fishes rescued



Cooperative rescue action by staff and inmates at Elbow Lake Camp, B.C. — with help from Chehalis Reserve, Provincial Forest Service and B.C. Fisheries, recently saved a large school of frantic Coho salmon who were trying to reach their spawning site.

Director **Sepp Tschierschitz** received an urgent request for help from a B.C. Fisheries Officer. A school of Coho, 700 to 1000 of them, were caught behind a log jam in the Chehalis River several miles from their spawning creek. The fish had been trapped for some time before being noticed by a passing sports fisherman. The jam had to be removed because the salmon could not spawn in that area and would eventually die.

A road was pushed through to the log jam. Our Director and the Forestry Supervisor examined the site, and within two days, a crew of inmates, and supervisor **Al Miller**, joined a number of men from the Chehalis Reserve who had just begun the dangerous job of clearing the debris from the river. After several days of work, the crew from Chehalis, aided by the inmates, managed to remove enough of the logs to enable the salmon to get through.

We were told one pair of Coho salmon on the spawning bed is valued at \$10,000 over a 10-year period — which gave a real sense of satisfaction to the rescue team.

Not the first time

This isn't the first time the Camp has responded to a cry for help from other agencies. In 1977 another jam at the outlet of Weaver Creek caused by a flash flood, badly damaged the spawning bed used by rainbow trout. Staff and inmates rushed to the rescue and the area was cleaned up. Weaver Lake is one of the most popular, productive spots on the lower mainland to the sports fisherman. While it isn't possible to attach a dollar value to the efforts of the inmates and staff we are happy other agencies request our help, thereby creating in our residents, a feeling of being wanted.

The Chehalis crisis had a secondary benefit because some of the logs removed will be reclaimable as part of our salvage logging program. These logs, along with others, will be transported to our mill site and under direction of Supervisor **Ken Lafond**, converted to usable lumber and distributed to other institutions. One recent shipment amounted to 7500 board feet sent to William Head Institution for use in the Beecher Bay Project. In addition, three of our buildings have been constructed entirely of lumber salvaged from Chehalis Lake.

Casselman is Acting Assistant Director, Programs, at Elbow Lake Institution, British Columbia.



by Al Casselman

Snow-a-rama ... and Beaver Creek CC

or how J.J. Blais came to owe \$13. to two lifers

by Nancy Versteeg and Gene Fillekes

A recent Orillia, Ontario newspaper carried a story headlined: "Solicitor General owes two lifers \$13." How come? The result of litigation? Nothing so mundane!

The story began when **Ted van Petegem**, Director of Beaver Creek Correctional Camp, Ontario, reported the Gravenhurst Rotary Club, where he is a member, was co-sponsoring the annual **Whipper Billy Watson Snow-a-Rama** for Timmy in the Gravenhurst area. It's a 100 mile endurance run for snowmobiles. Drivers collect donations on a per-mile basis and the proceeds go to the Ontario Crippled Children's Society. Van Petegem wanted to know if Beaver Creek would help.

Nancy Versteeg, the Director's secretary, rose to the challenge and pledged her snowmobile and its skiboose (trailer). She recruited two residents, **Gene Fillekes**, her inmate clerk who now works in the community and **Brian Roberts**, the present inmate clerk, to be her co-drivers.

Collecting pledges began immediately and the response was fantastic. Thirty-two of the residents pledged \$200 and staff quickly equalled the amount. Nancy contacted people at RHQ Kingston while Gene and Brian worked on the community. Staff at the Muskoka Centre for the mentally retarded where Gene works were typical of the community response: nearly everyone pledged. By Snow-a-Rama day, the group had \$1,086 in pledges.

Saturday, Feb. 3, "the day" proved bright and windless. The group started out at 09:30 hours on the 100 mile course around the shores of Lake Muskoka. Mostly it was ice but the cross-country trails made it more difficult, and bumpy, as Nancy on the skiboose will remember, at least until the bruises fade.

Then disaster. At the half way point Nancy's snowmobile threw a bogey wheel. The Beaver Creek entry might not finish! But, with the help of a cooperative garage owner, the machine was adapted to run with one less bogey wheel.

Success. The Beaver Creek Correctional Camp entry made it to Gravenhurst at 15:45 hours, completing the full 100 miles, earning over a thousand dollars in pledges and having a great time doing it too. In spite of Nancy's bruises.

So... that's how J.J. Blais came to owe the lifers \$13. He pledged that amount to them during a recent visit to Beaver Creek. The Snow-a-Rama, we think, is a good example of the rapport between staff and inmates and inmates and the community.

Van Petegem adds that the total amount raised by the Snow-a-Rama was \$21,000 which was matched dollar for dollar by the President of MacDonalds. "We are proud and grateful for the contribution we could make," he said.



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Beaver Creek's machine throws a bogey wheel. What to do?

"First of its kind"

Consultation agreement with the private sector

Greater public participation in the long term policies of the Correctional Service took an important step forward recently when the Canadian Association for the Prevention of Crime (CAPC) and the Correctional Service agreed to set up a consultation committee to provide regular and continuing advice and guidance from the voluntary sector of the criminal justice field.

Commenting on the agreement, Solicitor General **Jean-Jacques Blais** said the new consultation process was the first of its kind. "I regard the CAPC as the focus of public opinion for those informed members of society who are concerned about corrections. I look forward to developing a continuing and mutually beneficial agreement where both organizations may gain from the knowledge and expertise of the other."

The agreement is also important in insuring greater public understanding of Canada's correctional system, a process considered essential by the Parliamentary Subcommittee on the Penitentiary System.

Frank Chafe, President of CAPC, said he was pleased with the agreement which makes the CAPC the principal channel for communication between the private, voluntary sector and the Correctional Service. The CAPC has appointed an eight-member Consultation Committee

composed of representatives of the private sector.

Who is who on committee

They are: **Frank Chafe**, Assistant to the President, Canadian Labor Congress; **Lois Becker**, Executive Director, Elizabeth Fry Society, Hamilton; **Chester Cunningham**, Executive Director, Native Counselling Services of Alberta; **W.F. Hesketh**, Executive Secretary, John Howard Society of B.C.; **C. Robert MacDonald**, Executive Director, John Howard Society of Nova Scotia; **W.T. McGrath**, Executive Director, CAPC; **André Normandeau**, Director, School of Criminology, University of Montreal; and **Gaston St. Jean**, Director, Agence Sociale Spécialisée de Hull.

Likely topics to be considered by the Committee are: developing a Canadian correctional policy, correctional standards, the image of the correctional officer, the construction program and prison accommodation for women.

The Canadian Association for the Prevention of Crime dates from 1919, when the Canadian Prisoners' Welfare Association was formed. Its purpose is to encourage the participation of private correctional agencies and individual citizens in all aspects of criminal justice.

Prisons in France (2)

French Work Program — “A Remarkably Efficient System”

A French inmate's world is divided into three areas: work, recreation and his cell. Work is mandatory, and according to Ringuette, the French system is remarkably efficient. “The inmate is well paid and he works hard. France has perhaps found the ideal formula”.

The ideal formula?

Much of the work goes to licensees of private companies. They are provided with vacant premises, they manage their inmate-employees and pay them on a piece-work basis. Inmates can earn a good income — wages are only 20 to 30 per cent lower than those on the outside. The private firm can make a profit because it does not pay for social benefits and it has a ready-made work force.

While the entire French system is based on this kind of work organization not every

In the April 15 issue of Let's Talk we ran a report on the penitentiary system in France with the help of Julien Ringuette, Chief of Living Units at Leclerc Medium Security Institution in Quebec, who recently visited France. In this story, we talk to Ringuette about the problem of work.

workshop operation enjoys the same success. It all depends on the regional economic conditions where the Central Prison is located. For example, at St. Maur, the work system is excellent perhaps because the region enjoys a favorable economic climate. At other Central Prisons, results are not as good. Economic constraints are also a problem causing a high rate of inmate unemployment.

Work system based on “outside”

The work system in French prisons is a reflection of the situation outside. Within the

walls the same market conditions operate as in society. This means the inmate who wants to work must offer his services so he can be hired by the company and prove his worth. He can be dismissed if he does not meet the requirements of the licensee.

Ringuette feels the work format used in France has many advantages. Private companies do not make compromises in the quality of their goods which results in incentives to excellence for inmates. What's more, the work system is not costly to run. All the private firms get is their space. They must provide furnishings, equipment and management. It's worth noting that at St.

Maur the penitentiary has to provide only two guards for the 10 workshops it houses.

Incentives to work

Inmates who refuse to work are confined to their cells. Those who do work receive a good income but also have economic responsibilities. They must support their families, at least in part, and they must set aside earnings for when they are released. Inmates caught in acts of vandalism have to pay compensation.

Discipline is respected

Discipline is very clear and consistent. Rules are also respected which produces a high degree of security. As Ringuette pointed out, “The inmate feels secure: he knows what the score is. Also, the fact that discipline is strict and well-respected makes it possible to develop excellent social relationships.”



Talking to the press

OTTAWA — Good relations with the news media is a top priority in the Correctional Service. To ensure maximum cooperation on both sides, a Communications Conference was held in Ottawa, Feb 27 to Mar. 2, attended by John Braithwaite, Deputy Commissioner of Communications, Frank Champion-Demers, Executive Director, Organization, Darryl Davies, Director of Public Participation; Claude Tessier, Director of Media Relations and the five regional managers of communication — Jack Stewart from B.C.; Linda Lee, Prairies; Dennis Curtis, Ontario; Jean Lajoie, Quebec; and Justin Sullivan, who just took over the job for the Atlantic region.

The regional managers met with representatives of Canadian Press, the Ottawa Journal and the Parliamentary Press Gallery to air problems and build a better working relationship. The regional managers reported the conference was a great help and felt new lines of communication were opened up.



Jean Lajoie (Que.) and Jack Stewart (B.C.)

Have you seen?

Latest amendments to Commissioner's Directives (CD's) and Divisional Instructions (DI's) published February 27, 1979 to March 30, 1979.

Amendment No. 13: 200 series — CD 208 — Inmate Grooming and Personal Hygiene
Amendment No. 14: 200 series — CD 228 — Temporary Absence with Escort

Security Manual:

Amendment No. 28: DI 730 — Security Inquiries
Amendment No. 29: CD 228 — Temporary Absence with escort
Amendment No. 30: CD 244 — Contraband

For any missing amendments contact Directives Management at 995-6542.

Tom Ellis retires after 32 years “most of it exciting”

Deputy Regional Director T.J. Ellis, known affectionately all over Prairie Region as Tom, said his years with the Service spanned an interesting and varied career — almost 30 years of it in maximum security institutions like B.C. and Saskatchewan Penitentiaries.

He started out in 1946 as a guard at B.C. Pen, following five war years in the Canadian Armed Forces in Canada, United Kingdom, Italy, and a discharge for war wounds. He rose quickly through the penitentiary service from guard to keeper, staff training officer, assistant director (at B.C. Pen) and then in 1971 he was promoted to director of Saskatchewan Penitentiary. In 1974, he took over his present position.

3 riots and 10 hostage-takings

“Working in a maximum security penitentiary can be stressful and demanding,” but generally, he says, he enjoyed the operational aspect of correctional work. He cited his personal experiences with prison disturbances covering three riots and 10 hostage-taking incidents. He said an administrator in a hostage-taking can be under as much pressure as a hostage. One disturbance he remembers as particularly frightening occurred in the '70s at British Columbia Penitentiary when three inmates overpowered a guard and held a knife against his throat, threatening to kill him unless their demands were met.

Ellis says he has noticed many changes over the years in CSC. A relaxation in discipline for inmates and staff is one thing that bothers him. “I think we have to get back to a more disciplined environment so inmates, staff and the administration know where they stand. When I started in 1946 there was rigid discipline for inmates and staff, yet the inmates seemed to respect the staff more than they do today.”

An avid sportsman and fisherman, Ellis says at 56 he is retiring at an age when he can still have fun. He plans to enjoy the Saskatchewan outdoors in summer and travel to warmer climates in winter.

A roast for Tom

And what a roast it was! Jim Phelps, Regional Director General (Prairies) hosted the extravaganza introducing various ‘roasters’ and adding many of his own humorous comments. Bill Westlake, Senior Deputy Commissioner at NHQ, though suffering from a terrible sore throat, presented a heart-warming combination of comments about Tom that left most people holding their sides and roaring with laughter.

Chief Jack Gibbon of the Saskatchewan City Police Department, added much spice to the evening, reinforced by such ‘roasters’ as Hank Popp from Ottawa and Tom's secretary, Della Klassen, whose poem to Tom brought tears to many listeners' eyes.



Looking at his new camera, Tom and two admirers: secretary Della Klassen and wife, Mrs. Tom Ellis.

New PR officer appointed

MONCTON — Justin Sullivan, Regional Manager of Communications for the Atlantic since February, is a 30-year veteran of the Service with a colorful career in corrections behind him — in fact all who know him will agree Justin is just plain colorful.

He is best known for the key role he played in the surrender of a Moncton, New Brunswick murder suspect, James Lawrence Hutchinson, one of two suspects believed to have killed two Moncton policemen in 1978. Sullivan acted as intermediary between the RCMP and Hutchinson, spending three hours talking alternately with Hutchinson and the RCMP. He succeeded in persuading Hutchinson to surrender, putting an end to one of the largest manhunts in the city's history.



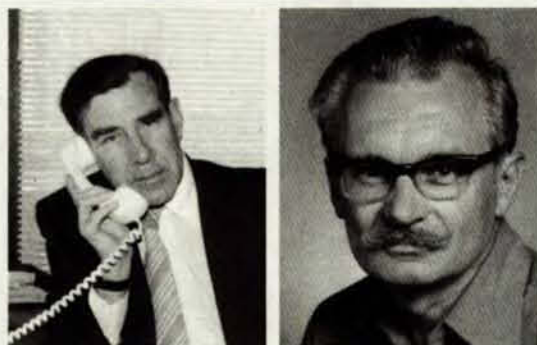
Sullivan joined the Service in 1948 in his native Kingston, working as a guard in Kingston Penitentiary until 1952 when he became a classification officer. Six years later he went to Moncton as a Parole district director and was Coordinator of Operations for the Parole Service until he took over his communications job.

As to hobbies, he admits to having played baseball, football, hockey, checkers, bridge, the stockmarket, horses and possum — possum, Justin? He hates (he says) polo and rye whiskey, but likes scotch and some women. However, he's not married; he's waiting for the right woman — so he said!

New faces in Technical Services

Andrew Connidis

Thaddeus Konopacki



OTTAWA — Technical Services has a new chief. He is Andrew Connidis who joined the Planning and Architectural Building Program as Chief of Building Programs in February. He told Let's Talk his mandate is to work on the revised Penitentiary Construction Plan preparing programs for the architects. His job is to define an institution's needs as to size, design and new facilities and to make sure these requirements are met.

Connidis brings a wealth of experience to the Correctional Service. An architecture graduate from London, England, he started his career there after serving in the Corps of Royal Engineers in Egypt, Palestine and Cyprus. In 1952 he came to Canada, worked with Toronto's private sector for four years and later ran his own architectural practice in Kingston and Toronto for 14 years. He also worked for the Department of National Defence for 18 months and Public Works Canada for three years before he joined the Correctional Service this year.

He is a member of the Ontario Association of Architects and is a popular lecturer on architecture. He has many hobbies, he says, including painting, travel, tennis, badminton and canoeing.

Another new addition to Technical Services is Thaddeus Konopacki, an architect who joined the Correctional Service in January, as Senior Programmer, Architecture Program in the Planning and Architectural Building Program Section. He tells us his job is to improve and add new facilities to institutions to meet the needs of an increased number of inmates. At the moment, he is working on alterations and additions to Ste. Anne-des-Plaines complex in Quebec. He will be involved as well in establishing the objectives and programs for more up-to-date facilities in a number of institutions across Canada.

Konopacki graduated in Belgium in 1948 and started his architectural career in Europe. In 1951 he came to Canada and worked for private enterprise in Toronto and Montreal. He then joined Transport Canada, Air Services Design, where he worked for six years on buildings for telecommunication services — such as a satellite tracking station, a radio test lab and a number of airports. He operated his own architectural practice in Ottawa for three years, and worked for Indian and Northern Affairs 11 years in Restoration Services and contemporary architecture for National Parks.



The Master Planners take time out for the photographer, left to right, they are: John Rama, Director; Lloyd McWhirter, Planning Officer; Carolyn Canfield, consultant; Herb Parker, consultant; Angela Knoll, secretary; Rénald Chrétien, Planning Manager; and Vivian Liang, clerk.

CSC's new "Master Plan" To be operational soon

John Rama's Operational Planning Group is knee deep in work these days putting the final touches to a CSC Master Planning System scheduled for completion in June 1979. The Master Plan identifies major issues and critical problems facing CSC over the next five years and outlines the policy and planning required to meet them.

The point of a Master Plan is to make sure everyone, staff as well as senior management, is very much aware of the important issues. "When everyone is in the picture, we can all communicate more effectively. After the Plan is operational, there should be a much greater understanding throughout the Service of exactly where CSC is going and how we expect to get there."

"It was a massive effort to gather and coordinate all the information," said Rama, "but thanks to a great deal of help from the various branches at NHQ and people in the regions we should have everything ready for the Senior Management Committee by the July National Directors' Conference in Ottawa. Various SMC members will highlight these plans for review at the conference."

Some of the issues being looked at in the Master Plan are:

- Improving the work environment for staff
- Improving induction/refresher training for all staff in contact with offenders
- Improving the practice and image of the Service
- Efforts to increase parole releases
- Clarification of inmate rights
- Increasing inmate participation and pro-

ductivity in the industrial program

- Reducing escapes
- Implementation of a compatible set of administration information systems

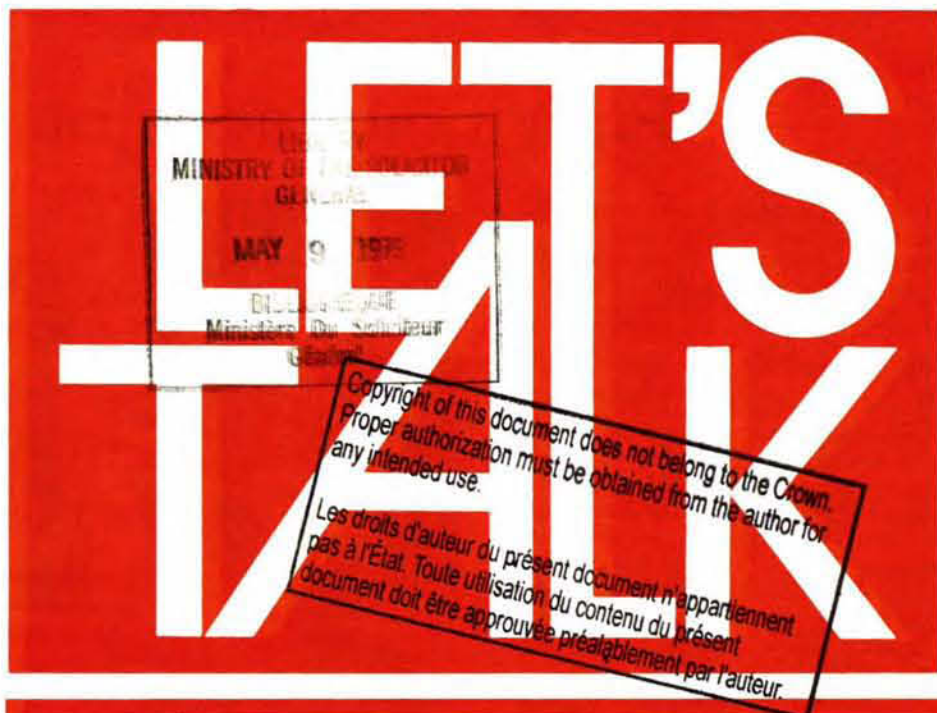
This is just a sample, reports Rama, but it indicates the Master Plan deals with significant issues having major impact throughout the organization, especially at institutional and parole line staff levels.

How it works

The Master Plan, once it's developed, will be reviewed and updated as a continuing reference for operational planning providing an overall view of CSC corporate and program objectives. Operational Planning NHQ and Planning Managers in the regions perform a supportive coordinating role. It's through their advice and guidance that CSC planning efforts can lead to more productive results.

The Master Plan, plus new population forecasts and the latest revision of the Five-Year Strategic Accommodation Plan, will provide the cornerstones for the 1981/82 regional and national program planning and budgeting.

Assisting John Rama with Operational Planning are two Planning Officers: Rénald Chrétien and Lloyd McWhirter. Herb Parker, a private consultant, is assisting the group. Also, in the near future, Tom Epp will be rejoining the group following his assignment as Executive Assistant to the Senior Deputy Commissioner, Bill Westlake.



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Why not build a plane?

Down-to-earth hobbies aren't for Larry Dufloth, LU at Pacific region's minimum security Elbow Lake Institution. Larry's hobby in fact is flying high — in the skies above B.C.'s Fraser Valley. He's in the process of building a Midget-Mustang-2 airplane.

Larry, who's been with the Correctional Service for 12 years (as security officer at Drumheller and Matsqui Institutions and LU at Elbow Lake since 1973), is not only building his own airplane, he also builds airplane parts for other people. He is helping an Air Cadet squadron rebuild a rare antique Porter-Field 1939 2-seater. And not surprising, he is an avid member of Abbotsford's Experimental Aircraft Association.

How does one get involved in such an ambitious hobby? Larry obtained a private pilots' licence after a two-year stint in the Canadian Air Force as a telecommunications technician. He's looked to the skies ever since. In the future he hopes to obtain a commercial pilot licence with "instructor rating."

"Since most persons can't afford to buy an airplane, why not build one?"



says Larry. Not all of Larry Dufloth's off-duty hours are devoted to those fantastic flying machines — he's also a black-belt in judo and scuba diving! Wow!

First Ontario Trade Exhibition a Big Success

A joint federal/provincial project

"If we could organize an exhibition of prison-made products, invite potential customers — and the public — we could attract new markets, and prove to the public there are inmates who do more than twiddle their thumbs scheming up plans to smash the furniture," so agreed two men in the correctional field: Bill Hardy, Chief, Regional Market Development RHQ, Ontario; and John Pahapill, Manager of the Industrial Employment Branch, Ontario Correctional Services.

This spring they decided the time had come to do something about it — and Scarborough Trade Exhibition became a reality March 13 to 17 at Scarborough Civic Centre, near Toronto.



Bill Hardy

Both CSC and the Institutional Branch of the Ontario Ministry of Correctional Services, showed displays of office and institutional furniture; gym equipment for playgrounds, and lockers; clothing, textiles and handicrafts. A large-screen TV on loan from Staff College, Kingston, showed video programs on the Joyceville Industrial Project, Mission Institution, Parole, and other developments.

The Exhibition was very popular with both buyers and public, said Hardy. "In fact, the public, overly aware of escapes, riots and hostage-takings, had a new, more positive image of correctional services. By Monday (the show closed on a Saturday), the first of several long distance calls came through with requests to buy various products."

Trade Fair a "must"

Hardy and Pahapill felt a joint trade show had become a "must" — they wanted to develop new markets and they served the same clientele, the tax-supported and the non-profit sectors. Both men believed the market was basically unaware of the availability and high quality of prison-made products.

Potential customers they approached were very encouraging. They liked the idea of helping to provide meaningful work for inmates enabling offenders to make a



Roger Young, Parliamentary Assistant to the Solicitor General and Member of Parliament for Niagara, officially opens the Scarborough Trade Exhibition at the Scarborough Civic Centre, near Toronto. The Solicitor General was able to attend the exhibition later in the afternoon and pronounced it a "success".

contribution to society. Even management in the private sector, who might be in competition in a minor way, were supportive and non-critical.

"The Exhibition was a marvel of cooperative planning," Hardy remarked. Everyone worked long hours — management, inmates and staff. At the Prison for Women, staff and inmates addressed, made insertions and sealed hundreds of invitations, as did staff from RHQ, Ontario, who were assisted in the final hours by high school students.

Special thanks go to Margaret MacLeod of the Ontario Ministry of Correctional Services, Ray Marsolais, Chief of Marketing, Quebec region, Doug Hornbeck and his vocational staff instructors at Collins Bay Institution, and many more, said Hardy.

Inmates built displays — an illuminated stand came from Collins Bay Institution and Millhaven produced displays on printing and mail bags. Two inmates ran a demonstration showing the microfilming operation at Bath Institution.

Quebec loses a director general and La Macaza's director takes on a new job!

Four new faces on the National Parole Board

Solicitor General Jean-Jacques Blais announced four new appointments to the National Parole Board recently. The fulltime appointments for five years went to:

Michel Lecorre — former Regional Director General

Lecorre joined the Correctional Service in 1945 shortly after coming to Canada from France where he received the Croix de Guerre for bravery in World War II. He has held the positions of Director of Saint-Vincent de Paul and Archambault institutions, and of the Regional Reception Centre for Quebec. In 1974, he became the Assistant Regional Director of Operational Services and in 1976, the Regional Director of Penitentiaries for Quebec. Since 1977, he has been the Quebec Regional Director General for the Correctional Service.

Lecorre is the Director, Manager and past treasurer of l'Association Protectat Inc., a camp for underprivileged children. He is a member of la Société de Réorientation et Réhabilitation sociales and the International Criminology Association.

His imagination, industry and élan will be missed by the Service but we hope he will still be available for wise counsel. Bonne chance, Michel!



Michel Lecorre



Roméo Beaupré



Gaston Clermont



Prosper Boulanger

Roméo Beaupré — former La Macaza director

Beaupré was born and educated in Montreal. In addition to an active career in business and finance, he was extensively involved in community activities, notably with Les Scouts catholiques de Montreal. Beaupré served as Executive Assistant to the Honorable Jeanne Sauvé, when she was Minister of State for Science and Technology. He became Director of the minimum security institution Ste. Anne des Plaines in

1973, and Director of the new medium security institution La Macaza, in 1977, which he helped establish.

Gaston Clermont

Clermont was born in Laval, Quebec, and studied commerce and finance in Montreal. He was elected to Parliament in 1960 and has since been re-elected for five terms. He has served as Parliamentary Secretary to the Minister of Industry Trade and Commerce, and is an executive member of the NATO Parliamentary Association.

Prosper Boulanger

Boulanger was an MP for Mercier from 1962 to 1979. Born in St. Eugène de l'Islet, Quebec, he completed his education in Montreal, specializing in political science and commerce. He was an Alderman and a Commissioner for the City of Montreal. While a member of Parliament, he was Chairman of the Standing Committee on Railways and Telecommunications, and Chairman of the Standing Committee on Veterans Affairs.



"Partnership Between Police and Parole"

PACIFIC — "We have come a long way in improving relations between police officers and parole officers," said **Roland Bishop**, Regional Manager, Offender Programs, in a closing address to the Canadian Association of Chiefs of Police and Correctional Service of Canada workshop held in Vancouver. It is now "how we can best cooperate, not whether cooperation should exist."

The need for a continued "opening of channels of communication" between factions of the justice system was repeatedly stressed at the CACP/CSC workshop attended by members of Greater Vancouver area police forces and RCMP detachments, the National Parole Board and CSC staff.

From such workshops, (about 500 of which have been held across Canada since 1974), "a better understanding and appreciation of each others' roles can be gained," said **Bob Stewart**, Chairman of the regional joint committee of the CACP. Although on the surface it seems some people are working to get people into prisons and others are working just as hard to get them out, there actually exists a partnership of police and the parole board, he said.

The 90 delegates at the workshop were asked to review a typical application for day parole. They had to decide whether parole should be granted — or not — without knowing the actual Parole Board decision on the case.

Opinions ranged all the way from granting day parole with certain conditions to not granting it at all. Discussion was lively but there was no general agreement, showing parole is not an easy subject to pronounce upon.

PSST — OUT THERE

Have you an interesting or unusual hobby? Write Let's Talk about it — and send us your photo. We'd like to print as many of your photo-stories as possible.

Sticky & happy at Pittsburg's sugar bush

ONTARIO — It was a miserable rainy spring day — but it didn't dampen the spirits of the Bayridge Kindergarten class who had an exciting haywagon ride about a mile into the bush to see raw maple sap being boiled into delicious syrup. Staff and inmates had a roaring fire going and the kids all got a chance to sample the syrup — Mmmm. By the end of the day, the kids (and adults) were cold, wet and sticky but everyone had a good time — thanks to Director **Mitt Reid**, farm manager **Hugh Pratt** and staff and inmates of Pittsburg Institution.

Hugh Pratt pointed out it takes about 40 gallons of sap to make a gallon of syrup that's just right for pancakes. Pittsburg likes to produce enough syrup to supply Ontario institutions but Spring '79 wasn't cooperative weatherwise so, sad to say, maple syrup will be a scarce item in local institutions this year.



Mitt Reid and friend had a good day at the sugar bush



Two Retirements at Frontenac

ONTARIO — Two employees of Frontenac Institution with a combined total of 49 years service retired at the end of the year. They are **Cecil Murphy** with 28 years to his credit and **Norm Wombwell** with 21 years. A retirement party was held at the Correctional

Staff College and everyone had a good time wishing success and happiness to Norm and Cecil. Above, left to right: J. B. Armstrong, Norm Wombwell, Andrew Graham, Director, Cecil Murphy and P.J. Cote.



Prairie CACs meet

PRAIRIES — Representatives of the six Citizen Advisory Committees in the Prairie Region got together recently in Saskatoon to discuss progress — and problems. Some reps had been involved with CACs for 10 years and some were just starting.

They agreed that if CACs are to work, both staff and citizens must work together closely. Credibility has to be built up to assure CSC management the Citizen Advisory Committees are there to help, not hinder.

Representatives also decided that if the citizen committees are to have a viable role, they must attract and keep effective members. Involved and concerned people don't want to spend time on a committee if they see it merely as a token concession to public opinion.

Collins Bay institution Gets a new library

ONTARIO — The newly renovated library at CBI opened its doors in March after a great deal of hard work and organization by librarian **Dusty Rhodes** and his library staff composed entirely of inmates. He estimates the library has 12,000 hard cover books and 4,000 paperbacks as well as many magazines and newspapers. There is also a daily magazine and newspaper service. The Citizens' Advisory Committee recently took a look at the library and agreed it would be much used and enjoyed and was at least as good as many municipal libraries. Anyone who would like to make a donation of books (in good condition!) please contact Dusty.



Breaking new (and hard!) ground is no problem for resourceful Solicitor General J.J. Blais who knows how to put his full weight on a shovel when necessary. Cheering him on are, left to right: Jack Bennett, Director-General (Atlantic); F.V. Clark, Assistant Woodlands Manager, Scott Paper; the Solicitor General and his shovel; Gwen Mason, President, Citizens Advisory Committee, Springhill; and Robert Coates, MP for Cumberland Colchester North.



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Solicitor General at Springhill sod turning

New tree nursery project located inside perimeter

It was supposed to be a sunny day for the sod turning but the weatherman didn't get the memo, and it rained. However, nothing dampened the enthusiasm at the opening ceremonies April 24 at Springhill medium security institution, Nova Scotia, marking the start of a two-and-a-half million dollar tree nursery and reforestation project.

The project, expected to provide 60 jobs for citizens and 20 jobs for inmates, is a cooperative venture between CSC and private industry. Gordon Joy, Acting Director, Work Opportunities, Inmate Employment at NHQ, and Willy Gibbs, Springhill's Director, are working together with Warren Zwicker of the Scott Paper Company's Canadian Timberlands Division in New Glasgow.

Joy and Zwicker are a proven combo — they were involved in setting up the very successful Shulie Lake Forestry Camp project in Nova Scotia.

Five million seedlings

Five million seedlings (spruce, balsam, pine) will be grown in the nursery each year by Springhill inmates to provide trees for Scott Paper Company reforestation projects in Nova Scotia. Located inside the institution perimeter fence, the nursery project permits medium security inmates to be employed in a secure setting.

Inmates very enthusiastic

Back from his trip to the Springhill opening, Gordon Joy told *Let's Talk* he was very happy with what the nursery project had already accomplished. "The Springhill inmate committee is really behind the idea and very excited about it."

"The level of production has certainly exceeded expectations. The inmates are paid well and they're producing — a formula

which is really working for us on this project."

The inmates have already made 2000 wooden pallets — portable platforms for holding, storing or transporting the seedlings. "That's about twice as many as expected and reduced the cost per pallet from \$1 to 50¢. The inmates have also finished many of the work benches."

A reforestation project like this one, said Joy, has a cumulative effect on employment in the Maritimes which is a good thing for CSC. Springhill's young trees provide a continuous harvest from the forests — and ensure continuous employment for Nova Scotians. By giving inmates opportunities for employment and the chance to learn new skills, CSC also encourages a successful return to society when the offender is released.

Forestry work is hard, Joy remarked, but the men get a sense of pride learning to cope



Gordon Joy

with a "man's job" and the fatigue of muscles grown slack in institutions. Some inmates learn the meaning of work for the first time.

Joint funding for project

The Economic Growth Component of Canada Works will contribute \$1,069,200 for capital construction. Funding of the project's operation, for both the nursery and subsequent replanting, will be met by \$160,000 annually from the Solicitor General plus approximately one million dollars annually from the Scott Paper Company.

Forestry means job security

"The importance of reforestation can't be emphasized strongly enough," said Solicitor General Jean-Jacques Blais. "I am familiar with the forestry industry and it provides the best long-term job security and growth because it's a renewable resource. The demand for forest products is at an all-time high, and steadily increasing, so we must make every effort to take advantage of the opportunities."



Just reward for a hard worker: a kiss from the Citizens Advisory Committee.

A great way to see the world

Start a prison officers touring club!

That's what officers at Dartmoor, Devon, England did and they think it's a wonderful idea. Six officers, all from the Dartmoor Prison Officers Touring Club, recently arrived in Ontario region to take a look at Prison for Women, Regional Reception Centre, and Millhaven, Collins Bay and Warkworth Institutions.

"It's our fourth trip so far," said Jack Watts, Dartmoor officer instructor. Each year they plan a two-week tour, get to meet other prison officers ("the hospitality is fantastic"), compare systems and see a new country. They've been to several prisons in Europe and the U.S. They pay their own way, the money coming off their wages each month "so it's not too painful."

The visiting officers, David Haley, Bryan Benwell, Ian Morgan, Bill Peters and Arthur Stoddern, stayed at the Staff College, Kingston, and pronounced Ontario hospitality "the best yet."

What they liked

The relaxed atmosphere — they were happy to see the friendly relations between senior staff and the correctional staff, quite different from the military approach at maximum security Dartmoor which holds 530 prisoners (they don't use the words "inmate" or "resident"). The officers were amazed to see Hank Neufeld, Millhaven's director and several of his senior staff, casually eating dinner in the cafeteria with the staff.

The Living Unit concept at Warkworth Institution — they said they liked the constant interaction between staff and inmates — though they were surprised to see inmates wandering about unescorted. "Wouldn't happen at Dartmoor" — a prisoner there can't go anywhere without being escorted by an officer.

Millhaven's modern security system — the control area with all its pushbutton technol-

ogy fascinated them. "We use keys at Dartmoor," said one officer.

What they didn't like

Staff discipline too relaxed — especially standards of dress. If the governor (the director) sees a Dartmoor officer with his tunic unbuttoned, or without his hat, or tie, he's reported right away. They remember one officer being charged for wearing his tunic unbuttoned in the downtown area!

"Mollycoddling inmates" — they think we're too easy on our inmates — too much recreation, not enough work, radio and TV in their cells.

No running water

Things are different at Dartmoor apparently. Primitive, in fact, according to Canadian standards, said the English officers. No flush toilets in the cells, no running water, only a bucket with lid, jug of water and basin. Prisoners eat in their cells, they're locked up at 9:00 at night, lights out 10:00. Recreation consists of cards and TV. Education classes are in the evenings, after work is over.

Industries can sell to anyone

Most Dartmoor prisoners work and prison industries aren't confined to selling their products to government or non-profit markets. They can sell to anyone, and it's not considered unfair competition. One of the visiting officers was in charge of a workshop for 130 inmates that made speaker cabinets for a local company. Prisoners get a flat rate of pay and the rest of the money went to the crown to defray expenses. All contracts were approved by the Board of Trade to make sure there was, in fact, no unfair competition.



Dennis Curtis, Regional Manager, Communications (Ontario) presents an engraving of Kingston Penitentiary, 1869, to Dartmoor's intrepid tourers. Left to right: Ian Morgan, Arthur Stoddern, Bill Peters, David Haley, Bryan Benwell and Jack Watts.

Is mastering the Metric System linked to sex?

Who would suspect it? Recently *Let's Talk's* French editor, like all CSC staff, attended an information session on the metric system (SI) at headquarters, Ottawa. Ten women and one man, besides *Let's Talk* took part. This ratio seemed intriguing, and always in search of Facts, your staff tabloid went looking for more information.

It turned out 204 people had signed up for information sessions, and 119 had already participated. Of this number, two-thirds were of the weaker (?) sex.

Bob Hutcheon, of the Training Division, told *Let's Talk* he didn't know why more women than men attended the sessions. Perhaps it was because male employees feel they can measure up in metric already.

Hélène Desrochers, a clerk with Manpower Planning, told us the sessions were very interesting. Slides, workbooks and clear explanations helped simplify the mysteries of metric — a system, which according to some people, we could do without!



What you get if you take the course

However, metric is here to stay. In fact, it's with us now and starting in June we are committed to using it. Will you be ready? And, how many people will use metric accurately?

Maybe you're one of them? See if you can answer the following questions correctly. If so, you don't need the information sessions. But — if you can't, don't worry. The Training division in your region, or at NHQ, will be overjoyed to supply you with the necessary documentation.

1. Name three non-metric units of time and explain why they are accepted.
2. Metric recognizes only three ways of writing a date. What are they?
3. What is the Metric base unit of time?
4. Write, according to Metric rules, the date of an event which occurred one and one-half minutes before this one: 1959-01-01-00:00:01.
5. What other unit of volume resembles the cubic decimetre?

See box on this page for correct answers — then make an appointment to take your metric course!

HAVE YOU SEEN?

Latest amendments to Commissioner's Directives (CD's) and Divisional Instructions (DI's) published April 1st, 1979 to April 26, 1979.

Amendment No. 12: 100 series — CD 162 — Special Use of Government Vehicles
Amendment No. 15: 200 series — CD 244 — Contraband
Amendment No. 3: 600 series — Revocation of DI 610
Amendment No. 4: 600 series — Revocation of DI 614

Security Manual
Amendment No. 31: CD 174 — Special Handling Unit

For any missing amendments, contact Directives Management at 995-6542.

briefly

U.S.-CANADA INMATE EXCHANGE — This second transfer of inmates from Ontario and Pacific regions went off as scheduled. Five Canadians returned home and 12 Americans bussed across the border to the U.S.

IN THE MOVIES? Agassiz Correctional Work Camp in B.C. (which closed last year), may be the site of an American film, scripted by **Arthur Miller**, about a concentration camp in World War II. The B.C. Provincial government, backed by all that marvelous B.C. scenery, has been going all out to attract the American movie industry. According to **Jack Stewart**, Regional Manager, Communications, the Agassiz community would be very happy to see a movie on their turf and would be very grateful to CSC for making such a project possible. There's even a chance some inmates might be hired as "extras!"

"A PIECE OF THE WALL" — That's the catch phrase Prison for Women, Ontario, inmates are using to describe their latest hobbycraft project. The women use limestone rocks from the old, demolished Prison wall and turn them into attractive paperweights, key chains and pendants which they sold at their booth during the giant Kingston flea market in May. If you'd like information, or a Prison pet rock, call Dorothy Klassen at Prison for Women, (613) 544-6143.

BOXING AT LECLERC — This medium security institution in Quebec recently played host to an amateur boxing match, supervised by the Athletic Commission of Montreal and organized by **Bernard Goyette**, Physical Education instructor at Leclerc; **Lucien Gosselin**, Chief, Social Development; and **Roger Larivière**, a well known boxing promoter in Montreal. There were 10 matches and the young boxers (aged 14 to 16) fought enthusiastically and gave their all. Media response was good — the daily papers were invited to cover the event and radio station CFCF featured some of the more exciting moments on a recent broadcast.



Twenty-five year awards For Mitt Reid and June Proctor

ONTARIO — Two staff received plaques for 25 years service with CSC at the April Regional Directors meeting — "**Mitt**" **Reid**, Director of Pittsburg Institution and **June Proctor**, Food Service Supervisor at the Staff College, Kingston. Many staffers have wondered for years why Director Reid was always called "Mitt." On the occasion of his award, the truth can now be told.

As a child, Reid was a southpaw baseball buff but left-handed mitts were hard to come by — they cost a lot. So, always resourceful, young Reid used a very large catchers mitt in the field. He soon became famous for his large grasp, and ever since has been known as "Mitt." **June Proctor** recently made a name for herself for the fine "den mother hospitality" she gave to the six members of the Dartmoor Prison Officers Touring Club who stayed at the Staff College recently. The English Officers said they were afraid they were all going home 30 pounds heavier! (See Dartmoor story on front page)

COMREP Communications spelled F-A-S-T!

OTTAWA — getting the news to and from the regions on a daily basis is a tall order — but Communications Branch's new COMREP seems to be filling the bill.

COMREP is a one-page newsheet, featuring daily news from all the regions. It's prepared Monday to Friday by **Shirley Redmond**, Administrative Assistant to John Braithwaite, Deputy Commissioner, Communications, with the help of her famous dicta machine.

This technical wonder records all the news sent in to COMREP by the five Regional Managers of Communication. Twenty copies are then printed and distributed to senior management at NHQ and in the regions.

So, from Springhill, Nova Scotia, to William Head, Vancouver Island, from Leclerc, Quebec to Stoney Mountain, Manitoba, the news comes to Ottawa and then back out again to the regions, all in one day. This enables management to keep track of events of all kinds — almost as soon as they happen.

How's that for fast!

The system is not entirely foolproof however. Recently **Jack Stewart**, Regional Manager of Communications for British Columbia, got his plug pulled on him when an (unknown) cleaning person disconnected the dicta machine at NHQ. These things do happen.

Lost 65 pounds since December On the eat-what-you-want diet

It's easy to go on a diet — people do it all the time. But it's starving it out to the end that separates the fatties from the skinnies, the successes from the also-rans.

One on-going success is **Justin Sullivan**, Regional Manager, Communications, Atlantic Region, who went on a diet because his doctor scared him to death: it was a question of lose 50 pounds or quit golf. (Justin had recently broken a bone in his foot and it just wasn't healing properly because of his weight and it was ruining his golf game.)

Giving up golf was a fate worse than death by starvation, so Justin opted for the doctor's diet which promised a dramatic reduction in Justin — on an eat-what-you-want diet. The theory is that people abandon diets because they just can't stand low calorie food.

There's a catch, of course. You are allowed to stuff yourself on lettuce, but if you want icecream, you get only a lick of the cone, or if it's chocolate cake, only a tablespoon.

The diet worked for Justin — 1080 calories a day — and whipping cream in his coffee (no sugar) to stave off his appetite. In accordance with the latest ideas on how to lose weight, and keep it off, Justin also analyzed his eating patterns and his motivation.

Fat person syndrome

He found this very enlightening (no pun intended). "I discovered I had the fat person's syndrome — no breakfast, skimpy lunch, and a big dinner followed by lots of munchies all evening. Social eating was also a problem. Parties trap you into overeating," he says.

Bachelor Sullivan also noticed he ate even when he wasn't hungry — and thereupon



Justin agrees thin is beautiful but he'll have to call his tailor soon.

decided to wait until he was actually hungry before he made his dinner. Sometimes he found he waited all night, and still didn't get hungry, so he just went to bed, thinner.

Most important of all, he found being motivated strongly worked much better than exerting will power. "It's not will power you need, he says, "but want power. I wanted to get thin desperately so I could play golf again. Everytime I felt hungry I thought of myself as slender and beautiful — on the golf course," he laughs.

So now 65 pounds — or 26 kilos — reduced, Justin is looking ahead to leaping lightly around the golf course, shooting his lowest scores yet!

Three Commissioners at send-off for André Lavery



Four friends toasting the future — left to right, Donald Yeomans, André Lavery, Allen Macleod, and Paul Fagney. Photo: Ray Marcoux (NHQ)

OTTAWA — One of the liveliest retirement parties lately was that given for **André Lavery**, in April. Well known and respected in the regions and at NHQ, Lavery was former Director of Organization and Administration, NHQ, and at the time of his retirement, was on special assignment at Directives Management where he was working on requirements requested by the

Parliamentary Subcommittee Report on Penitentiaries.

Three Commissioners of Corrections got together at the RCAF Officers Mess with Lavery's friends and co-workers to wish him "bonne chance" and happiness in his retirement. The Commissioners were **Allen MacLeod**, (1960-1970) and **Paul Fagney** (1970-1974), now both retired, and the

Metric answers

1. Minute, hour, day, year — the Metric system accepts these terms because they're universally known.
2. Separate the year, month, day etc., by dashes, colons, or spaces, beginning with the largest units of time, i.e. June 5, 1979 in metric is: 1979-06-05 or 1979:06:05 or 1979 06 05.
3. A second.
4. 1958-12-31-23:58:31.
5. A litre — it's not part of the Metric system but its use is allowed.

present Commissioner, **Donald Yeomans**.

Lavery entered the Service in 1952 as Director of Professional Training at the Federal Training Centre, Laval, Quebec, which had just opened its doors. In 1960, he was appointed Assistant Director there and two years later Director of Personnel Training. In 1966 he transferred to another just-opened institution — Springhill, Nova Scotia — where he was named Director.

In 1969 he went to the Public Service Commission on a Career Assignment Program (CAP), and after a few months in the Bureau of Training and Development, returned to CSC as Chief of Group Studies, working on penitentiary reorganization. In 1972 he became Director of Organization and Administration.



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Marjorie David, appointed Director General of Inmate Employment Branch in February, considers the many challenges in her demanding new job as she chats with *Let's Talk* about goals and objectives.

More meaningful work and wages in

Inmate Employment's new opportunity/incentive plan

A powerhouse of energy and enthusiasm, **Marjorie David**, new Director General, Inmate Employment, is no stranger to CSC having previously worked as a special projects leader for Policy and Planning Division. Her new mandate is a challenging one: making CSC's new Total Concept Inmate Employment Plan work, and work well.

Recently she took time out of her hectic schedule to talk about the goals of Inmate Employment Branch's opportunity/incentive plan. Put simply, they are:

- to employ all willing and able-bodied inmates
- to provide inmates with meaningful work and an opportunity to acquire work skills
- to pay inmates sufficient wages so they will have savings to take with them on their release — "we don't want to send inmates outside with a pittance in their pockets," she said.
- and to move inmates towards a normal work day and eventual full employment.

Train for work — and by work

In a recent speech to the Annual Awards Ceremonies for B.C. Penitentiary and Matsqui Institution, she summed up her new program as an opportunity and incentive plan. "It's a method where inmates train for work — and train by work. Prison administrators aren't in the business of punishment. Inmates should have the right to work and this means free choice of employment, a good work environment and protection against unemployment. Enforced idleness is probably a greater punishment for inmates than enforced labor."

Marjorie David says she is frequently asked what full employment means. "It's not a new concept, but what is new," she says, "is the determination of CSC to make the concept a reality. Since the prison environment is a reflection of society, there will always be a percentage of unemployed people. We have to count on 20 percent unemployable because of age, health or because they're in protective custody, at reception centres or in psychiatric centres."

No work — no pay

The Total Concept Inmate Employment program has been called a "no work — no pay program, but it's much more than that," she says. "It's a totally new approach — in fact a unified, four-pronged attack involving four interdependent divisions all working together: **Agribusiness, Education and Training, Industries** and **Work Opportunities**."

The employment sectors are developing work plans on a comprehensive scale. That means providing factories, greenhouses, workshops, classrooms, wherever needed.

Providing inmates with opportunities for work and improving their skills is only part of the Total Concept Plan. Equally important is

the self-sufficiency program where CSC hopes to provide most of its own food and other needs. "We intend to make as much as possible for ourselves, as well as supplying government and non-profit markets like schools, churches, hospitals."

Agribusiness is key factor

A key area in the self-sufficiency program is Agribusiness. "We are really pushing this sector because we want to be able to feed ourselves. We have five farms and our goal is to produce most — if not all — we need,

including beef, pork, chicken, eggs, milk and potatoes. We grow some of our vegetables in year-round greenhouses. We have plans to expand into horticulture (flowers) and food processing. Growing and processing food gives inmates work from planting time until the food goes on the table."

CSC industries also produce office furnishings (like the chairs you're sitting on, Marjorie David says with pride), gym and playground equipment, filing cabinets, institutional furniture, supplies for the Post Office. "We make all our own prison clothes, shoes, shirts, even the suitcases

inmates use when they leave the institution."

The other divisions also have plans: **Industries** will consolidate its markets, streamline customer service and increase employment 13 to 15 percent. **Education and Training** will soon implement a national system of inmate-testing, establish quality control for teachers and increase employment 26 to 30 percent. **Work Opportunities Division's** mandate is to develop inmate cooperatives, aggressively search out new markets (government and non-profit), forestry operation and institutional upkeep.

Allan Lawrence is new Solicitor General — and Minister of Consumer and Corporate Affairs

OTTAWA — **Allan Lawrence**, 53, Progressive Conservative Member of Parliament for Durham-Northumberland, was appointed June 4 to two portfolios in Prime Minister Joe Clark's new cabinet. He is the new Solicitor General of Canada and will also be Minister of Consumer and Corporate Affairs.

Born and educated in Toronto, he served with the Royal Canadian Navy during the Second World War and became a barrister-at-law in 1954. He was elected to the Ontario Legislature four years later in a 1958 by-election representing the Toronto-St. George riding and was re-elected in each general election up to and including 1971.

Under Ontario premiers **Leslie Frost** and **John Robarts**, he headed several Legislature committees, including the 1967 select committee which led to substantial revisions of the corporate laws of Ontario.

He was appointed Minister of Mines for Ontario in 1968 and two years later his responsibilities were expanded to include the Ontario Department of Northern Affairs.

In 1971 he was one of five candidates to contest the leadership of the Ontario Progressive Conservative Party. Premier **William Davis** appointed him Attorney General for Ontario in March 1971 and the following year he became Provincial Secretary for Justice, with responsibility for law enforcement, court administration, correctional institutions, consumer legislation and corporate affairs.

Elected to House of Commons

In 1972 he resigned from the Provincial Legislature to become a Progressive Conservative candidate for the federal riding of Northumberland-Durham. He was elected to the House of Commons in the October 30 general election and re-elected in 1974. Since entering Parliament, Mr. Lawrence has held a front seat on the opposition benches and served as Chairman of the House of Commons Public Accounts Committee.

Married with two children, his hobbies include community activities, studying local history and developing his country property at Janetville in Northumberland-Durham.



Solicitor General **Allan Lawrence** answering questions at a press conference.



New look in Communications

OTTAWA — A lot of things have been going on in Communications Branch, NHQ lately: it has been enlarged and reorganized, it has changed its name from Public Affairs to Communications, it recently moved to 340 Laurier Avenue, and it has a young, new director for a new division: Public Participation.

Darryl Davies was appointed acting Director of Public Participation in February with a mandate "to enhance public awareness and understanding of the goals and objectives of the Correctional Service." His job in fact is to increase public participation and responsibility for penitentiaries.



Director of Public Participation

Davies comes to Communications from Policy and Planning Branch where he was a Special Project Officer. He has also worked as a research consultant with the Law Reform Commission of Saskatchewan and has a post-graduate degree in criminology from the Institute of Criminology, University of Cambridge, England. He is the author of a recent report dealing with prison construction entitled *The Size of Penal Institutions in Canada: The Facts Behind the Figures*, which argues that larger institutions (450 inmates) can be both economic and humane.

New role to play

Communications Branch was reorganized to make it more efficient in handling its new role: informing the public and encouraging involvement and support from key groups such as the John Howard Society, Canadian Association for the Prevention of Crime, Elizabeth Fry Society and provincial and other related organizations.

Communications works with newspapers, radio and TV to provide accurate information when requested, creating a more realistic representation of the Service. It designs publications, brochures and films to keep the public up-to-date on the latest developments in corrections.

There are now two divisions: Public Information under **Claude Tessier** and Public Participation under **Darryl Davies**. The Branch, headed by Deputy Commissioner **John Braithwaite** and Executive Director **Frank Champion-Demers**, was for five years lodged at 110 O'Connor, a block away from National Headquarters. On April 20, the Branch picked up its filing cabinets, desks, design tables, audio-visual studio and potted plants and "joined" the rest of the Service at 340 Laurier. You'll find them on the 5th floor.

A first! spouses to attend Directors' Conference

OTTAWA — The CSC Institutional Directors' Conference, July 9 to 13, at the Skyline Hotel in Ottawa, promises to be a four-star, precedent-shattering affair. All CSC directors, parole district directors and members of the Senior Management Committee will attend — and for the first time, wives have been invited. The new Service badges and the CSC flag will also get their first showing at the conference.

Theme of the conference is *Planning of the Future*. Members of the Senior Management Committee will present the Correctional Service's master plan which identifies the major issues and critical problems CSC will face over the next five years. After two days of plenary sessions, there will be a day for workshops when directors will discuss policies and programs relating to their specific type of institutions.

Kind hearts & generous contributions

PACIFIC — Abbotsford's Regional Psychiatric Centre and Matsqui Institution Public Service Alliance Commission local made a joint contribution of \$500 to the 1979 British Columbia Heart Fund Campaign and were presented Service Awards in appreciation of their generous support. It's the third year the unions have contributed to the Fund. (left to right) **Merv Lyndon**,



President of the Abbotsford branch of the B.C. Heart Foundation and CX-5 at Matsqui Institution; **Bob Macfarlane**, LU at Matsqui Institution and **Sheila Boreham**, Finance Dept. at Regional Psychiatric Centre were presented with the certificates; and **Rudy Heieck**, Campaign chairman in the Abbotsford area who made the presentations.

briefly

TWO CHECKS FOR JOHN? Recently **John Stonoski**, Director of Kamloops Institution, British Columbia, became the only director to run two penitentiaries at the same time. He also directs Mission Institution, replacing **Dave Dhillon**, who now heads Matsqui Institution. We're wondering if two hats means two checks on pay day?

RETIREMENT PARTY IN JUNE **G. (Butch) Surprenant**, Director of the Secretariat at NHQ and Rev. J.A. Nickels, Chaplain General, are both retiring in June after many years of dedicated service to CSC. A reception will be held June 20. Anyone wishing to contribute to the gifts, please call **Thérèse Renaud** at (613) 995-8823.

WARKWORTH AHEAD WITH SERVICE — Inmates at Warkworth Institution, Ontario, have undertaken another community project. This time it's barbering services for senior citizens. Every two weeks a Warkworth inmate goes to a senior citizens home to cut hair for 20 residents. This gives the inmates a chance to work with people in a community setting and it also provides a valuable service to the elderly.

ONLY FOR GRADUATES — **John MacDonald**, parole officer in Sydney, Nova Scotia, reports that a supplementary skills program for graduates from Shulie Lake Forestry Camp will be operational soon. Inmates can only remain at Shulie Lake for six months and some inmates graduate via parole or mandatory supervision. The program will be available for those who want to upgrade their forestry skills.

According to **Gilles Pépin**, conference coordinator, the Commissioner was approached by a wives' committee at the Banff Medium Security Directors' Conference last November with a request to know more about CSC operations and their husbands' work.

Why not?

"Why not?" said the Commissioner who agreed it was an excellent idea to have a get together of wives at the national conference.

Twenty-seven spouses, according to Pépin, have so far decided to attend and a women's committee, headed by **Mrs. Kay Yeomans**, has been set up. She will be assisted by **Mrs. Bernice Westlake**, **Mrs. Theresa Pisapio** and **Mrs. Betty Wrenshall**. On the conference organizing committee are **John Rama**, **G. (Butch) Sur-**

prenant, **Patrick O'Keefe** and **Mrs. Thérèse Renaud**.

The wives will attend an opening cocktail party, all plenary sessions, and a reception and dinner. When the directors are discussing goals in their workshops, the wives will see Ottawa. They will have a morning for shopping and lunch together followed by a bus tour of the city and visits to Byward Market and Laurier House.

Approved by the Queen

The new Service badge and CSC flag will be shown for the first time at the conference. The designs were personally approved by the Queen. There will be a presentation of the badge and flag to the Commissioner, and replicas to the senior managers, the directors and two of the longest service employees.



Consent to treatment is theme of health care panel

OTTAWA — Caught by our photographer between sessions at the Second National Conference on Health and the Law at the Skyline Hotel, May 1 to 3, in Ottawa, are, left to right: **Don Delaney**, Director, Hospital Administration, Medical and Health Care Branch; **Dr. Peter Stephens**, Clinical Director, Regional Psychiatric Centre (Ontario); **Peggy Searle**, Assistant Director, Health Care Services, Stony Mountain Institution, Manitoba; **Gene Mykyte**, Regional Nursing Officer (Pacific); **Marjorie Carroll**, Director, Nursing Operations, NHQ; and **Phyllis Peters**, Regional Nursing Officer (Prairies).

Dr. Peter Stephens presented a paper on *Consent to Treatment* but, like citizens, may refuse the opportunity providing their illness does not endanger others. Offenders are entitled to the same treatment and health care as citizens in the community.

Peggy Searle spoke on the nurses' view of consent to treatment and the inmates' view was given by **Dr. Gillian Sandeman**, Executive Director, Elizabeth Fry Society, who commented on various problems including the allegation that inmates do not always get health care fast enough.



After 32 years of service, happy retirement, Al!

ONTARIO — Director **G.A. (Al) Irving** retired May 19th on the anniversary of the day he joined the Service exactly 32 years ago. He started his career May 19, 1947 at Collins Bay Institution as a grade 1 guard, and progressed through the Service as a sheet metal instructor, Assistant Deputy Warden, Inmate Training and as Director at Collins Bay, Dorchester, Warkworth and finally Landry Crossing Institutions. At the

Regional Management Meeting in April, Al was presented with a long service award and retirement gifts, including a photograph of himself taken at Collins Bay in 1947.

Al and his wife, **Agnes** have five children (one living at home) and six grandchildren. He will retire to his home in Deep River Ontario, where his hobbies (camping, fishing, hiking, curling and carpentry) will keep him busy.

WARDENS ASSOCIATION CONFERENCE — **John Braithwaite**, Deputy Commissioner, Communications, was south of the border down Texas way — El Paso in fact — attending the 1979 West Central Wardens' Association Conference along with **James Murphy**, Regional Director General (Pacific). Braithwaite reports the next conference will be held in Vancouver in 1980 and **Dave Dhillon**, Director of Matsqui Institution, will serve on the executive of the Association as treasurer. Topics discussed at the conference: prison gangs, international

prisoner exchange, drug control and media relations.

OPEN VISITS AT MILLHAVEN

For the first time Millhaven maximum security institution in Ontario has instituted open visits not just for privileged inmates but for the general population who can now meet family and friends in a more relaxed setting. First visiting day was May 5. The visiting area can accommodate up to nine inmates with a maximum of three visitors each.



Photo: Don Steele

WOW! WE WON — grinning ear-to-ear, the winning Westbrook Merchant team captain (left) receives the trophy and \$200 prize money from **Kevin Scott**, Bob's son. The tournament was such a success, Frontenac Institution hopes to make it an annual event.

A Memorial Tournament for Bob Scott

ONTARIO — **Bob Scott**, an instructor at Regional Reception Centre (Industries) loved a good softball tournament. He gave a lot of time and energy to minor sports around Kingston, often working with inmates and staff at Frontenac Institution to arrange exhibition games and tournaments there.

When he died suddenly April 13 at age 41, Frontenac's inmate committee chairman suggested a two-day softball tournament, hosted by the Institution, would be a just-right memorial for Bob. And so it turned out.

The Bob Scott Memorial Softball Tournament held May 5 and 6 at the Institution was the first tournament of the season and despite cold, wet weather a big crowd turned out to see eight local teams battle for trophies and \$200 in prize money contributed by the Scott family.

The teams, who each paid an entry fee of \$35, were Westbrook Merchants, CUPE #1480, Pop Shoppe, Used Furniture Shoppe, Hoagie House, Thompson and Jemmett, Medical Arts Pharmacy and the Old Anchor Inn. Six games were played Saturday and five on Sunday. Champions were

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Westbrook Merchants who upset Thompson and Jemmett in the final game.

Limestone Umpire Association officiated with scorekeeping and ground crew duties were handled by inmates. A refreshment booth, featuring products purchased from the inmate welfare fund, was set up. Proceeds went to promote better relations between Frontenac Institution and the community through social functions, minor sports tournaments and functions for the handicapped and underprivileged.

Cowansville Prisoners' Week

by René Giguère

QUEBEC — Since Prisoners' Week in Montreal, an event of the last four years, wasn't held this spring, Cowansville medium security Institution decided to fill the gap with a Week of its own (April 2 to 8).

With the aid of senior staff, the inmate committee and members of the Citizens' Advisory Committee (CAC), a week of events involving the Community were arranged with two objectives in mind:

- to inform the community about the personal, social and family problems offenders face during imprisonment, and on release
- to change the image citizens and employers have of inmates

Albert Sanschagrin, Bishop of the Diocese, opened Prisoners' Week. There were luncheon meetings with such organizations as the Chamber of Commerce of Cowansville, Granby and Farnham and the Optimist Clubs. There was a conference and workshops at the Farnham Composite School where five inmates and two staff were in charge of group dynamics. Two craft exhibitions, each lasting two days, were organized by school authorities and a local businessman. Products made by the inmates were sold to the public. Two inmates assisted at the exhibitions.

Share meals with inmates

Three groups of visitors, accompanied by members of the CAC, shared a meal with inmates, visited the cells and talked to inmates about their problems and possible solutions.

Local newspapers and cable TV covered many events and the Granby radio station invited two inmates to talk about life in prison and changes they would like to see.

Heward Graffey, Conservative MP for the region, attended the closing ceremonies for Prisoners' Week, assisted by **Jean-Paul Lupien**, Director of Cowansville and **Mme. Marie-France Lupien**, **Arthur Fauteux**, Assistant Director, Social Development and **Mme. Pierrette Fauteux**, plus members of the CAC and about 15 guests.

All in all, Prisoners' Week proved to be a happy collaboration between citizens and inmates.

Thanks to everyone who helped to make the Week a success and to members of the CAC who assisted: **Mrs. Geneviève Milot**, a journalist with *La Voix de l'Est de Granby*; **André Beauregard**; **Marcel Couture**; **Emilien Lapointe** and **Jacques Brodeur**.

René Giguère is Chief, Social Development, at Cowansville Institution.

He's a busy man

LAVAL — When *Let's Talk* asked **Guy Dufour** how he spent his spare time, he didn't hesitate a minute. Out came news of sports, club activities and a toy shop. A living unit officer at the Federal Training Centre, Quebec, he joined the Service 13 years ago.

He talks enthusiastically about the Optimist Club of Terrebonne where he is the director and much involved in the 50-odd activities the club organizes each year. One is a regional hockey tournament at the intermediate level for teams in metropolitan Montreal. He then talks eagerly about the social committee of employees at the Federal Training Centre. It has 270 members — and he's president of that.



Spare time Santa

Then there is his toy repair shop which he established in the prison. Affiliated with Montreal's firemen, the toy shop takes toys collected by the firemen and inmates repair them at night in their spare time. The shop is open four months a year and 750 toys were repaired and given to deprived children at Christmas. Also 500 children in Laval received toys repaired by inmates last December.

Married and the father of three girls, aged 17, 16 and 6, Dufour manages to find time for hockey and baseball. He is a great fan of both. If Quebec's "idols", the Expos, continue to be champions at the Olympic Stadium, Dufour will be torn between his loyalty to his many interests — and his desire not to miss a single exciting Expo game!



Philippe Turcotte wins rifle competition award

QUEBEC — **Philippe Turcotte**, CX5 at Cowansville Institution, and champion sharpshooter in last fall's Quebec regional competitions, smiles happily as he receives crossed-rifle insignia and a certificate signed

by the Commissioner from **Michel Lecorre**, former Regional Director General (Quebec), now at the National Parole Board. Turcotte is the first Quebec correctional officer to receive the honour.

Prison Arts '79 Goes on Tour

Federal offenders win 25 out of 29 awards

Prison Arts Foundation announced its annual awards competition winners May 26. Over 500 entrants competed for 29 awards with federal inmates winning 25 of them, 17 in Ontario. Prizes were given for art, crafts, creative writing and music. There was no staff award section this year.

The Chubb Industries scholarship for \$1000 was won by **Pierre Dupuis**, Cowansville Institution, Quebec, for his collection of acrylic paintings and the Audrey S. Hellyer Scholarship for \$1000 went to **Keith Halden**, Collins Bay Institution, Ontario, for oil paintings and pen and ink drawings.

The Foundation's new tour van left for its cross-country tour May 28. It went west to Winnipeg, Regina, Calgary and Vancouver and then returns east to be in Toronto for the Canadian National Exhibition, August 19 to 23 and Ottawa, October 1 to 5.

Tour Schedule Available

If you're interested in seeing the Prison Arts Exhibition, reported to be the best yet, phone your Regional Manager, Communications, for a tour schedule. Most of the art and crafts are for sale, and you might like to own one.

Inmates and handicapped work together

"We like them because they come out of friendship not pity."

ASSISTANCE WITH HEALTH PROBLEMS — Carmen Lawson has been appointed Coordinator, Occupational Health and Safety. She will be responsible for setting up the Personnel Branch Occupational Health and Safety Program for NHQ and the regions as well as an Employee Assistance Program (EAP). The EAP program will counsel and assist employees with health and behavior problems — particularly those related to the misuse of alcohol. Her phone: (613) 593-6561.

RITA PHILLIPS NEW DIRECTOR — She joined the Executive Secretary Branch, NHQ, May 1 as Director, Correspondence Control and Standards and will take over the responsibility of coordinating replies to correspondence addressed to the Solicitor General, the Commissioner and the Senior Deputy Commissioner from G. (Butch) Surprenant who retired in June. As Director of the Secretariat, Surprenant was responsible not only for correspondence but also relations with the offices of the Solicitor General, the Deputy Solicitor General and with MPs. This function will now be the responsibility of **George Fife**, Director, Parliamentary Relations.

FIRST CANADA-MEXICO INMATE EXCHANGE went off on schedule May 17 when five Canadian citizens returned from Mexican prisons to be housed in Ontario and Quebec region institutions. "We sure are glad to be home," they told escorting staff from Ontario region.

THE SECOND ANNUAL BRIDGE TOURNAMENT was held at Gravenhurst, Ontario, May 16 with 10 inmates from Beaver Creek Institution engaging 10 players from the community. The inmates won. Two Peterborough parole officers, **John Bolton** and **Helen Barclay** were declared honorary inmates for the purpose of the tournament and were released afterwards. Last year's tournament was held in the institution, but this year a church hall in the community was used.

NEW METRIC CONVERSION COORDINATOR, **Brian (Bob) Salisbury**, Technical Services, NHQ, has been appointed to the job of getting us all into the metric system smiling, and on time. He replaces **Don Davis**.

JAYCEE OF THE YEAR, **Gary Pontello**, is an inmate from Warkworth Institution, Ontario, who was very surprised and pleased to learn he had been named Jaycee of the Year for his region, an honor he received for "outstanding service." Several Warkworth inmates attended the Jaycee Conference held recently in Oakville when the chapter captured six of the 10 events. Liaison officer for the Warkworth Jaycees is **David Larcombe**, Social and Cultural Development.

WHICH ONE IS THE INMATE? When **Dennis Curtis**, Regional Manager of Communications (Ontario) and an inmate gave a talk to the grade 12 law class at a Kingston high school recently, the students were surprised to learn one of the speakers was an inmate. They were asked to identify the inmate, and to Dennis' great relief, they made the right choice. The inmate, however, voted for Dennis as inmate, which gave everyone a good laugh.

PROGRAM STUDIES APPROVED — Senior Management Committee gave its approval in May to the Policy and Planning Branch (NHQ) to conduct four program evaluation studies. Chaplaincy, Medical Services, Food Services and Institutional Services will be the areas studied, beginning the middle of July.

KENT INSTITUTION, B.C. POPULAR PLACE — Over 700 community members have already toured Kent Institution, due to open later this summer. Groups included students from elementary schools up to university, old age pensioners, police officials, Armed Forces personnel, Canada Manpower people, radio and TV news directors, and even a group called "Take Pounds Off Sensibly."

HIGH PRICED BEEF — Frontenac Institution's farm division recently sold two

Yves Cartier, a psychologist at the Montée St François Institution, Quebec, was tired of always hearing the same old complaining stories at range meetings. One day he challenged the inmates to stop thinking about themselves and do something useful for other people. He had read in *Let's Talk*, July/August 1977, about a program he liked where inmates at William Head and Matsqui Institutions in British Columbia helped handicapped people.

When the inmates had got over their initial shock, some of them said "yes" they might like to help those less fortunate than themselves. So began the first of a series of cooperative efforts between inmates and various organizations that help the handicapped.

St Charles Borromée

The project at the St Charles Borromée Hospital Centre, an extended care institution, started last October. It involves five inmates who visit the residents once a week. The inmates are treated exactly the same as other volunteers and share various duties. They are particularly valued for the excellent relationships they are able to establish with the patients.

Hélène Fréchette Leduc, head of volunteer services at the Hospital Centre, says the inmates are extremely dedicated, sympathetic and understanding. "On both sides, we are dealing with people who are socially isolated, outcasts, lonely people who meet and quickly become friends. They do not need to ask any questions; right from the outset, they understand each other."

Twelve hours at a stint

The inmates help such organizations as McKay Centre for handicapped children. Whether they are helping teachers in the classroom or helping children to eat, swim or play, the inmates must give of themselves both emotionally and physically, for 95 per cent of the children use wheel chairs.



Representing 97 years correctional service — left to right — **Douglas Ford**, 28 years service; **Dave Irving**, 18 years service; **Raymond Desrochers**, Director, Stony Mountain; **Ralph Coggan**, 20 years service; **Ken Wilson**, 14 years service. Missing: **Harvey Kaiser**, 17 years service.

Stony Mountain roasts and toasts five "Old Pros"

PRAIRIES — a super retirement party at Stony Mountain Institution attended by 250 friends and co-workers, celebrated 97 years of correctional service with cocktails, dinner, music and entertainment and gifts for the happy retirees.

Ed Byrne was master of ceremonies, assisted by "roasters" **Karl Hansen**, **Cliff Paggett**, **Bill Kyner** and **Jean Lavoie** who gave appreciations of the retiring staff members. Lavoie, Chief Inmate Management and Control, Operational Security, spoke on behalf of NHQ while **George**

calves through the Eastern Ontario 4-H Calf Sale at Winchester, Ontario, for \$2250 and \$2050. Average price for such calves: \$900.

CANADIAN CONGRESS ON THE PREVENTION OF CRIME will hold its biennial conference July 15 to 19 at the Hotel Nova Scotian, Halifax. This year's international gathering of correctional workers will focus on the family and the community, their needs, responsibilities, attitudes and expectations. Highlights: *Alternatives — A New Approach*; *The Child: A Victim of the System*; *Community Apathy*;



Three residents at the St. Charles-Borromée Centre get ready to leave in their van after visiting the Montée St. François candle cooperative where offenders make and paint candles for sale in the community.

This program is one of the most demanding because the inmates, who are escorted by a living unit officer, leave Montée St François at 9 a.m. and do not return until 9 or 9:30 p.m.

The inmates have something very unique to offer to volunteer services, Mrs. Fréchette Leduc points out. "In the beginning, they may have come only to take advantage of an outing, but very quickly, their interest is captured and they become completely involved."

These projects help not only the handicapped and all those who receive visits and assistance, but also the inmates themselves. Cartier notes "the inmates must deal with new situations. They feel accepted because they are doing the same tasks as other volunteers. They learn to appreciate their own work and that of others," he adds.

Gilles Bouliane, a Living Unit Officer, works full-time with the teams of inmates: his duties are not limited to just escorting and

supervising the inmates. For example, he escorts a team that assists a group of handicapped English-speaking adults who go bowling once a week. He also accompanies inmates who work at the Recreational Day Centre for the Handicapped, where sociocultural courses are offered, and is involved in evening fitness and swimming programs.

Robert Stedmen, also a Living Unit Officer, is responsible for escorting the inmates who work at McKay Centre.

A service institution

There are 120 inmates at the Montée St François Institution, and Yves Cartier would like to see all of them offer their services to the less fortunate. These projects are a promising beginning, despite the fact one inmate seized the opportunity to make his bid for freedom — an unfortunate incident that reminds us of the harsh realities facing prison staff.

HAVE YOU SEEN

The latest amendments to Commissioner's Directives (CD's) and Divisional Instructions (DI's) published April 26, 1979 to May 25, 1979.

Amendment No. 13: 100 series — CD 174 — Special Handling Unit

Amendment No. 14: 100 series — pp. 1&2, CD 110 — Transfer Warrants

Amendment No. 16: 200 series — pp. 3&4, CD 206 — Inmate Transfers

Amendment No. 17: 200 series — pp. 3&4, CD 214 — Community Correctional Centre and Community Residential Centre

Amendment No. 2: 400 series — DI 410 — Staggered Work Hours

Amendment No. 4: 1000 series — pp. 9&10, DI 1024 — Transfer of Inmates within Region

Amendment No. 5: 1000 series — Annex "A", DI 1016 — Restoration of Forfeited Statutory Remission

Amendment No. 32: Security Manual — pp. 3&4, CD 206 — Inmate Transfers

Amendment No. 33: Security Manual — CD 237 — Official Languages, Services to Offenders

Amendment No. 34: Security Manual — pp. 3&4, DI 711 — Institutional Tool Control

For any missing amendments contact Directives Management at 995-6542.

Parole Violence study

Recent violent incidents involving inmates on day parole or temporary absence will be studied by a four-member sub-committee set up by the Edmonton Citizens' Advisory Committee.

Rev. William Irwin, chairman of the Edmonton Institution Advisory Committee established two years ago, said a preliminary report is expected to be ready soon. The final report and its recommendations will be forwarded to the National Parole Board.

Members of the subcommittee are: provincial court **Judge Carol Rolf**, **Dr. James Hackler**, a University of Alberta sociologist specializing in criminology; Deputy Police Chief **Ernie Roberts**; and **Keith Wright**, Edmonton District Director, Parole Service.

Fact or Fiction; New Management Approach in Federal Corrections and Requiem for Rehabilitation.

ON TV SOON? The Joyceville Elders' Group, 10 to 12 older inmates at the Ontario institution, applied to the CBC program, *Access*, recently, to have a filmed segment of their group in action. If the project is approved by senior management, they would like to discuss special job training for older offenders, concern for victims of offences and programs of restitution — as seen through the eyes of inmates.

For Security And Living Unit Officers

A New Performance Appraisal To Rate Abilities



Jean-Marie Robichaud

OTTAWA — CSC now has a new performance appraisal system to rate the abilities of security and living unit officers. It was first tested in Quebec and Atlantic regions before being applied across the country, said **Jean-Marie Robichaud**, Manpower Planning, NHQ, who had the job of preparing the new evaluation system.

Since the new appraisal forms are much more comprehensive than before, greater use will be made of them in the staffing process and in the determination of salary increases — even for staff who are not paid according to performance.

The new appraisal form evaluates 22 major tasks performed by security officers and 20 major tasks performed by living unit officers, Robichaud said. Demonstrated skills are identified and there are seven degrees of performance on the rating scale. Each of the

20 and 22 tasks is further divided into sub tasks which are described in a guide issued to immediate supervisors. Staff may also consult the guide if they wish.

HOW THE STUDY WAS DONE

The new appraisal form was prepared with the help of a study in which several security officers and living unit officers took part — 218 security officer's tasks and 273 living unit officer's tasks were identified and then reduced to 22 and 20 major tasks.

There was consultation with regional directors of Inmate Programs, regional directors of Security as well as **Bob Clark**, Director, Operational Security and **Frank Steele**, Coordinator, Case Management, NHQ. The Public Service Alliance of Canada (PSAC) also suggested several changes, most of which were accepted.

Robichaud said the appraisal system had been very well received by the PSAC and institutional staff. Staff were happy the



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July 15, 1979

Let's Talk is a tabloid for staff of the Correctional Service of Canada, published twice a month by the Communications Branch, 340 Laurier Avenue West, Ottawa, Ontario K1A 0P9, tel: 995-3031. Send your contributions to your Regional Manager, Communications, and in Ottawa to the editor, Helen Gooderham.

system identifies in advance the tasks on which the employee's performance appraisal will be based. The liked the fact that the form is the same for everyone with evaluation criteria identical for all staff.

INFORMATION SESSIONS

Information sessions were conducted in the regions after the system had been approved by **R.H. Dowdell**, Director General, Personnel, and the five regional directors

general. **Bill Moran**, now with Staff Relations, also assisted in the development of the appraisal.

In the regions, **Vince Thomas** (Atlantic), **Marjolaine Loiselle** (Quebec), **Rose Ann Ray** (Ontario), **Fred Kolbert** (Prairies) and **Ted Daley** (Pacific) presented information on the form to the regional directors in charge of Security and Socialization programs and their assistants. Information sessions for immediate supervisors are now at the planning stage.

Volunteers Honored At CSC Banquet



Edna McIvor, a volunteer visitor for 46 years, smiles happily as she receives her certificate of appreciation from the Commissioner.

PRAIRIES — Two hundred volunteer visitors — housewives, salespeople, students, university professors, businessmen — who share their free time with inmates at Stony Mountain Institution, Manitoba, heard how much they are appreciated at a recent banquet honoring their work.

Commissioner **Donald Yeomans** told the visitors to the National Workshop on the Role of Offenders that their volunteer work was "absolutely essential to the operation of CSC." The one-to-one relationship between volunteers and offenders builds trust and support of great benefit to the inmate during his imprisonment and after, when he is released. It gives the inmate a window on the world as he learns and shares with his visitor, the Commissioner said.

Mr. Yeomans presented certificates to the volunteers, assisted by **Jim Phelps**, Regional Director General (Prairies) and **Ray Desrochers**, Stony Mountain's Director. Volunteer groups honored included: Citizens' Advisory Committee, Chapel Group, Arts & Culture, Bridge Club, Jaycees, Alcoholics Anonymous and the Indian & Metis Brotherhood.

"This is our first volunteer appreciation night at Stony Mountain," Ray Desrochers said. He hoped it would become an annual event. Special thanks went to the coordinator, **Al Hickey**, Supervisor, Visiting and Correspondence; **Rev. Alf Bell**, Chaplaincy Services; and the institutional staff.

Butch Surprenant Retires...and a Chapter of CSC History Ends

OTTAWA — Grégoire Surprenant, please — Who? — Grégoire Surprenant — You mean BUTCH — Yes!

That's how it is. Practically no one has heard of **Grégoire Surprenant**. Everyone knows Butch. Which is not surprising: Three careers, 48 years at work, and always ready to throw himself into a new adventure.

Butch Surprenant is almost a walking history of penitentiaries. He was around for "pre-history," that is before 1960, and he was involved in all the important changes in the Service for the last 19 years: opening institutions to the public, starting an information service, constructing modern prisons, socialization programs for inmates, the arrival of medium security institutions — and more.

Surprenant was the first Director General of Quebec region (in 1962) and also the first Director of Information, back in 1963. He also opened the Staff College for francophones at Laval Institution in Quebec when he was Director of St. Vincent de Paul, now known as Laval.

Why "Butch?" Surprenant has been known by that nickname since he joined the Maisonneuve Regiment in 1942. It dates back to the time he mimicked a soldier called Boucher (Butch in English)...whose language bore no resemblance whatever to that spoken in polite society.

Butch is a man who knows almost everything there is to know about the Correctional Service. "I know less than they want to believe," he laughs. "Everyone thinks I know everything so they ask me when they need information. The fact is, I had a chance to be involved in many things..."

A NEW LIFE

Butch is now poised to begin another career, this time in volunteer work, probably in corrections "since it's the field I know best."

Butch Surprenant is a builder. He is one of those who made the service what it is today. He represents continuity within change: he has worked for 13 solicitors



Photo: Ray Marcoux

There was lots of laughter and good wishes at the retirement party in the Commissioner's boardroom June 20 to honor **Butch Surprenant** and Chaplain General **J. A. Nickels**. Left to right — **Butch Surprenant**, **Bill Westlake**, Senior Deputy Commissioner; **Paul Faguy**, Commissioner from 1970-74; **John Braithwaite**, Deputy Commissioner, Communications; **Donald Yeomans**, present Commissioner; **Allen MacLeod**, Commissioner from 1960-70 and **J.A. Nickels**.

general and six commissioners. For him it is also change within continuity since he has spent 12 years in the private sector, 17 years in the Armed Forces and 19 years at CSC. When he retired in June, he was Director of the Secretariat.

For Surprenant it has been 48 years of career...the feeling of a job well done...the warmth, the availability of a deeply humane person. Finally, it is the magnetism we find in those people who are aware of their own abilities and respect the abilities of others.

Next Issue — Chaplain General J. A. Nickels' Retirement

and a review of his recently published book, *Daily Reflections for a Public Servant*.

Conference cancelled

The National Directors' Conference scheduled for July in Ottawa has been cancelled until further notice because of financial restraints.



Dugas Gets New Job

QUEBEC — June 4 Commissioner **Donald Yeomans** announced the appointment of **Jean-Paul Dugas**, director of Laval Institution, to the post of acting regional director general for the Quebec region. He succeeds **Michel Lecorre** who was appointed to the National Parole Board at the end of April. **Pierre Viau** replaces Dugas as acting director at Laval. Previously Viau was acting assistant director of Security at that maximum security institution.

Meet Citizen of the Year Bowden Director Bob Benner

He changed his career in mid-life

Pleased and surprised to be the first John Howard Society Citizen of the Year Award winner for Alberta, **Bob Benner** says he never thought of entering the Correctional field when he was growing up on a Lloydminster farm in the thirties.

Then, as a result of a career switch 21 years ago, the 53-year-old Benner is now Director of medium security Bowden Institution and an award winner to boot for "outstanding contributions over the years to correctional services."

Benner was general manager of a small transport and construction firm in Edmonton when he decided he wanted "something entirely different." The decision took him from a position with a relatively high status to one "at the bottom of the scale in corrections."



Jack Park, President of the John Howard Society of Alberta (left) congratulates new "Citizen of the Year," Bob Benner.

"A handful of keys"

He became a guard at provincial Belmont Correctional Institution, Edmonton, and "given a handful of keys and set loose to look after a range, without any training for the job."

Things have changed a lot since those days, he admits. "We're really training oriented now and our correctional officers receive at least three months training prior to assignment."

Benner worked his way through the ranks quickly becoming Belmont's deputy director three years later. In 1964 he was appointed director and then in 1970 he became Director at Bowden Institution, Innisfail, Alberta.

"Bowden at that time housed young adult inmates aged 16 to 25 serving sentences of not more than two years less one day and was under the jurisdiction of the provincial solicitor general. Then in 1974 the institution came under the wing of CSC.

The takeover meant reclassification to medium security, a new class of inmates and a spruce-up of security: a double perimeter fence was built plus some changes to the barrier doors. Most drastic change was the length of stay for the average inmate which

now ranged from a few years right up to a life sentence.

Current expansion plans

In the next two or three years Bowden Institution's construction plans call for a budget of about twenty million dollars, Benner said. The bulk of these costs will be for the construction of new living units, a gym, an industrial workshop and renovations to existing buildings.

New living unit plans will replace a dormitory style setting and the inmate population will increase from 152 inmates to 300 with staff increases from 172 to 300.

Benner pointed with pride to Bowden's Inmate Planning Program (IPP). Introduced about two years ago, it provides a set of goals for each inmate from the time he enters prison until he leaves it. Inmates successful in meeting assigned objectives are rewarded with day parole and Temporary Absence passes.

The IPP pilot plan has proved so successful Benner says "I can't envision myself operating an institution without it."



Photo: Agassiz Advance

Kent Institution to open Aug. 1

PACIFIC — CSC's newest institution, Kent maximum near Agassiz, B.C., will be officially opened by the new Solicitor General, **Allan Lawrence**. Construction for Kent took "Much Time" — or so it appears if you note the name on the crane in the foreground!

Behind, another giant crane lifts one of the 7000 pound light standards into place in the yard. Kent, built at a cost of 17.8 million, will house 192 inmates (later expected to increase to 288) and employ about 217 staff.



Gaston Pelletier and Helen Gooderham

A New Name For Let's Talk?

To bring it into line with CSC's "more open and accountable" public image, *Let's Talk* is being reorganized and updated to make it a faster, most efficient — and more appealing — staff publication.

Surrounded by a blizzard of old issues and new ideas, *Let's Talk's* editorial board — **John Braithwaite**, Deputy Commissioner, Communications, **Darryl Davies**, Director, Public Participation, **Gaston Pelletier**, French editor and **Helen Gooderham**, English editor — makes plans for a new format. Possible developments include eight pages, more staff news and photos, more

features on staff personalities.

What would you like to see in the staff paper? We're really open to your ideas. Write us at the address on the masthead...or phone 995-3031, and tell us what your pet interest is.

And, we'd like to have a new name for the new paper. Any ideas? Finding a snappy, short name in two languages for a national staff paper isn't easy. We could use some ideas. Write or phone us. We'll print a picture of the winner.

Let us know your suggestions by August 30.

briefly

FEWER JUVENILE DELINQUENTS?

— Crime statistics seem to get higher every year but last month there was good news from Statistics Canada: juveniles are becoming less delinquent. The agency said 44,181 youths were brought before juvenile courts in 1977, a 7.7 per cent decrease from 1976. They faced 93,812 charges, of which 69,282 resulted in a finding of delinquency. Many of the charges were suspended or adjourned without further action. Of those acted upon, 34.7 per cent resulted in probation, 25.1 per cent in a fine or restitution order and 7.2 per cent in committal. Violent crimes, including sexual offences and robbery, increased slightly. Drug-related charges declined 5.3 per cent and theft charges dropped almost 13 per cent. Break and entry, mischief and joyriding charges remained about the same.

CHAINSAW EXPERT SAVES DAY — **Percy Rossignol's** expertise with a chainsaw was a major factor in the rescue of **Robert Chapman**, an instructor, during a recent hostage-taking at Dorchester Penitentiary, N. B. The inmate was high on glue and staff were very worried for Chapman's safety. Rossignol said he was sure he could cut through the barricade put up by the inmate in 20 seconds thus giving the Emergency Response Assault team the needed time for the rescue. Rossignol did even better than he promised and made the cut in 16 seconds. He received a letter of commendation from **Gil Rhodes**, Dorchester's Director.

GHOST STORY — At Joyceville Institution, Ontario, inmates working on a community service project to clean and tidy up an old, neglected cemetery on the St. Lawrence, were surprised to find some bones where the river had washed away part of the bank — and also a few graves. Unphased by their find, the inmates collected the unidentified bones, made a casket, and then with **Rev. Ron Nash**, Regional Chaplain (Ontario) held a reburial service.

Cowansville Gets A Facelift

QUEBEC — Surrounded by beautiful countryside, Cowansville medium security institution stands grim and austere in the middle of the Eastern Townships — innocent of flowers, trees, shrubs or landscaping to give it a feeling of life and hope.

But no more. Cowansville will soon have a complete facelift. **Jean-Paul Lupien**, Cowansville's director and his colleagues, have worked out a landscape plan for flowers, rock gardens, hedges and trees to help the institution to look more in harmony with its country surroundings.

The project began in May with the aid of staff and offenders, all of them eager to improve the look of the institution. While they were at it, they decided to go whole hog and beautify the inside as well with new paint on many rooms and on all the cell blocks. They also fixed the sidewalks and enlarged the parking lot.

On your next visit to the institution, you'll be surprised.



Cowansville Institution undergoing its "new look."

JIM McLEAN DIES AT 54 — **Jim McLean**, District Director, Parole Office, Sidney, N.S., died in hospital May 30 after a long illness. Jim had an extensive and interesting career: he fought in Italy in the second world war, took a degree in sociology at St. Francis Xavier University, fought in the Korean war and was wounded by shrapnel. After he retired in 1965 with the rank of captain, he joined the National Parole Service in Edmonton as a parole officer and later became the first District Director in Sidney. He will be much missed in the Maritimes.

LIONS ROAR BUT LOSE TO MATSQUI

— The recent challenge baseball match between Matsqui Institution, B.C., inmates and the B.C. Lions football team was a happy collaboration between the Correctional Service and the community. The story made the front section of the sport pages of the local newspaper with the heading: "Lions Lose Challenge But Everyone The Winner." The Matsqui team rallied from a seven-run deficit in the bottom of the 9th to win 13-10.

TO BE FILMED THIS YEAR — Collins Bay Institution, Ontario, will again hold its annual Special Olympiad for the handicapped July 28 and 29. Commissioner **Donald Yeomans** will attend, as well as **Max Keeping**, Executive Producer of CTV *Newsline* and a camera crew which will film the opening day events.

FEMALE CORRECTIONAL OFFICERS at Mission Institution, B.C., will be the subject of a film feature being made by a Vancouver TV station. Film sequences will include training sessions in self-defense and weapons handling as well as interviews at Mission. Many of the new COs have interesting backgrounds: two are grandmothers, the great-grandfather of one was a guard at B.C. Penitentiary in 1878 and two are graduates of a nine-month Correctional Officer Training Program at Caribou College in Kamloops.

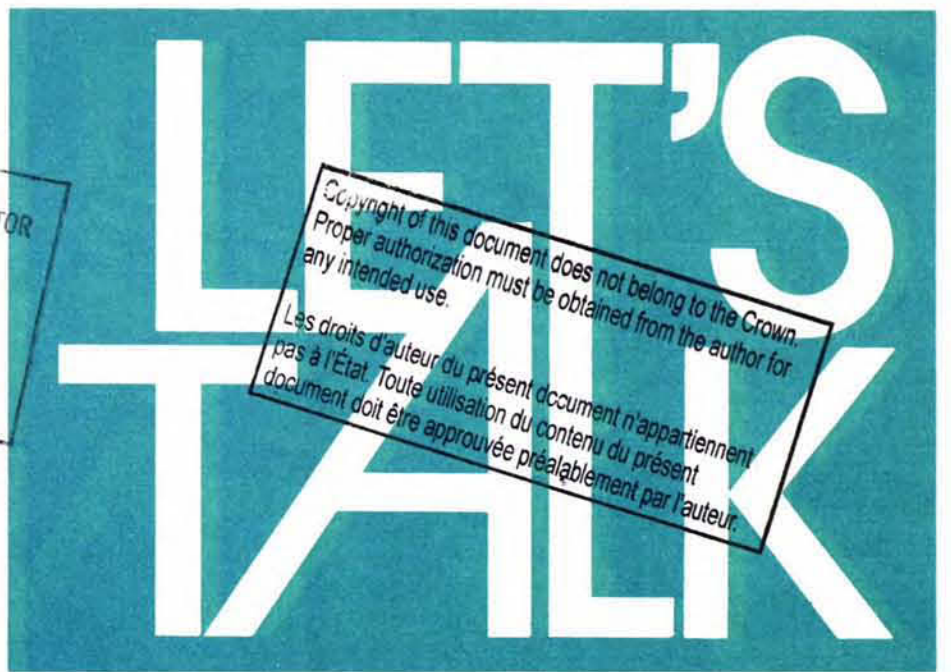
"BAD EXAMPLE" DIVERSION PROGRAM

— The Accent on Youth (AOY) group of inmates at Springhill Institution, N.S., has been visiting high schools all over the Maritimes recently. The inmates present themselves as bad examples and preach against crime to de-glamorize it in the eyes of the young. They tell the students, "It's a rotten life...it doesn't pay," and questions are encouraged. Every year the AOY group spends three days at a reform school — the Shelbourne School for Boys — talking to the boys.

WINS CROSS OF VALOR — **Gaston Langelier**, Assistant Director, Security, Regional Reception Centre, St. Anne des Plaines Institution, and before that Assistant Director, Security, at Laval Institution, will be awarded the Cross of Valor for his part in protecting staff during an escape attempt at Laval that involved four inmates who caused the death of Correctional Officer, **Guy Fournier**, and the wounding of three other staff members. Cross of Valor is the highest decoration given in Canada for bravery.

WINS CALIFORNIA CAMPER TRIP

— **Keith Hubbard**, Power and Utilities Engineer at RHQ Ontario, recently won the Leisure '79 draw at Kingston for an air trip to California plus the use of a camper when he got there. Sounded like a great trip — until Keith began to estimate the cost of the camper (eight miles to the gallon) in gas-starved California. He asked for a trade-in and got his choice of "anywhere served by an airline." At the moment, he is waffling between the Caribbean, Mexico or the United Kingdom.



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New badge for CSC

(See text p. 4)

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August 1979

Adventures in the food industry with Ed Lewis: new chief

OTTAWA — As a young man looking for a career, Ed Lewis took a chance the food industry would provide an interesting and varied life. CSC's new Chief of Food Services hasn't been disappointed.

An easy going, approachable man, Ed's special interest is cooking for large numbers, whether a feast for family and friends — or (literally) an army. He began his career with the Royal Canadian Army Service Corps and retired as a Lieutenant Colonel Command Food Services Officer at Air Command, Winnipeg.

He saw CSC as an exciting new challenge in the food field and in 1978 became Regional Chief, Food Services (Prairies), then transferred to NHQ as Chief, Food Services, replacing Bill Aitkenhead who retired last year. "A hard act to follow," he admits.



Shawna Sullivan



Twyla Watson



Shirley Shockey



Gail Gordon

No preferential treatment for female CX's

by Melva Armstrong, Communications Officer, Prairies



Photo: Erik Gustafsson

PRAIRIES — CSC's first female correctional officers have been on the job since the Regional Psychiatric Centre in Saskatoon accepted its first inmate patients in January. Initially hired over a year ago as a result of a recommendation of the Parliamentary Subcommittee on the Penitentiary System in Canada, the eight women — Sharon Dobranski, Gail Gordon, Darlene Kouznitsoff, Lorri Proudfoot, Marie Sakowski, Shirley Shockey, Shawna Sullivan, and Twyla Watson — have now had a chance to settle into their jobs.

Varied backgrounds produced these new staff members — nursing, clerical/administrative positions and security-oriented work. One officer came directly out of a police science and security management course. Two women have their B.A.s with psychology majors.

Nine week course

All the women feel their nine-week training course at Edmonton's Staff College was good. They took the course on an equal basis with male trainees and say they have been treated equally and fairly in their

training and on the job. They enjoy working with male correctional officers and feel, for the most part, the feelings are mutual.

Most of the officers think this new concept of women officers is working well and will improve as long as there is no preferential treatment and everyone accepts that male and female must do the same duties.

Others feel a period of adjustment is necessary to evaluate the potential and efficiency of this new concept. They feel certain criteria should be kept in mind when choosing individuals for this type of work, as it requires a wide spectrum of human traits to cope effectively with the varied duties of a correctional officer.

Good solid future

For the most part, the female officers see their work as a stable occupation with a good solid future. Some also see their CX positions as stepping-stones — an opportunity to learn about the corrections field, and to work toward other jobs within the system: positions as higher level security officers, parole officers, classification officers, living unit officers, or administrative officers.

The majority think female correctional officers in an all-male institution are an asset to the rehabilitation of inmates. Male inmates need to be kept aware of the realities of life while in prison, including the presence of women.

Why a correctional career?

Why did the women choose careers as CX's? Most saw their work as a "real challenge" and "people-oriented." They wanted to work for the betterment of the inmates.

Comments on the attitudes of families and friends ranged from "they thought I was crazy," "they were in awe," "they were against it," all the way to "they were interested in knowing more about it, especially types of treatment programs," and "they were thrilled to know one of the 'first' female correctional officers in the federal corrections service."

Despite the criticism and mixed attitudes, these women are confident in their choice of careers. They believe they have a lot to offer and are looking forward to good futures as correctional officers.



Marie Sakowski



Sharon Dobranski



Lorri Proudfoot



Darlene Kouznitsoff

Unique food operation

CSC has a unique food operation, he says. "We can all be proud of it. Our people produce first class nutritious meals for about 10,000 inmates three times a day, plus duty staff meals — often under very trying circumstances. If an inmate baker doesn't show up, our staff go ahead and produce the bread anyway. They do a fabulous job."

Since taking over as Chief, Ed has in mind a "totally professional image" for CSC Food Services. It's big business, he says, and he is now working toward updating equipment, management procedures and on-the-job and formal training programs. He wants "more formal accountability" in all areas of food service operations.

More training coming up

Ed also hopes to soon offer apprenticeship programs to both staff and inmates. He says he's concerned over the lack of formal food

services advancement training for his officers. "From previous experience, I know just how important food service training programs can be."

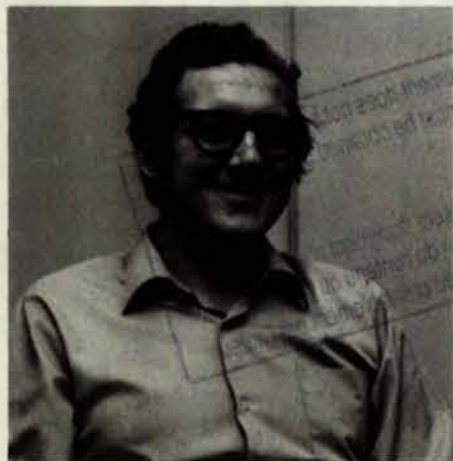
Interesting menus are a priority with Ed. He plans to introduce a new standard scale

of rations for inmates that will provide more variety and give food supervisors more flexibility with menus. The present ration scale provides a basic issue of 12 ounces of beef a day and Ed would like to see more alternatives to allow supervisors to put

together combinations of meat, poultry, fish, eggs, cheese and so on from the meat commodity group. The same would apply to the dairy and cereal groups.

(Continued p. 4)

Visiting Scholar at CSC



OTTAWA — Dr. David P. Farrington, of the Institute of Criminology, Cambridge University, England, is spending his sabbatical year working on contract in Ottawa with the Ministry of the Solicitor General. Dr. Farrington has published three books and more than 20 articles on criminological subjects.

While in Ottawa, he has been reviewing the literature on juvenile justice, with special reference to the proposed young offender legislation in Canada and to the recent children's and young persons' legislation in England, which came into effect in 1971.

The English legislation was seen as a move from a "justice" model of treatment of juveniles towards a "welfare" model, whereas Canada seems to be moving in the opposite direction. However, there are some similarities between the English and proposed Canadian systems, notably in the increased emphasis placed on screening juveniles away from court.

Dr. Farrington has also completed a review of the literature on the size of penal institutions, concluding that the existing empirical evidence did not prove that size was related to prison disturbances or to recidivism after leaving prison. His analysis of English prison data showed that overcrowding was related to higher than expected recidivism rates, but not size.

Dorchester Adopts A Child

by John Gothreau,
Office Services Manager

ATLANTIC — Two years ago the staff at Dorchester maximum security penitentiary adopted a child through the World Vision program. Nine years old, he is **Sankar Debnath**, of India.

Dorchester staff send about \$25. each month for the support of Sankar. The money for this wonderful venture comes from a Loto that's been going on at Dorchester for something like 30 years. Staff who support Sankar, contribute 50¢ per payday. Their names go in a pot; 10 percent is taken out for Sankar and the winner of the loto receives from \$80 to \$95.

It's a great system. If your organization would like to carry on a similar project, contact **John Gothreau** or **Gary Mills** at Dorchester Penitentiary.



\$25 a month for Sankar Debnath

Let's Talk goes on holiday



Back for August 30 issue

What's new in policy . . .

Career news for staff

Higher standards for recruits, more training and career management are in the works for staff according to the latest Progress Report on the implementation of the Parliamentary Subcommittee recommendations, prepared by George Fife in January. The report has recently been made public and is now being distributed throughout the Service.

Higher standards

Qualifications for new recruits have been tightened up: grade 12 or equivalent plus three years of working experience involving person-to-person relationships; pre-employment medical standards; 24-month probationary period; and periodic medical examinations for all present custodial staff.

Training for recruits

Training has been beefed up to include a 12-week induction course for all custodial recruits. A new curriculum, approved this spring, is 40 percent oriented to human relations subjects and involves such topics as interpersonal communications, counselling and interviewing skills, group dynamics and resolution of interpersonal conflicts. Custodial staff will get a minimum of one week a year refresher training and the course will be standardized across the regions. A booklet on the training will be available soon.

Staff Promotions

First priority for all promotions in the Correctional Service will go to staff. A Senior Personnel Committee is now managing the careers of all middle and senior managers.

Hiring women

Female correctional officers are now working in the Prairie region and will be used soon in the Pacific and Quebec regions. After consultation with the RCMP and US Correctional authorities, a phased implementation plan was developed.

Career management

A Task Force on Correctional Careers (TFCC) is at work developing a revised personnel management system for the "family of correctional jobs." The objective: "a strongly managed, highly disciplined, career service." The Parliamentary Subcommittee pointed to the RCMP as an example of that kind of discipline and professionalism.

A correctional category or group is to be established and classification, compensation, staff management and special benefit plans will be developed. It will include jobs now classified in the Correctional and Welfare Program groups, and other jobs directly involved in the custody, care and training of offenders.

Staff relations

The CSC will become a separate employer and will negotiate directly with unions. When a corrections category is established the Public Service Staff Relations Board will



determine an appropriate bargaining unit for employees in the category. Consultations and briefings will continue to be held, with the PSAC, as the new personnel management system is developed.

Staffing the service

Autonomy will be sought in the staffing employment field to permit CSC to recruit, train and manage the careers of employees in the new category.

A comprehensive staff management plan will set the policies and practices for recruiting, selection, introductory training and the development of future managers. It will include a system for forecasting short, intermediate and long range staff requirements both nationally and by regions. Existing staffing policies are being reviewed to determine the cause of difficulties now being experienced in filling vacancies.

Priority is being given to determining the package of early retirement, alternative employment and survivor benefit provisions to help staff to cope with the stresses of correctional work.

Much remains to be done before the Task Force completes its work in June 1980. The Personnel Branch, which is working closely with the Task Force, will then take over the new system.

Parole Board completes review of violent incidents

EDMONTON — National Parole Board Chairman **William Outerbridge**, in Edmonton to participate in a seminar sponsored by the Alberta Criminological Association, met members of the Edmonton Police Commission to discuss a series of violent incidents that occurred in the last two and a half months, allegedly involving offenders under various forms of conditional release from penal institutions.

"I fully understand," Outerbridge said, "how such events occurring in rapid succession in a single community can undermine confidence in the parole system and call into question the soundness of the Board's policies."

"Members of the Board take very seriously any indication that, in a given parole decision, they may have improperly assessed the level of risk involved for the community. That is why our policies and procedures are under constant review. We conduct a thorough investigation of every step in the decision-making process in instances like these."

"The Board has recently completed a thorough internal review of the cases of the seven inmates said to be implicated in the Edmonton incidents. Five of these cases had been conditionally released as a result of decisions reached under the authority of the Board. Of these, one was on full parole, three had been granted day paroles, and the fifth was on temporary absence."

"The other two inmates had been released under mandatory supervision, a form of release over which the Board has no control."

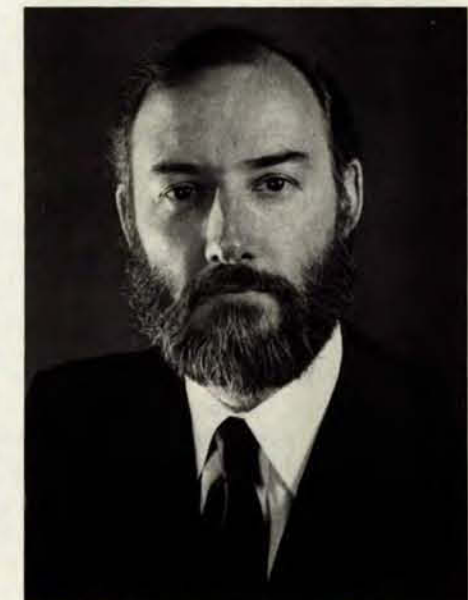
"I have satisfied myself that Board policies and procedures were properly followed in the decisions to release each of the five inmates."

Success rate: 79.3%

"A very high proportion of offenders released on full parole complete their term without incident. This rate has consistently exceeded 70% over the past five years reaching 79.3% in 1978."

"The above figures are supported by a four-year follow-up study of the entire federal and provincial population of 2,950 released on full parole during the year 1974. By the end of 1977, 70% had successfully completed their parole, 14% had been reincarcerated for various offences, 9% had failed for breach of their parole agreement and the last 7% were continuing on parole."

"I am very concerned about the very small percentage of parolees who bring violence to the community. Great care and caution are exercised in granting parole and only a minority of those who apply for full parole are actually granted their request."



William Outerbridge

Don't forget our new name contest

We're looking for a new name for *Let's Talk/Entre Nous* and would like suggestions from staff. Be sure to send your ideas to Let's Talk Editor, Communications Branch, 340 Laurier Avenue West, Ottawa, K1A 0P9, before August 30. Or phone 995-3031.

Chaplain General J.A. Nickels Leaves CSC After 17 Years

by Larry Elman, Communications Officer

OTTAWA — "The important thing about human beings is they're human," said Rev. J.A. Nickels, CSC Chaplain General who retired in July after 17 years with the Service. "Whether a person is Protestant or Catholic is irrelevant. The important thing is the person himself."

With such a realistic outlook as this, it's no wonder Rev. Nickels, has been able to remove religion from the realm of the abstract and academic — and make it a very real and tangible experience for staff and offenders across Canada.

Daily Reflections For a Public Servant, a book of prayers and reflections by Rev. Nickels was published this Spring. It was not written for one denomination but has a much wider appeal. It looks at the trials and tribulations faced by civil servants, their problems with bosses, their setbacks at home and office, their struggles with a system that's always changing. The book takes a hopeful approach as it strives to find the meaning in life.

The book recognizes the impersonality of

society and the resulting frustration and despair, but asks each reader to be faithful to himself and his God. It offers encouragement and inspiration in difficult times. If you would like a copy of the book phone Rev. Paul Crosbie at 996-0378 at NHQ.

LOTS OF RETIREMENT PLANS

His full plate of plans includes an avid interest in cricket, a possibility of freelance work for the British Broadcasting Corporation, a potential book for Doubleday dealing with the church, the navy, and prisons, and a desire to have his revue "At The Drop of A Head," produced for a professional theatre.

Reverend Nickels was born in England. Following a long and illustrious naval career, he first became involved with corrections in 1952 when he joined the British Prison System. On coming to Canada, he began work in Kingston Penitentiary in 1962 as a chaplain. In 1968, he moved to Ottawa and became our first Chaplain General.



Chaplain General J.A. Nickels

Photo: Erik Gustafsson



Pouring rain doesn't dampen sixth annual 'con' walk

ATLANTIC — Six inmates at Springhill Institution, N.S., part of the Accent on Youth (AOY) group of inmates, raised \$350. recently by walking 17 miles in 3 1/2 hours from Springhill to Amherst, N.S. "It was really raining hard and the inmates got pretty soaked," said Ron Arsenault, Liaison Officer, who monitored the group with a support vehicle. The inmates wrote local businessmen to collect pledges and were rather disappointed they weren't able to collect more but apparently there were a lot of competing events in May. Proceeds went to Stephen Blum, Director of Big Brothers/Big Sisters of Amherst.

24 Christmases in prison . . .

OTTAWA — "Crime prevention is more than capturing and caging offenders," Roger Caron, winner of the 1978 Governor-General's Award for Literature for his autobiographical *Go Boy*, told members of the Ottawa Chapter, Ontario Association of Corrections and Criminology (OACC), at their second annual meeting June 14. The 41-year-old offender, now living in a halfway house in Hull, Quebec, where he is presently writing another book, spent 24 years in Canadian prisons, eventually ending up in maximum security Millhaven Institution in Ontario.

Crime prevention is ordinary people caring, Caron went on. "It's prison volunteers taking the time to go into prisons and talk to inmates about their problems because they want to help. Inmates respect them because they aren't paid for their assistance."

"When an inmate starts feeling sorry for himself, he's finished. He can't see himself as anything but a loser — but the volunteer can. He believes in you — he says 'you can do it,'" said Caron, who made it clear that it was citizen volunteers who gave him the courage to go straight. "So many people helped me. I am very grateful for that."

"When I was a child everyone beat me, when I was in prison I was lashed twice before I was 18. I was forever in trouble. I made 13 escape attempts. I was always fighting — and getting punished. But no one ever asked me 'why.'"

He attributes his decision to go straight to a realization that what was happening to him was basically his own fault because he couldn't control his temper. "I'm not bitter," he said. "I punished myself more than anyone."

Go Boy, Roger Caron's account of his



Roger Caron

24-year struggle with the law, is an exciting and moving book. It's a remarkable achievement for a man who was a grade-seven dropout and spent all his adult life in prisons. Caron wrote the book as therapy, to find out who he was. During a riot at Millhaven it was lost — and then found in the Kingston dump by a concerned staff member. Caron sent a version to Pierre Berton, the wellknown Canadian author, who liked it and advised Caron on how to get it published. Berton eventually wrote the introduction to the book.

Frank Chafe, President of the Canadian Association for the Prevention of Crime, told his audience "most people think crime prevention is better locks and armed police, but no one wants to see the real solutions which include massive public education and community involvement in the problems that produce crime."

Other speakers included OACC President Lorraine Braithwaite, John Vandoremalen, Vice President, and CSC Policy Analyst, and Russ Kisby, President, *Participation*.

Never before such celebrations! St. Jean Baptiste Day in Québec

QUEBEC — For the first time, all institutions, except Montée St. François, whose inmates were out on day parole, participated in celebrations honoring Quebec's patron saint, St. Jean Baptiste. The National Committee for Celebrations, which is provincially funded, gave the institutions grants covering 75% of their costs, the rest being paid by the inmate committees.

Inmates were invited to take part in activities that included films, dance shows, St. Jean bonfires, get-together dinners and sports meets.

Federal Training Centre

Organized by François Lagarde, Head, Social Development and the inmate committee, the St. Jean Baptiste festival lasted two days here. Big event was a soft ball tournament between inmates of Montée St. François and the Federal Training Centre. An outdoor picnic was planned but got rained out.

Leclerc

Leclerc Institution's celebrations lasted three days. Every day different groups of regular visitors came to help celebrate with the inmates. Organizers were Lucien Gosselin, Head, Social Development; Jean-Paul Lehoux and Réjean Layette of the socio-cultural department.

Montée St. Francois

Aside from the soft ball tournament with the Federal Training Centre inmate team, this institution did not celebrate St. Jean Baptiste because, according to Jean Mireault, Head, Social Development, almost all inmates were celebrating on the outside on one-day passes. Also, the organizers said they were saving themselves for activities scheduled for July 6 to 9 to celebrate inmates' holidays.

Laval

Guy Beauchesne and André Lussier, Socio-cultural animators, and Michel Paradis, Head, Social Development, were the chief organizers of this institution's celebrations which included a picnic June 24 and movies shown both outside and inside the institution. For reasons of security, there was no St. Jean bonfire.

Archambault

This institution also celebrated St. Jean Baptiste for four days, according to Marc D'Amours, Head, Social Development, who recently transferred from the Federal Training Centre where he had the same job. John Rose and André Thémis, Social Development officers, along with the inmate committee, planned a variety of activities which included a soft ball tournament between the inmates and a team from Longueuil, and a picnic in the big yard. Buttons, posters and flags added to the festive feeling.

Ste. Anne Des Plaines

Charles Laurin, Inmate Program Coordinator, was in charge of celebrations

here, along with Fernand Goddard, Socio-cultural animator. The ex-champion Canadian boxer, Robert Cléroux presented a boxing match with a dozen young boxers from his club. On children's day, there were clowns who amused everyone. This isn't the first time Ste. Anne des Plaines has celebrated St. Jean Baptiste Day. However, last year's celebrations lasted only one day.

La Macaza

"At La Macaza, when you celebrate, you celebrate," Réal Godin, Head, Social Development, told *Let's Talk*. There were in fact four days of fun that included a magician, a theatre troupe and a St. Jean bonfire. Roger Labelle, Socio-cultural animator, responsible for hobby-crafts, organized the celebrations.

Regional Reception Centre

Since inmates here are in transit and stay only about three weeks, Gabriel Nantel, Head, Social Development, had his problems with organizing a true celebration. However, along with Robert Raymond, Phys. Ed and hobbycraft instructor, they organized several sports events assisted by Réal Roy and André Bacon. Because they couldn't mix their three inmate populations, they organized separate activities for each group. The result was a mini-olympiad and a soft ball tournament between inmates and staff. Who won? "The staff, obviously," said Raymond with a laugh.

Cowansville

At this institution, they killed three birds with one stone: they celebrated St. Jean Baptiste, inmates' holidays, and Canada's birthday all in one grand bash. All together, they had 11 days of celebrations with artists such as Yvon Deschamps, Pauline Julien, Maneige, Jacqueline Barrette, and others.

June 24 was children's day. René Giguère, Head, Social Development, estimated about 850 people came to Cowansville to help celebrate. Organizers included Roger Lapalme and Mario Godin, Socio-cultural animators, Michel Normandin, Arts and Culture Instructor and Michel Deroy, Socio-cultural secretary. Besides the grant they received from the province of Québec, Cowansville also received money from the Arts Council of Canada.

Cardiac fitness is what really counts

By Dr. Randy Swedburg
Chief, Leisure Management, NHQ

OTTAWA — Are you driving a Cadillac body with a Volkswagon motor? Too many people in our "sit down" society are doing just that. CSC staff spend a lot of time in inactive roles — and consequently their motors are sluggish.

The heart is a muscle, and like other muscles, needs exercise to keep it strong and healthy. When an employee is sedentary, the heart output (stroke volume) is lessened. Like a small engine trying to push a big car, it just can't handle it.

Most people know what it means to be "in shape" and "out of shape." However, this is a very gross overview of a concept that is much more scientific.

Look in the mirror

You need only look in the mirror right now to get one idea of what kind of shape you're in. The other is quickly recognized when you climb several flights of stairs — or shovel snow.

Unfortunately for us, physical fitness has been defined as strength, flexibility, endurance, speed, power and agility. But cardiac fitness is something else again.

We all remember pushups, pullups, running and jumping as measurements of physical fitness. Rarely, however, do people drop dead of a weak arm, or find abdominal muscles that can't manage a situp to be fatal.

But, the sad reality is that last year over



Photo: Erik Gustafsson

Really putting their hearts into it, **Ed Backman**, Investigator, Inmate Affairs, and **Dr. Randy Swedburg**, Chief, Leisure Management, jog along the famous canal in Ottawa during their lunch hour. In July the joggers are almost as thick as the tourists.

80,000 Canadians were fatality statistics due to cardiovascular disease. This figure represents close to 50% of all fatalities. Heart

disease is the highest cause of death after 35 years of age. Our major concern must, therefore, be with cardiovascular fitness.

Are you a cardiac candidate?

	Yes	No
1. Are you over 35 years of age?	<input type="checkbox"/>	<input type="checkbox"/>
2. Is there a history of cardiovascular (heart) disease in your family?	<input type="checkbox"/>	<input type="checkbox"/>
3. Are you a smoker?	<input type="checkbox"/>	<input type="checkbox"/>
4. Are you inactive?	<input type="checkbox"/>	<input type="checkbox"/>
5. Are you overweight?	<input type="checkbox"/>	<input type="checkbox"/>
6. Do you have high blood pressure?	<input type="checkbox"/>	<input type="checkbox"/>
7. Do you have a high serum cholesterol level?	<input type="checkbox"/>	<input type="checkbox"/>
8. Is there a lot of stress in your job?	<input type="checkbox"/>	<input type="checkbox"/>

How many yes answers? The more times you answered yes, the more you need to have that "spring tune-up."

What to do? Start now!

The road to cardiovascular fitness involves more than sweat and exercise. The amazing thing is that of the eight risks, there are only two that an individual can not influence — age and heredity!

What to do? Start now!

1. See your doctor
2. Have your blood pressure and serum

- cholesterol checked
3. Cut down on smoking — or stop
4. Lose weight
5. Start exercising regularly
6. Relax — start to work towards coping with tension and stress.

In a forthcoming issue: Cardiovascular exercise.

briefly

WELCOMING THE NEW SOLICITOR GENERAL — Commissioner **Donald Yeomans** and Senior Deputy Commissioner, **Bill Westlake**, met with Solicitor General **Allan Lawrence** June 22 for an initial briefing session. The Commissioner then introduced Mr. Lawrence to all members of the Senior Management Committee. The Solicitor General said it was his "fervent hope" to visit regional staff and become acquainted with field personnel and operations. The Commissioner described the meeting as extremely pleasant, informative, positive and productive.

WHEELCHAIR CHAMPS TROUNCE MISSION — June 16 saw an unusual volleyball game played at Mission Institution between the B.C. Wheelchair Volleyball Team (Canadian champions for the past two years) and an inmate team from Mission. Winners were the Wheelchair Team — with a score of 15 to 9.

ANOTHER PROPOSAL FOR FEMALE OFFENDERS — The Elizabeth Fry Society of B.C. report, *B.C. Federal Women: An Alternate Proposal*, initiated in response to the proposal to incarcerate federal female offenders from the western provinces at Mission Institution, was released June 23. The report objects to the proposal to move women from Prison for Women, Kingston and offers as an alternative, integration with women serving shorter sentences in the provincial system as recommended by the Proudfoot Commission on the Incarceration of the Female Offender.

MORE PRISON SUICIDES THAN IN COMMUNITY — According to **Claude Bernheim**, Director of Inmates' Rights in Quebec, there are one and a half times more suicides in Quebec provincial prisons than in federal institutions. Bernheim also said the number of suicides in Quebec is 12 times greater in institutions than in the community. He suggested that the reception process, segregation and the attitude toward suicide attempts, be modified in relation to first offenders.

CANADA DAY ATHLETIC CELEBRATION — July 1 an inter-institutional athletic competition was held between Millhaven Institution, Kingston, and Saskatchewan Penitentiary, Prince Albert, Sask. Kingston and Prince Albert are "twin cities" and so they jointly celebrated Canada Day. Points were scored for various field events and a trophy, donated by Prince Albert, was presented to the winners. Millhaven won 12 out of 15 events. All winners got an individual trophy and runners-up a medalion.

LOST HIS MAP? — Shortly after a walkaway from Bath Institution was reported, a correctional officer from Millhaven Institution happened to notice a strange figure lurking about on his property. Alarmed, he rushed out and confronted the man who was so surprised he confessed he was none other than the escaped inmate. The Millhaven officer called the police and the inmate was returned to Bath — thanks to the round-the clock vigilance of our correctional officers!

GEORGE IS TOP LION — **George Downing**, Regional Chief, Security Operations (Ontario), was named Lion of the Year by the Amherstview Lions Club of Ontario — a very prestigious honor. Congratulations to George who found time from his demanding job to do so much good work in the community.

WHAT TO DO WHEN YOU HANG UP YOUR KEYS — It's not a problem in British Columbia where an organization, Retired Federal Prison Officers' Association of B.C., has been formed. The group meets once a month and has been studying Bill C-12, making representations to have widows' pensions increased. They also have a New Horizons grant to do research on B.C. Penitentiary. Their members are spread across Canada from Pacific to Atlantic and include all ranks and both men and women. Interested? Write **J. Clawson**, Apt. 307 — 1437 Foster Street, White Rock, B.C., V4B 3X6.

JOGATHON FOR NATIONAL UNITY — Sunday, June 24, Kingston residents were out pounding the pavements in a jogathon for national unity — which gave the inmates at Prison for Women a good idea. They held their own jogathon within the walls simultaneously to indicate their support for Canada.

New badge for CSC



OTTAWA — The Correctional Service of Canada has evolved from one of the oldest Canadian federal agencies which through a century of growth and change has achieved a distinctive place in the national community. The new badge will proudly identify its members and institutions in keeping with the total role of the Correctional Service in the Canadian system of criminal justice.

Developing a design for the badge composed of symbols representing all aspects of the Service was not easy. We worked out some nine graphic concepts until we settled on the approved design. A badge which is to represent the goals of the Service must also be attractive, simple and recognizable. The new badge has all these essential qualities.

Meaning of the badge

The badge is a six-pointed gold star and sunburst on which a green annulus, or ring, is centred. On the annulus, the words "CORRECTIONAL SERVICE CORRECTIONNEL, CANADA" are inscribed in gold. The annulus is surmounted by the crown which covers the topmost point of the star. Inside the annulus are a gold crossed key and torch on which the stylized red maple leaf of the Canadian flag is superimposed. A green ribbon set on the star's lowest point carries the motto "FUTURA RECIPERE".

The badge both identifies the Correctional Service and symbolizes its major responsibilities within the criminal justice system. The key represents custodial responsibilities; and the torch, training, education and parole. The Latin motto, in the context of the goal of rehabilitation of offenders, may be translated by the phrase "to grasp the future".

Ed Lewis: new chief

(continued)

The leftover problem

Ed would like to see better use made of leftover foods. Leftovers have never been exactly popular with inmates, but he feels with proper planning they can provide attractive and interesting dishes — and more choices on the menu. Using leftovers also makes sound economic sense — as any family cook knows.

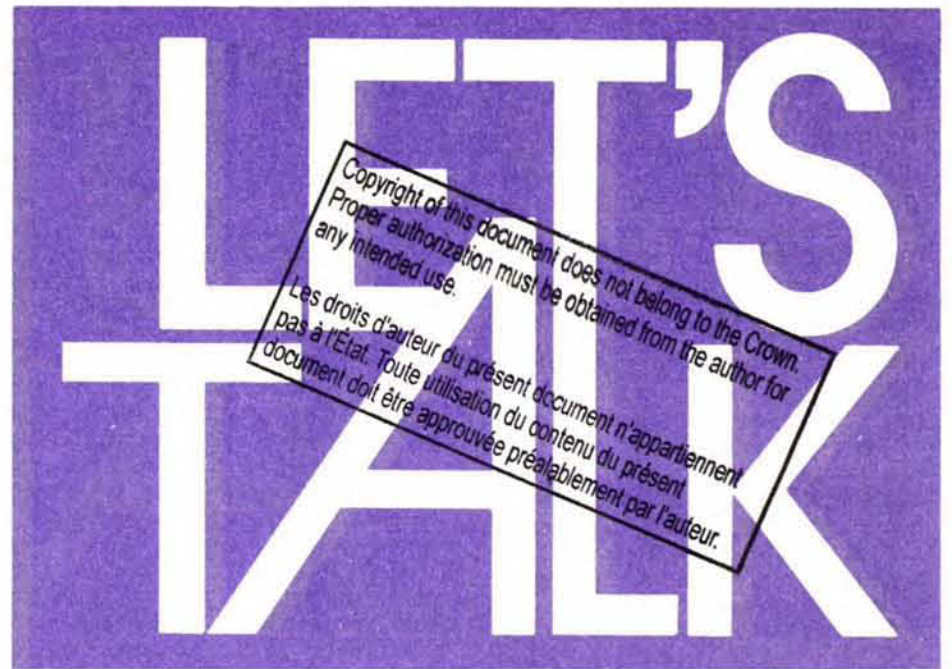
The cyclic menu is another plan of Ed's. He wants to see all the CSC food services operations working from seasonally adjusted six week cyclic menus. This allows supervisors to make menu changes according to availability and price throughout the year. Cyclic menus would also reduce kitchen administration and make for easy and more accurate evaluation.

Ed's cheerful face will be a familiar one across Canada because he intends to visit each institution every year, and when requested he'll go where he is needed, he says.

Ed's wife, **Edith**, has joined him in Ottawa now that school is out. They have two children, one still at school, while the other is a chip off the old block and is making the military his career.



CSC staff were greatly saddened to hear of the sudden death August 16 of **John Diefenbaker**, MP for Prince Albert, Saskatchewan, a great Canadian and a former prime minister. Interested in everything including the Correctional Service and judo, Mr. Diefenbaker is shown here in a photo taken at the Canadian Judo Championship Competitions at Prince Albert, shortly before his death. Beloved by many Canadians as "Dief the Chief," he pretends to throw **Jim O'Sullivan**, Director of Saskatchewan Penitentiary and an instructor at the Prince Albert Judo Club. The Club presented Mr. Diefenbaker with an honorary black belt.



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William Head Humanist program is flourishing

PACIFIC — In *Let's Talk* (June 15/79), **Yves Cartier**, a psychologist at Montée St. François Institution, Quebec, described how he had encouraged inmates to volunteer for a program to aid the handicapped in his community. He became interested in the idea after reading about a similar program at William Head Institution, Vancouver Island. (*Let's Talk*, July/August 1977) Curious to know if William Head's program was still going strong, we called **Mike Bennett**, Head, Social Development. He told us:

"Our inmate volunteer program for helping the handicapped in the community is alive and well — flourishing in fact after six years.

We got started in 1973 when an inmate who had been involved with the Matsqui Institution program for exceptional children, transferred to William Head and brought his enthusiasm along with him. The Matsqui program died in 1977 but we've continued on," Bennett said.

"We've had our ups and downs — and some critical times — when we were low on recruits, but we always came back up again, especially with the help of the Inmate Committee who would beat the drum and get us some new recruits."

The inmates in the program call themselves the Humanist Group. There are about six or eight of them and they provide a volunteer resource pool for the Glendale Facility, a provincially funded home for the mentally retarded.

handicapped and it's the inmates who can take the credit, not Correctional Service officers like himself, he says.



Helping each other

One exciting off shoot is the career opportunities the program has opened up for inmates. Three Humanist Groupers have completed a 12-month Camosun Community College course on child care and a fourth will take it in the fall. Two of those inmates are now working fulltime on Glendale's staff.

Half a dozen inmates in six years have joined Glendale Facility's staff on their release. On inmate grad who went through the program enrolled in the University of Victoria on his release and completed a degree in social science.

The inmates know if the program dies... it's their lack of interest that killed it.

At first the program was only one day a week but today the Humanist Group is going full tilt Mondays to Fridays from 8am to 4pm.

Every Monday the inmates offer a lecture program where all aspects of mental retardation are studied. Speakers include various authorities as well as parents of the handicapped.

On Wednesdays day parolees travel unescorted to Glendale Facility where they work in the wards from 8am to 4pm as do citizen volunteers. They're not escorted, said Bennett, because part of the program is to help inmates function more responsibly.

"We've had the odd disappearing act," he confessed. "But it is very important to allow inmates who are ready for it, to venture out on their own. Actually in six years with about 70 inmates taking part in the program, we have only 'lost' four."

Tuesday, Thursday and Friday selected Glendale residents spend the day at William Head where the Humanist Group have a full program of sports and social activities for them. A small house on the 80-acre site of the institution has been set aside for this.

The program has been very rewarding all round, said Bennett. It has brought new hope and interest to both inmates and



Signing up for apprenticeship training as a cook — and hopefully a better life upon release. Masterminding the paper work is **Pat Watkins**, Food Services Supervisor, Springhill Institution, N.S.

Breakthrough in apprenticeship training at Springhill Institution

by: **Justin Sullivan** Regional Manager, Communications, (Atlantic)

ATLANTIC — A breakthrough in Project Apprenticeship took place recently, at Springhill Institution, N.S., when **George German**, Assistant Director, Apprenticeship, Department of Labour, Nova Scotia, and **George Henderson**, Apprenticeship Counsellor for the same organization, supervised the indenturing of four inmate cooks.

For **Len Leblanc**, Director, Education and Training, at Springhill, it was the culmination of 2½ years of "hard labour" devoted to working his way through the various levels of two governments. For the four inmates, the training course is a chance to get recognition in the cooking field that could play an important part in their successful return to society.

The three-year course involves three levels, each with 2000 hours of cooking. Inmates who have logged sufficient time and experience and meet with the approval of the Department of Labour, can write their level one exams immediately and if they

succeed, will have finished one year of their course.

Upon release from prison, inmates will receive a log book, indicating their hours of training. Further entries can be made by future employers. This system applies to the two trades now indentured at Springhill — cooking and welding. For inmates, the ability to carry on training after release from prison, is critical. If they are unexpectedly released, i.e. paroled, their training will not be summarily terminated.

Each level of the course requires eight weeks of schooling, usually in Halifax. Two weeks of this will be paid by the Unemployment Insurance Commission and six weeks by Canada Manpower. For inmates, day paroles or some other form of release, will have to be arranged.

Assisting **Len Leblanc** on the apprenticeship project were **Pat Watkins**, Food Services Supervisor; **Pat O'Brien**, School Teacher, **Bob Maguire**, Tech. Services.

Maximum directors attend workshop

OTTAWA — Directors from maximum security institutions across the country got together July 11 and 12 to talk over problems of security, marketing, inmate employment, independent chairpersons and union relations. **Bob Clark**, Director, Operation Security, was chairman.

Paul Caouette, Executive Secretary Treasurer of the Public Service Alliance Commission (Solicitor General's component) told the directors he wanted more "dialogue, consultation and information."

"The president of the local must be informed when there is a disturbance in the institution," he said. "If we don't have your cooperation, staff get upset, they get scared, they get militant. Consultation doesn't mean consensus but it does mean we have to work together."

On-the-job stress, very high for staff who

work directly with inmates, is relieved by discussing problems. He mentioned understaffing, overtime, sick leave, compensation for injuries and safety as concerns.

Improving the Correctional Officer's public image was another priority. Caouette urged the Service to demonstrate to the public that guards are competent and capable of doing a difficult, dangerous job well.

Protective custody too popular

Chris Reardon, Special Projects Officer, Security, said nearly 800 inmates are in Protective Custody Units (PCU) nationally and the number is increasing. A method must be found, said Reardon, to curb this rise because of the high costs involved. A profile is being done to determine who goes into PCUs and why. The screening process

for PCUs will also be examined to see if it differs across the country.

Jim O'Sullivan, Saskatchewan Penitentiary Director, pointed out that only a few years ago there was a stigma attached to PCU inmates; it meant 23 1/2 hours in a cell a day. "Now that we're doing something for them, such as work and programs, more and more opt for PCU."

Industries vs. Education

Marjorie David, Director General, Inmate Employment, commented on the point that NHQ seemed to be reducing industrial programs in favor of academic programs.

"Industrial programs are not being reduced — it's simply not true," she said. "Our job is to find work or employment of some kind for all who can and will work."

Third Special Olympiad inside the Walls

CODE OF ETHICS NOW IN FORCE — Staff should take note that the new Code of Ethics went into effect August 13, according to a decision taken by the Senior Management Committee July 12. Staff should have all been briefed in the new Code.

CSC GOES TO TORONTO'S EXHIBITION — CSC will participate again at the Canadian National Exhibition in Toronto, sharing space with Prison Arts Foundation. The Exhibition opened August 15 and ends September 3. The joint participation of CSC and Prison Arts was coordinated by **Wain King**, a consultant with Communications Branch, NHQ. Besides an exhibit of inmates' art presented by the Foundation, there were various displays, photos and panels describing the work of the Service. A uniformed officer and staff member were on hand every day to answer questions and distribute booklets and the staff newspaper, *Let's Talk*.

COMMISSIONER HONoured BY MANAGEMENT ACCOUNTANTS — **Donald R. Yeomans**, CSC Commissioner, was recently named one of the first Fellows of the Society of Management Accountants of Canada. Mr. Yeomans was president of the association in 1977-78 and held various posts on the executive for a number of years.

SOLAR WATER HEATER HOT ITEM — At Collins Bay Institution, Ontario, improvements are being made to the solar water heater developed by **Trevor Burgess**, instructor in the plumbing shop. Burgess, assisted by an inmate, has succeeded in bringing the water temperature from 68° to 150°F. This is the second solar water heater Burgess has developed and when this one is ready, he will start on a third whose capacity will be greater. The present heater can heat up to 40 gallons of water to a temperature of 165° in less than six hours. The heater is operated by hand. The seriousness of the energy crisis led Burgess to try to devise a heater which does not require the usual energy resources.

STAFF FIGURE TOO HIGH — **Bob Benner**, Director of Bowden Institution, Innisfail, Alberta, tells us his projection for staff after Bowden's current expansion is completed, hasn't been finalized as yet but will likely go from 172 staff to 230 staff — not 300 staff as reported in *Let's Talk* July 15/79. The inmate population will rise approximately from 152 to 330.

NOT AS PRESENTED — **Al Irvine**, recently retired Director of Landry Crossing, Ontario, tells *Let's Talk* he was reading the June 15/79 issue where his retirement was featured, and was somewhat surprised to discover he had been listed as director of several institutions he hadn't remembered running! The fact is, Al went to Dorchester Institution as a training supervisor, to Warkworth in 1976 as Assistant Deputy Warden, Inmate Training, and then on to Landry Crossing as director. Sorry about that, Al.

LAWN SALE POPULAR — More than \$700 worth of arts and crafts were sold on the grounds of Dorchester Penitentiary, New Brunswick, according to **Ed MacKay**, Chief, Social Development. The public was invited to come and buy work made by the inmates. Media covered the event.

995-4837 AT YOUR SERVICE — Communications Branch, NHQ, now has a dictaphone all CSC staff are invited to use. Have you information or texts to send to Communications in Ottawa? An article for *Let's Talk* which you haven't time to send by mail because the editors are shouting for it? Just dial 995-4837 and you're all set. During the day, **Diane Plumridge** will say hello and then start the dictaphone. At night a dial tone will advise you when to talk... but be careful, you must not be silent for more than 12 seconds or the machine will stop recording. If you must think, think out loud. Be brief as the tape only records for 90 minutes and others may want to use it. Take advantage of this new service to send your information f-a-s-t to Communications Branch. It's as easy as saying hello.

ONTARIO — Collins Bay Institution is becoming famous for its Exceptional People's Olympiad and this year's sports competition July 28-29 for about 100 mentally handicapped athletes from four eastern Ontario institutions was no exception. Even the weather cooperated by producing two hot, sunny summer days.

The opening ceremonies were attended by Commissioner **Donald Yeomans** who congratulated staff and inmates on all the effort and organization that went into the event. Other guests included **Dr. Frank Hayden** of McMaster University who organized the first special olympics, **Art Trono**, Regional Director General (Ontario) and **Keith Norton**, Ontario Minister for Social Services. They watched a march past where the handicapped athletes displayed their institutional banners and paraded out into the prison's recreation yard.

According to **Les Judson**, Head, Social Development, and **Robert Lowe**, Social and Cultural Development Officer, the inmates at the Bay had spent at least five months in preparation for the games before the first



Lighting the flame. Photo: Dave Bryant

bus load of athletes passed through the iron grillwork. The entire program is organized and run by inmates with each athlete teamed with an inmate 'godbrother' who is responsible for the athlete's medication, competition schedule and general wellbeing.

All sports events were held inside the walls, the inmates being assisted by members of the John Howard Society, Plus Ten,

the Native Brotherhood, and other community volunteer groups. The athletes were billeted at the Royal Military College.

"We kept the games as uncomplicated as possible," said Lowe. Events included a 50, 100 and 200 yard dash, high jump, soft ball and frisbee throw, and standing long jump. Athletes also attended sports clinics for golf, tennis, handball, soccer and physical fitness.

"Everyone goes away a winner," said Lowe. "Skills are tested but no athlete leaves the Olympiad without some recognition. Each received a participation medallion and there were prizes for winners and trophies for the top male and female athlete of the day."

Inmates were assisted financially in their plans by donations of money and merchandise from Toronto, London and Montreal in addition to local assistance and a grant from CSC Special Projects. Inmates painted "everything that didn't move" and put a spit and polish finish on the prison so everything looked great for the Olympiad.

Of the 330 inmates at the Institution, 250 were involved in games preparation.

Fourth annual rodeo at Bowden

by **Bob Schmitz**

Head, Social Development

PRAIRIES — Bowden Institution, Innisfail, Alberta, held its fourth annual rodeo July 8. Billed as Canada's No. 1 Prison Rodeo, the event was the result of the combined efforts of the Institution, the Inmate Committee and Regional Headquarters.

Sunny skies and high temperatures greeted the more than 350 visitors who entered the Institution for the day to view the rodeo events and to socialize with friends and family.

Although there were other events and activities such as hobby displays, children's game booths, pony rides, native dancing and a western dance, the rodeo events were the obvious focal point.

Forty inmates competed in the events which included saddle bronc, bareback bronc, bull riding, calf tying, wild cow milking and for the first time this year, the wild horse race. Prizes included canteen tokens, made up from entry fees, as well as trophy buckles purchased from staff donations.

Services, stock and equipment for the rodeo were contracted from Northcott Rodeo, who also assisted in the last two rodeos. An Inmate Rodeo Committee played a major role in organizing events, providing instruction, preparing the arena and assisting on the day of the rodeo.

Although the rodeo is the single biggest and most expensive institutional event during the year, everyone seems to feel the time, energy and money invested is well worth it.

Program Flourishing (cont.)

Mike Bennett is very happy with the success of the program and he expects it to continue — even if he won't be around to keep an eye on it. He left the Service May 30 after 22 years in the correctional field, six of them at William Head. He is now at the Department of Indian Affairs, B.C. Regional Office, where he is Head, Social Development. Good luck in your new career, Mike.

Directors Workshop (cont.)

Twenty percent of inmates are unemployed because of disability or age and 30 percent are employed in institutional maintenance, food service operations and so on. That leaves 50 percent deployed in Industries, Education, Agribusiness (farms) and ADP (Automated Document Processing). Of this number, only 15 percent can be employed in work programs until a more progressive marketing strategy is developed," she said.

CSC can't sell on the open market but is limited to making products for governments and non-profit concerns. Not all markets have been fully tapped. To do this there will be a national sales force which will drum up business across the regions. A catalogue to advertise what's being produced is expected to be available in the future.



Calf Roping. Photo: Staff College, Edmonton

This year media services from the Correctional Staff College, Edmonton, recorded the rodeo on 3/4" color video tape. Copies of the tape are available through the College or Bowden Institution Social Development.

Bangladesh visits CSC

OTTAWA — Five delegates from the Prison Reform Commission in Bangladesh were in Canada in July to study the Canadian correctional system. They went first to Quebec region, visited NHQ, then went on to Kingston to see Collins Bay Institution.

Justice **F.K.M.A. Munim**, Judge of the Supreme Court of Bangladesh, head of the Commission; **Halibur Rahaman**, Deputy Inspector General of Police, Secretary of the Commission; **Col. A.F.M. Abdul Hug**, Inspector General of Prisons; **Mohamed Afsaruddin**, Chairman of the Sociology Department at Dacca University; and **Murallah**, a lawyer at the Bangladesh Supreme Court, were accompanied during the visit by the Second Secretary of the Bangladesh High Commission, **Abdu Samad**.

In Ottawa, the group met with Inspector General **A.F. Wrenshall**, **Bob Clark**, Director, Operational Security; **Gordon Pinder**, Director, Case Management; **Marjorie David**, Director General, Inmate Employ-

ment; **John Siu**, Interim Deputy Commissioner, Policy and Planning; **Maurice Charbonneau**, legal adviser as well as many others.

Bangladesh's penal system differs from Canada's. It has prisons and prison houses which vary in size and accommodation according to local needs and are run in accordance with a single prison act for the whole country. There is no penitentiary organization at present but before the war of liberation when Bangladesh was East Pakistan, there were Borstalcum Reformatory Schools which have since ceased to function. There are correctional institutes near Dacca which are run by the Ministry of Social Welfare for the after care of juvenile delinquents up to 16 years of age.

The delegation's visit was organized by **John Braithwaite**, Deputy Commissioner, Communications, assisted by **Shirley Redmond**, Administrative Assistant, and **Marilyn White** of the Department of External Affairs.

Communications hosts information-sharing sessions

Public Participation Division of CSC's Communication Branch has been very busy lately hosting get-together sessions with other branches at NHQ.

At the sessions, Public Participation staff introduce themselves, give short talks on their work and suggest ways the visiting branch can profit from Public Participation's many services which include publishing booklets, brochures, maps and the staff paper; and producing films, slide shows and exhibits.

Staff from the visiting branch then introduce themselves, describe their jobs and suggest how Public Participation might assist

them with their communication needs. The sessions conclude with coffee, cookies and informal discussion.

Inmate Employment guinea pigs

First visiting branch was Inmate Employment which got the shock of its life when staff found themselves being photographed from all sides. The idea was for Public Participation "to get a little practice doing audio-visual presentations," said **Darryl Davies**, Director of the division. Inmate Employment agreed to be guinea pigs very graciously — and got extra cookies for their efforts.

New cap badge for staff now official

Kent Institution opening "a huge success"



PACIFIC — Kent maximum security Institution, built to replace obsolete B.C. Penitentiary, opened August 1 attended by over 200 guests who included the new Solicitor General **Allan Lawrence**; Commissioner **Donald Yeomans**; **Erik Nielsen**, Minister, Public Works Canada; and many other dignitaries.

Commissioner Yeomans declared the opening "a huge success" and thanked staff for their hard work. "The opening was most professional, well planned and well organized."

Highlight of the ceremonies was the unveiling of the new CSC insignia by Solicitor General Allan Lawrence. He presented the first cap badge bearing the insignia to the Commissioner who then passed it on to **Robert Swan**, Assistant Director, Security, Mission Institution, on behalf of the Service's correctional officers.

The badge, authorized by Queen Elizabeth, represents the esprit de corps of the new Correctional Service of Canada with its improved professionalism, training and discipline. It indicates "the government's recognition and respect for the Service, acknowledging the efforts made by correctional officers to protect society and provide hope and opportunity for offenders," said Mr. Lawrence.

HOPEFUL STATISTICS

"In B.C. about 65 percent of inmates serving federal sentences today are experiencing their first penitentiary term; 21 percent have one prior penitentiary sentence and only 14 percent have returned to prison more than once."

Mr. Lawrence pointed out that another frequently held belief was that most offenders are dangerous and violent. Only 34 percent are now serving sentences for crimes against persons while 66 percent have been convicted for property or drug offences.

CONTROVERSIAL CHAPTER

"The opening of Kent Institution marks the end of a controversial chapter with the gradual phasing out of B.C. Penitentiary," Commissioner Yeomans said in his address. He pointed out that from 1878 to 1959, B.C. Penitentiary served as B.C.'s only federal prison. In the last 20 years however, a network of institutions providing a variety of programs for medium and minimum-security offenders, was set up. Kent Institution is designed to offer similar programs for offenders classified maximum-security.

"The new institution provides a striking contrast to the old fortress-like B.C. Penitentiary." At Kent inmates will eat in a common dining room instead of alone in their cells, each cell has windows, a gym adaptable to many forms of entertainment, and unlike B.C. Penitentiary, there is a special area where families can visit inmates in privacy.



John Dowsett, Kent's Director

Kent maximum. Some people complained it had a "luxury look" but the real culprit is all that gorgeous B.C. mountain scenery — a welcome change from the grim gray walls of B.C. Pen.



"Our boys" — Commissioner **Donald R. Yeomans** (left) and Solicitor General **Allan Lawrence** skillfully handle a barrage of questions on Kent Institution at a press conference after the opening.

"The goal today is to work toward returning the offender to the community.... Institutions must not be viewed as isolated enclaves."

LIVING UNIT DESIGN

Inmates live in eight self-contained living units, each equipped to house 24 inmates in individual cells. There is a gatehouse, administrative offices, inmate visiting rooms, healthcare unit, dissociation unit, inmate and staff dining rooms, industrial and maintenance shops, gym, hobby rooms, a chapel and playing fields for outdoor exercise.

WORK AND PROGRAMS

Industries Division has a large industrial plant divided into six major workshops

equipped to manufacture products made from wood or metal. The goal is to provide maximum security inmates with meaningful work, wages and skills.

The first inmates arrived in mid-August. The transfer of B.C. Penitentiary's general population to Kent should be complete by the end of the year.

SECURITY TOUGH

Kent's security makes it the toughest Canadian prison to leave unofficially. Internal security is controlled by electronic surveillance plus a closed circuit television network. Two rows of chain-link fence, topped with coiled barbed-wire, are floodlit at night and guarded by four manned towers. There is also a mobile patrol on the perimeter.

Kent opening: quotable quotes

- "Despite suggestions of luxury, the overriding need that has been built into the design of Kent Institution is tight security." (*Chilliwack Progress*)
- "Luxurious isn't the word although Kent Institution has pretty fancy surroundings. I don't think we'll build another one like this under present conditions... This is not to say we want to go back to gray walls and iron bars. Those days are long gone." (Solicitor General **Allan Lawrence** quoted by the *Vancouver Sun*.)
- "Some people believe a new institution is a retrograde step but until such time as the crime rate stops, the disappearing prison is only a dream. What we are doing is developing a just and humane system and Kent will be the vanguard for change." (Commissioner **Donald Yeomans** quoted by the *Columbian*.)
- "The opening of an institution should be a moment of sober recognition that our society, like other societies, has failed. We have not progressed to the stage where maximum security institutions are unnecessary... However, offenders will now be able to live and work in a modern environment designed to give maximum opportunity for self-development, while also providing stringent security to protect the public." (Solicitor General **Allan Lawrence** quoted in the *Columbian*.)



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Four senior level positions reassigned

OTTAWA — Commissioner **Yeomans** announced a reassignment of responsibilities at the senior level effective September 1. He said the reassignments were "based on a careful assessment of senior staff potential and part of our overall continuing program of staff management and development in a career service."

Bob Clark, formerly Director, Operational Security, NHQ, went to Atlantic Region as Regional Director General.

Terry Kelly, Director, Preventive Security, is the new Director, Operational Security, NHQ.

Dan Weir, Warden of Warkworth Institution, Ontario, is now warden at Drumheller Institution, Alberta.

Mary Dawson, former Assistant Director, Organization and Administration, Warkworth Institution, Ontario, became the first woman to be warden of a penitentiary in the Correctional Service: she took over as acting Warden at Warkworth. There are several women who head community correctional centres and half-way houses but Mary is the first to run a big institution as warden.

Staff should note that CSC is once again using the title "warden" to designate directors of institutions. Those responsible for district offices and community correctional centres will continue to use the term "director."

Atlantic region first to receive accreditation

OTTAWA — Atlantic region's Carlton and Partown Community Correctional Centres and three District Parole Offices in Halifax and Truro, Nova Scotia, and Saint John, New Brunswick, received accreditation awards from the American Correctional Association Commission on Accreditation for Corrections, Sept. 10.

Commenting on the three-year awards, Commissioner **Donald Yeomans** said "We are very proud of the staff who worked for this achievement. This is an historic event because these are the first Canadian units to be measured against the most demanding standards, the first federal units and the first parole field service units to be accredited."

During the accreditation process, each agency completed a self-evaluation of its policies and procedures to determine its compliance with the standards. Supporting documentation was required, and for all areas of non-compliance, it was necessary to provide a planned strategy to correct the deficiencies.

briefly

CANADIAN CONGRESS FOR THE PREVENTION OF CRIME IN HALIFAX, N.S.

WHO SAID WHAT:

ON DANGEROUS OFFENDERS — Paul Williams, a psychologist at Leclerc Institution, Quebec, said the correlation between the need for treatment of potentially violent criminals and the willingness of people to treat them is often imbalanced. "The official view of these things is, to me, diametrically opposed to the sane view. The more difficult an inmate is the more time he has to do; and the more dangerous he is, the more time we have to spend with him."

WHAT TO DO WITH JUVENILES — "No society can limit the occurrence of juvenile delinquency if its basic institutions do not mobilize themselves to prevent such acts of delinquency... part of the problem is that children see too much violence on television that portrays criminals as heroes... Even when delinquents are caught, the punishment given to them is often of the wrong kind. Courts should make them pay for the damages they have caused... One way of payment could be through community work. Imprisonment should be a last resort, used in cases where the delinquent represents a threat to society" — **Aubert Ouellet**, Associate Deputy Justice Minister, Quebec.

JOHN WAYNE SCHOOL OF THEOLOGY — "Those involved in crime prevention must help break down the stereotype that incarceration is fun and prison wardens sadists. The average citizen is conditioned by the 'John Wayne School of Theology' — that we on the outside are the good guys and those in prisons are the bad guys. Prison is an 18th century solution... half the people now in prison shouldn't be there. They should be in constructive work programs... Actually prisons produce a destroyed individual who can't cope with responsibility because all his responsibilities have been taken away... or assumed for him." — **Robert Burns**, Citizens' Advisory Committee, Leclerc Institution, Quebec.

E. FRY SUPPORTS CLOSING — **Barbara Kilbourn**, President of the National Association of Elizabeth Fry Societies said the Society supports the closure of the Prison for Women and the transfer of inmates to regional facilities.

BUGABOO OF RECONVICTION RATES — "I might be regarded as a silly optimist but I am not tremendously concerned about the so-called high reconviction rates. This is a constant bugaboo which is badly interpreted. All it means is that some people have not been sufficiently helped. For in fact, probation and parole and other community measures still keep many people out of our institutions. Prisons still rehabilitate many people. Since the Criminal Record Act came into effect, it is surprising to see how many people have gone straight. But we always talk about our failures... we should view the criminal justice process as a dynamic system evolving as society evolves." **Dr. Justin Ciale**, Professor, Department of Criminology, University of Ottawa.

MCGRATH WINS AWARD — The J. Alex Edmison Award, presented annually by the Canadian Association of Professional Criminologists, for outstanding contributions in the field of criminology, went to **William T. McGrath**, Executive Director, Canadian Association for the Prevention of Crime.

COMMISSIONER PRESENTS NEW CAP BADGE to staff in Atlantic, Quebec and Ontario regions. Two correctional officers with the longest service in the Atlantic, **Thomas Lowerison**, Springhill Institution and **Joseph Caissie**, Dorchester Penitentiary, received the badge on behalf of the staff in Atlantic region. In Quebec region, the new cap badge was presented by Mr. Yeomans to **Eddy Robitaille**, Archambault Institution and **Léonard Briklow**, Cowansville Institution, and in Ontario region, correctional officer **Frank Corrigan**, Regional Reception Centre, received the badge.

It's been a good year for summer youth programs

by Larry Elman,
Communications Officer, NHQ

OTTAWA — At least 1800 students counted their blessings again this summer because they got jobs working in two excellent summer youth programs offered across Canada by the Ministry of the Solicitor General.

The Summer Youth Employment Program (SYEP) is in its fourth year of operation, managed by **Erica Kent**, while **Nancy Adams** again managed the Summer Job Corps program now in its third successful year. The two program managers work out of the Human Resource Branch of the Ministry Secretariat, under **R.J. Dunphy**, the Director General.

The summer students patrolled with the R.C.M.P. as special constables, worked in provincial and federal corrections, did research, and assisted in a variety of community projects such as *Operation Identification* and *Park Watch*, to name only some of the various types of projects.

Although both programs are for young people, there are several important differences in organization, philosophy and pay. The 430 participants in SYEP are post-secondary students and are paid a flat rate of \$5.00 an hour. This program is a direct hiring program of the Public Service and all projects are career-related. Competition for the jobs is very keen.

The Summer Job Corps Program employed 1400 young people in communi-



Left, **Phil West**, a student with the Research Branch of the Secretariat and **Claudia Currie**, a SYEP student with the Female Offender Program. Right, **Nancy Adams**, Coordinator of the Summer Job Corps and **Erica Kent**, Coordinator of the Summer Youth Employment Program. Some of the students are expected to make corrections their career.



ty-oriented projects. Participants work in teams managed by a Project Leader who signs a contractual arrangement with the ministry. All hiring is conducted through the local Canada Employment Centre for Students and participants are paid the provincial minimum wage.

This year an additional 4.3 million dollars has been allocated for a year-round Job Corps program aimed at unemployed young people who will be involved with community projects. The program is expected to provide jobs for 1200 to 1500 young people during the fall and winter.

A STAFF PROFILE

I'll go to Europe when they build a bridge

OTTAWA — Considering herself too young to retire, **Liliane Descaries** celebrated 35 years service at CSC June 27 — and decided to carry on as usual. She is secretary to Director General, Medical and Health Care Services, **Dr. Donald Craigen**.

Liliane says she wants to work for at least four more years — but she might change her timetable. In fact, when she first started to work, she had as her goal, stopping work after about five years. But 30 years later... she's still at it, still enjoying her work.

At age 16 she started work for the Service when it was called the Remission Service of the Department of Justice, as a stenotypist. She moved gradually up to become, in 1963, secretary to the Director, Medical Services, at that time, **Dr. P. Gendreau**, now deceased.

Always busy with various activities, Liliane says she has "no time to be bored." She likes to travel — but never by plane. She really enjoys crafts, theatre and shows. She loves to go skating but never on the canal:

"there are too many holes in the ice..." She likes the skating rink in her neighborhood much better.

Born in Ottawa, she plans to stay there. She's proud to be a citizen of Ontario and could not see herself living anywhere else, even though she liked some cities in eastern Canada when she visited them. Besides, she has her own house in Ottawa.

Loving life and happy in her work, Liliane greatly appreciated the little party her colleagues organized to honor her many years of service to CSC. She was especially thrilled with the "magnificent cake" they offered her.

Regrets? Maybe. She hasn't visited Europe yet. And at this date there is no bridge linking the two continents so she must refrain from going, she says. However, maybe she will be persuaded to venture on board a plane — a great experience to have at least once in your life. Maybe, says Liliane doubtfully, but "We never know what life brings," she adds. Which is true. So perhaps Liliane will find a way.

Our changing correctional system

ATLANTIC — "I've been part of the Canadian correctional system for 30 years and it's amazing to look back and compare what we have today with what we had in the past," **Bill Westlake**, Senior Deputy Commissioner, told delegates at the Halifax conference of the Canadian Congress on the Prevention of Crime, July 18.

There have been no quantum leaps, he said, but progress has been steady, meeting the changing needs of inmates and society.

"I see the replacement of 'pain and punishment' by programs and opportunities; idleness by work and education; lockups by recreation and leisure activities; the rule of strict silence by grievance procedure, inmate committees and correctional investigators.

A number of initiatives have been taken in the last 18 months to address the question of inmate rights. We have developed and tested a new inmate grievance procedure to be used in all institutions this year; we have independent chairpersons to preside over disciplinary hearings. There is common dining now and contact visiting, even in maximum security institutions.

In the past two years the total staff training program has been revised and refined. All new recruits receive 12 weeks of training and all permanent staff receive a five-day refresher training period a year. This is all intended to enhance our sense of pride, honorable tradition and professionalism in our Service."

ACCREDITATION (con't)

According to Commission policy, an agency must achieve compliance with 90 percent of the standards designated as "essential", 80 percent of the "important" and 70 percent of the "desirable."

Director of Carlton Centre is **Bob Bentley** and **Alix Jenkins** is Director of Paratown Centre. **Vince MacDonald** heads the District Parole Office at Halifax, **D.J. Lavers** runs the Truro Office and **Ron Lawlor** the Saint John Office. Congratulations Atlantic!

HAVE YOU SEEN?

The latest amendments for each series to Commissioner's Directives (CD's) and Divisional Instructions (DI's) published in the last month:

Amendment No. 25:
200 series — CD 241 — Inmate Grievances

Amendment No. 3:
500 series — Table of Contents

Amendment No. 6:
1000 series — Revocation of 1008

Amendment No. 1:
1500 series — Inmate Grievances

Amendment No. 42:
Security Manual — CD 241 — Inmate Grievances

For any missing amendments contact Directives Management at 995-6542.

HELP!



It's United Way time again and this year, more than ever, United Way is counting on your contributions to help your community deal with blindness, alcoholism, drug abuse, mental illness, mental retardation, physical handicaps, old age, child abuse, and many more.

This year Security Branch, under Deputy Commissioner **Bob Diguier**, has been chosen to represent NHQ with **Sam Brazeau** acting as campaign coordinator. Coordinators in the regions are **John Oddie** (Ontario), **Guy Bossé** (Quebec), **Lewis Tingley** (Atlantic), **Al Byman** (Pacific) and **Marlene Armstrong** (Prairies).

A new incentive to encourage more support this year is a "Win Together" system of weekly mini-draws and a final grand draw for three travel prizes via Air Canada, CP Air and Via Rail. Actually, you can have up to 55 chances at these prizes through payroll deduction, Early Bird Bonus and the size of your pledge.

The campaign kicks off September 17 and ends October 31.

Of course we're getting involved in the Arts

QUEBEC — Following the tremendous success achieved last October, inmates of the Federal Training Centre returned to the Arts Village at the Nature Centre in Laval, to exhibit and sell their work. Jointly organized by the City of Laval and the Federal Training Centre, the exhibition was June 13 to 16. Twenty-five inmates showed their work as well as inmates of Archambault and Ste-Anne-des-Plaines Institutions. The candle cooperative of Montée-St-François also had an exhibit. A percentage of the sales was given to UNICEF for the International Year of the Child, according to **Bernard Lebel**, Assistant Director, Socialization at the Federal Training Centre.

New five-year plan in offing . . .

Agribusiness to expand operations

OTTAWA — Agribusiness, one of Inmate Employment's five divisions, has just got the go-ahead from the Senior Management Committee to draw up a detailed five-year plan for an expanded farm, kitchen garden and horticultural program plus a pilot project trout fish hatchery.

"The aim," said Director **Dr. John Meek**, "is to utilize our resources to feed ourselves, to be as self-sufficient as is economically possible." This means CSC will produce much of its beef, pork, poultry, vegetables, and some fruits. Value of produce for the new farm program will quadruple, from 1½ million to 6 million.

"CSC is also planning to upgrade landscaping in all our institutions. Our horticultural program will supply flowers and trees from our nurseries. We are investigating additional food processing plants with a good deal of interest."

Inmate employment's mandate is to produce meaningful work for inmates and agribusiness is expected to supply up to 500 inmate jobs. The farm program, which used to come under Industries, has in the last few years seen some thin times. But no more. Since many horticultural programs are labor intensive, the future for them appears to be strong.

"In fact," said Meek, "we have a whole new vision for farming." First, there are CSC's five farms, Westmorland (Atlantic), Pittsburg and Frontenac (Ontario), Rockwood, and Saskatchewan Farm (Prairies). There may be another farm at Bowden but it's still in the early planning stage. Westmorland's farm boasts 117 head of dairy cattle and is New Brunswick's second top producer of milk.

SOLAR HEATED GREENHOUSES?

The horticulture program, with up to 20 locations, will consist of greenhouses where inmates grow tomatoes and cucumbers. CSC is also looking at solar heated greenhouses; they are in the experimental stage but look promising. There are plans for ornamental tree nurseries for landscaping institutions and a plan for growing potted plants, for the beautification of institutions and Service offices.

"We think it would be good public relations and give inmates a better image if the Service supplied flowers and plants to community service agencies and old folks' homes."

Kitchen gardens at every institution is another part of the expanded program. This provides work for inmates as well as fresh vegetables for institutional tables. "Inmates seem to like gardening very much. They also work well with livestock, says Meek. They are often surprised and pleased when they see the modern equipment in use on the farms.

"The farm program not only provides inmates with saleable skills on their release, but also gives them work and wages and the pleasure of seeing things grow."

LA MACAZA TROUT

Fish is another item of the program. A pilot project at La Macaza Institution, Quebec (see Let's Talk, March 15/79) will raise some 20,000 pounds of trout in three Bomarc missile basins. (La Macaza was once a Bomarc Missile site.) Why trout, which some people think is rather a "gourmet" fish? The answer is that trout are tough — and ideally suited for growing in fish hatcheries.

Food processing plants and freezing facilities are mostly still in the planning stage but will become important as farm production grows and storage is needed. Another plus is that food processing also is labor intensive.

Sept. 11 the five farm managers met in Ottawa with John Meek to see just what is required to feed 10,000 inmates every day. It's a big job, and a tremendous challenge for Agribusiness, but the farm managers **K.W. (Bud) Steeves** (Westmorland), **Hugh Pratt** (Pittsburg), **Rodger Howes** (Frontenac), **Bill Lucio** (Rockwood) and **Knute Hemstad** (Saskatchewan Farm) are raring to go. They're sure it can be done.



Dr. John Meek, Agribusiness' director since last January, is an enthusiastic man, a Ph.D. in agriculture and economics, and a confirmed farmer who owns his family's century farm near Orangeville, Ontario. "The land is my great love," he told *Let's Talk*. "I hope I can communicate that to the inmates who will be working in our programs. Working outside and growing things is great therapy for everyone." Asked about his gardening hobbies in Ottawa, he laughed and confessed he has a swimming pool where his garden plot should be, so he confines himself to clipping his hedge. He also enjoys cross-country skiing, biking, curling and golf. He is married and has 2 children.



AT THE FARM MANAGER'S MEETING — left to right: **Rodger Howes**, Frontenac Farm; **Knute Hemstad**, Saskatchewan Farm; **Dr. John Meek**, Director, Agribusiness; **Bill Lucio**, Rockwood Farm, **Fred Cameron**, Agribusiness representative; **Hugh Pratt**, Pittsburg Farm; **Bob Wetmore**, Horticultural Officer NHQ; and **Bud Steeves**, Westmorland Farm.

Beaver Creek's Robin Hoods active in the community

ONTARIO — "Project Robin Hood" has nothing to do with flour, or Nottingham Forest. It's a volunteer community service provided by inmates of Beaver Creek Correctional Institute, designed to aid elderly people with their household repairs.

The original project was run last year by the Citizens' Advisory Committee from Jan. 1, 1978 until Dec. 31, 1978. It got started again this summer through a grant from CSC Special Projects Committee and is being coordinated by **Per Nilsen**, who was hired especially for the job.

According to Classification Officer, **Jim Wood**, "Project Robin Hood" is a free service to the community and inmates have

coped with such jobs as fixing roofs, painting a 100-year-old house, stripping walls, plumbing and many other repair jobs.

"We have men who are construction workers, welders and mechanics and we try to match them up with our job requests," said Wood. The inmates who participate must all be eligible for day parole. This summer they worked 100-man hours a month with three to four inmates out on jobs each day.

The inmates do work for which it is hard to find local employment and so provide real assistance to elderly members of near by communities.

Inmate Labour Pool works 20 days a month

ONTARIO — **Roy Rittwage**, an L.U.I. at Warkworth Institution, has found a use for his many community contacts as liaison for the Inmate Labour Pool, a work program which began six months ago. A Brighton council member in his spare time, Roy co-ordinates requests for inmate labour and allocates suitable candidates.

A select number of Warkworth inmates have been granted day parole status to allow them to take part in the work program.

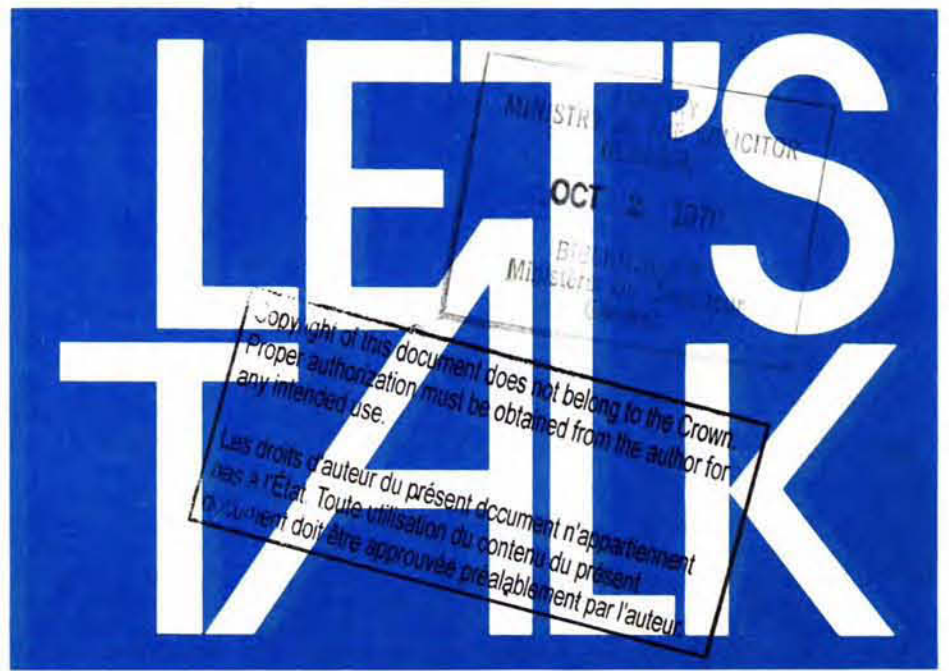
Inmates, approved for the program by the National Parole Board, work in the com-

munity up to 20 days monthly and must return to the institution at night. Of these 20 days, 10 must be used to do voluntary labour for non-profitable, charitable programs. For this purpose, the labour pool is available to service clubs, church groups, senior citizens, people suffering from ill health or restricted finances, etc.

Once Roy receives a request, he refers it to the Peterborough Parole Office for assessment. It is generally possible to evaluate the project, select the inmates and have them on the job in less than one week.

Organizations using this service must transport the inmate-volunteers to and from the institution and also provide meals and refreshments for coffee breaks.

During the remaining 10 days, inmates are available to private citizens and local industry for paid labour. For this service, the inmate will receive the minimum wage at least. Work projects have included cleaning and renovating a youth centre, farm work and restoring an abandoned cemetery. Several letters of commendation have been received from satisfied employers.



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Let's Talk is a tabloid for staff of the Correctional Service of Canada, published twice a month by the Communications Branch, 340 Laurier Avenue West, Ottawa, Ontario K1A 0P9, tel: 995-3031. Send your contributions to your Regional Manager, Communications, and in Ottawa to the editor, Helen Gooderham.

NO. 6791: CSC Insignia Carver

PACIFIC — **Patrick Jeffries**, a self taught carver and an inmate of Mountain Institution, B.C., was chosen as the carver for the Correctional Service of Canada plaque. It depicts a six-pointed star design, authorized by the Queen as the new insignia for the Service, and now used by correctional staff as a cap badge.

Jeffries works in a variety of media, including slate, soap stone, wood, ivory and very recently wax casting and molding.

Sentenced to 12 years for robbery in 1972, he started carving at B.C. Penitentiary, using a small piece of wood and a rusty nail. Encouraged by institutional staff, he was allowed to use broken drill bits for carving tools and eventually was given the privilege of using proper carving instruments.

Jeffries started working with slate stone when a fellow inmate gave him a piece of slate he found in the main B.C. Penitentiary exercise yard. Many of his pieces are part of ivory, slate and wood collections, most notably the H.H. MacMillan slate collection.

Jeffries has about one year left to serve until his release on mandatory supervision.



Patrick Jeffries



Left to right — Bill Rains, Bob MacKay, Bill Westlake, Senior Deputy Commissioner who presented the awards, Stew Malcolm and Gilles Lalonde.

NHQ staffers hit 25 year mark

Gilles Lalonde, Chief, Records Management, NHQ, an old pro when it comes to working with records, came to CSC in June, 1974 from Statistics Canada. Gilles is a cross-country skiing buff and in summer keeps in shape by doing home improvement projects. He is currently working on a porch, his most ambitious project to date.

Bob MacKay, Director, Operational Information Services, came from the Ministry Secretariat and has now been with CSC for 2 1/2 years. Bob is a radio-controlled model yacht enthusiast, sailing and racing his own "50 Marblehead Class model" with other members of the Ottawa Radio Control Club every Sunday and Tuesday at Riverside Park. He has also been collecting British and Canadian stamps for the past 10 years.

W.M. (Bill) Rains, Management

Engineering Analyst, has been with CSC for 1 1/2 years after having spent his previous years of service with the Department of National Defence. While working in the Arctic on a radar chain, the Mid Canada line, he took up the hobby of fly-tying and since then has become a sports fishing and canoeing enthusiast.

S.P. (Stew) Malcolm, Chief, Staff Training Operations, started his career as a line officer in Enforcement and Compliance with Customs and Excise. He spent a number of years at the Unemployment Insurance Commission and Health and Welfare before joining CSC last year. Stew is an active member of Heritage Canada and lives in a restored 107-year-old house in a beautiful heritage area in Ottawa.



Celebrations in Ste-Anne-des-Plaines

QUEBEC — This summer there were two celebrations at Ste-Anne-des-Plaines: four employees reached 25 years of service and two retired. Gathered for a souvenir-photo, (from left to right) **Jean Jacques**, Assistant Director, Technical Services; **Raoul Parent**, Work Supervisor, who celebrated 25 years of service and also retired; **G  rald Boyer**, Installations Supervisor, 25 years service; **R  al Benoit**, Director of the Institution; **Claude Bouthillette**, Assistant Director, Finance, 25 years of service; **Jean-Claude Rioux**, Stationary Engineer, 25 years service; and **Paul-Emile L  onard**, Assistant Director, Organization & Administration. Missing: **G  rard Jauvin**, cook, who retired.

25-Year Service Awards

Sixteen staff received long-service awards in Ontario region recently.

REGIONAL HEADQUARTERS

- **Irma MacFarlane**, Finance
- **Al Gagne**, Chief, Sentence Administration
- **Jack Hickman**, Security
- **Mitch Hepburn**, Chief, Accounting

JOYCEVILLE INSTITUTION

- **Ed Gordanier**, Supervisor of Production

WARKWORTH INSTITUTION

- **J.S. Kernan**, Industries Clerk
- **J.A.P. MacDonald**, Industrial Metalwork Instructor
- **E.R. Irwin**, Healthcare Officer
- **J.H. Dymock**, Senior Correctional Officer
- **L.R. Laprade**, Machinist Instructor
- **J.J. Carty**, Correctional Officer
- **J.H. Amero**, Correctional Officer
- **G.G.P. Baril**, Relief Instructor, Technical Training
- **R.H. Howe**, Pre-employment Metalwork Instructor
- **A.J. Rosebush**, Senior Correctional Officer
- **H.G. Fraser**, Senior Correctional Officer

Warkworth Retirements

ONTARIO — **Norman C. Meers**, Assistant Director, Industries, retired in June after 32 years of service. It was a busy final week — Officers' Club Dance, dinner with the girls, lunch with the Senior Staff and golf with the Industries staff! Presentations expressed Staff's appreciation for Norm's expertise, hard work, good humour and sincerity. We wish him a long and happy retirement.

Hugh H. East, Engineering Supervisor "came of age" in July. Hugh was presented with a gift by the Officers' Club on behalf of the Staff and a happy gathering of the Works and Engineering Department gave him an appropriate send-off. Best wishes for a long and happy retirement to Hugh.

COMING SOON!

- Watch for our new-look, eight-page *Let's Talk* coming out October 15 with more room for line staff news and features.
- We welcome your letters, suggestions and articles. Write us today, or use our dicta machine — Ottawa, 995-4837.

FIRST LI'L RASCAL TYKE TOURNAMENT — To aid the Canadian Arthritis Society, Frontenac inmates got together and arranged a two-day Tyke Fastball Tournament at the Institution, Kingston, Ontario. Eight local teams from two local leagues competed (there were 120 kids 10 to 12 years of age) while the inmates sold programs, pop, refreshments and hobby-craft. Local merchants chipped in with donations of money and refreshments, as well as ads for the program. Each youngster paid an entry fee and the final check presented to the Arthritis Society amounted to nearly \$500. The tournament proved to be such fun and did so well financially that Frontenac's inmates have decided to make it an annual event, giving the money to a different charity each year. According to the inmate organizer, more than half the 65 inmates at Frontenac helped out with the tournament.

BEAVERS RESCUE CRASH VICTIM — **Don Thur**, an employee at Beaver Creek Correctional Camp, was taking a bus load of nine inmates back to the camp for lunch after a morning of cutting trees when the car in front suddenly flipped end over end and landed in a ditch. Two inmates rushed to the aid of the 60-year-old woman passenger, while two other inmates flagged down traffic to prevent another crash. Thur called an ambulance on his OPP band radio while the inmates gave the woman first aid treatment for shock and bleeding. The men had taken a first aid course because of their work with chain saws and it proved to be a "godsend". Director **Ted Van Petegem** said he was very pleased at the mature manner in which the inmates behaved. "It shows you the marvelous things these men can do in a pinch."

ROGER CARON PAROLED — **Roger Caron**, who electrified Canadian booklovers by winning the Governor General's Award for Literature with his autobiography, *Go Boy*, walked into Collins Bay Penitentiary, Ontario, August 20, to sign his parole papers. Caron spent 24 Christmases in reformatories and correctional institutions until, with the help of what he called "prison volunteers," he was able to rehabilitate himself. He began *Go Boy* while at Millhaven Institution.

B.C. PEN IN THE NEWS AGAIN, but this time in the sports section! A *Vancouver Province* softball team recently did battle with an inmate team at the institution but were no match for the 'big league.' B.C. Pen's "Notorious Nine" won by a score of 46-5. The "power of the pen" didn't work out too well for the pressmen — quite the reverse!

COOPERATIVE SUCCESS STORY — Three inmates from Cape Breton County Jail have found permanent jobs with New Dawn Enterprises in Sydney, Nova Scotia, as a result of a lot of people caring and pushing hard to make the project work. It all started as a CSC Summer Job Corps program, said **Bernie McNeil**, Director of the Sydney Parole Office. **Paul Allen**, a local business administration student, was hired as corps leader and did "a fantastic job, never giving up even when the project almost foundered due to a shortage of \$1500 for saws and equipment." McNeil was able to collect \$500 from the Cape Breton Development Corporation and **Father McManus** of the College of Cape Breton provided the rest of the money. New Dawn Enterprises agreed to hire six inmates for the summer and after a lot of persuasion, promised to give permanent jobs to those who worked well. Three qualified, much to the satisfaction of all concerned.

DORCHESTER PENITENTIARY'S LAWN SALES are coming up roses, and maybe even money trees. Their last event netted them nearly \$800 but their most recent lawn garden sale in August made over \$1200, exceeding all expectations. This is not only good for inmates who make money on their hobbycraft, but indicates a lot of interest in the community. An ad was placed in the local paper — and the customers poured in. An inmate was delegated to advise and guide the public during the sale — a consumer consultant?

"TWO VERY OPEN-MINDED INDIVIDUALS" — That's what the *Allo Police* newspaper had to say about Commissioner **Donald Yeomans** and **Jean-Paul Dugas**, Regional Director General, Quebec, following a press conference where they answered numerous questions from journalists.

CORRECTION TO THE CODE OF CONDUCT story we ran in the Aug. 30 issue. **Gary Gillespie**, Staff Relations, NHQ, tells us we called it Code of Ethics, but the correct title is **Code of Conduct**. Sorry about that. The new Code of Conduct went into effect Aug. 13 and replaces the old Code of Discipline of 1974.

INMATES IN THE RUNNING — **Richard Harvey**, Assistant Director, Administration, at Leclerc Institution, Quebec, reported that five offenders ran in the Montreal International Marathon August 25 and 26. It's a first class, gruelling race and runners who qualify have to be in top shape. All finished the 26 mile course. One inmate did it in two hours, 51 minutes, while the others made it in about 3 1/2 hours. Other inmates from the institution helped check the track and carry the kit for the inmate runners. Harvey said the inmates were very grateful at the chance to take part in the prestigious race and especially at being permitted two months training prior to the Marathon. Mont  e St. Fran  ois also sent two inmates to the race. Both did well.



Noon Break Scrimmage great exercise for staff

PRAIRIES — Plans are already in the works for the upcoming hockey season at Saskatchewan Penitentiary where Participation is definitely alive and well. Competition was fierce in the four-team league last year. Three teams of custodial staff and one from the Prince Albert Parole Office played at least one game a week. Players ranged from age 20 to 55, and from line staff to divisional heads. At the end of the season, squads 3, 6 and 9 of the custodial staff were at the top of the heap. Director **Jim O'Sullivan** purchased the Director's League Winning Trophy and gave the hockey players his full support. He also made ice time available for dinner hour practices which meant 35 minutes of badly needed exercise for staff. By the time the ice melted interdepartmental staff morale was high and the players were all raring for another season.

— **A. Manseau** —
Induction Training Officer

WHEELS FOR IRVIN

ATLANTIC — It's amazing what cooperation can do. **Irvin Calder** was a correctional officer at Springhill Institution until he suffered a stroke three years ago that left him completely paralyzed. His co-workers wanted to do something to help so they organized a fund to buy a van so Irvin will be able to get out and around his community. Since the fund began, staff have collected over \$2500. Recently, **John Henderson**, on behalf of the Springhill Institution union local, presented Lowell Spencer, Manager, Canadian Imperial Bank of Commerce, with a check for \$2500 to officially begin the "Wheels for Irvin" Fund. Donations are very welcome. Please send yours to John Henderson, President, Local 80025, Union of Solicitor General Employees, Mechanic Street, Springhill N.S., B0M 1X0.



Correctional Service
Canada

Service correctionnel
Canada

LET'S TALK

VOL. 4 NO. 18 OCTOBER 15, 1979



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CSC OUTSHOOTS RCMP AT ANNUAL MATCH

Two Cowansville officers win top honours

KINGSTON — It was a great day for Cowansville Institution, Quebec, and the Correctional Service of Canada when CSC's three-man sharpshooting team outshot and outscored the RCMP team to win three out of four trophies September 7 at the first annual Solicitor General's Weapons Competition, held at Kingston's new Correctional Service Weapons Training Facility.

Two members of the three-man CSC challenge team were correctional officers from Cowansville: they are **Luc Beauregard** and **Robert Boulet**. The west was represented by **Jim Dueck**, a correctional officer from Matsqui Regional Psychiatric Centre in B.C. The men were declared national winners of the CSC weapons competitions through a postal match held across the country.

Luc Beauregard won the Master Trophy with a score of 1125, while

Robert Boulet claimed the Sharpshooter's Trophy with 1097 points. The Marksman's Trophy went to Bruce Johnson of the RCMP and the Solicitor General's Challenge Cup was won by the three-man team of Beauregard, Boulet and Dueck. The CSC team scored 3233 to the 3193 points made by the RCMP team.

According to competition organizer **Reg Shier**, Assistant Director, Staff College, Ontario, who has organized weapons competitions for the last six years, it was a perfect day for shooting — clear and windless for the whole match.

After the match, there was a mess dinner at the Staff College and the trophies were presented by Chief Superintendent **R.M. Shorey**, RCMP; **Art Trono**, Regional Director General, Ontario; **Don Clark**, Regional Executive Officer and **Bob Diguier**, Deputy Commissioner, Security, NHQ.



The winning line-up at the first annual Solicitor General's Weapons Competition. Left to right: For the RCMP — Sgt. Les Borden, Corp. Bruce Johnson and Sgt. Walter Pinsent; the officials — Herb Lang, Reg Shier and Jack Wagar, all from the Correctional Staff College, Ontario, Weapons Training; and CSC Correctional Officers Jim Dueck, Pacific region; Robert Boulet, Quebec and Luc Beauregard, Quebec. Photo: Dave Bryant



Big smiles from all the winners as they receive the Solicitor General's Challenge Cup trophy from Deputy Commissioner Bob Diguier. Left to right, Robert Boulet, Luc Beauregard, Bob Diguier and Jim Dueck. Photo: Dave Bryant

Blue Knights Law Enforcement Bikers "Ride with Pride"

By Melva Armstrong, Communications, Prairies

PRAIRIES — How to relax after the midnight shift at Saskatoon's Regional Psychiatric Centre? CX-6 **Fred Turetski** likes to roar 100 miles down the highway on his motorcycle with a fellow biker.

Fred is an enthusiastic member of Blue Knights Motorcycle Inc., an international motorcycle club open only to law enforcement personnel — police officers, correctional officers, prosecuting lawyers and judges. Fred is the only correctional officer in the Saskatoon Chapter, the rest are police officers.

Because police officers and CX's work similar shifts, he can contact the police department and find out if anyone wants to go for a ride for breakfast. They meet at a common spot and head off on their journey.

Fred said the Blue Knights have at least a dozen chapters in Canada. It was founded in 1974 at Bangor, Maine, by two policemen who couldn't join existing bike clubs because some members belonged to the "criminal element" and it was illegal for the officers to associate with them socially. The club also recognizes honorary members who are not in law enforcement, but who do community work, or are active in the promotion of motorcycle safety.

Fred explained the Blue Knights are dedicated to changing the stigma attached to motorcycle "gangs" to a more wholesome image. Their motto: "Ride with Pride."

The club is a community oriented charitable organization. Fees are reasonable. The busy schedule includes such things as rallies, barbeques, car and bike shows, and such events as the Western Canada Summer Games.

This summer, Fred and his wife, Deanna, biked on Fred's motorcycle to an International Blue Knights Convention in Saint John, New Brunswick, a trip of over 7,000 miles. At the convention they met two other couples and three single bikers from Saskatoon. A trophy was presented to the Saskatooners for being the furthest attending club.

Fred hopes to see more CX's at the next convention in Rockford, Illinois next year.

Anyone interested in becoming a Blue Knight can contact their local police force. There is probably an active club in your area, but if not you can contact the international office at:

**BLUE KNIGHTS
INCORPORATED,
Law Enforcement Motorcycle
Club,
461 Wilson Street,
BREWER, Maine,
U.S.A., 04412.**



Correctional Officer **Fred Turetski** ready for takeoff down the road on his Honda Goldwing 1000.

Stop Press News!

CONGRATULATIONS SPRINGHILL!

ATLANTIC — Springhill Medium Security Institution, Nova Scotia, has just learned that its application to the American Commission on Accreditation for Corrections (ACA) has been accepted.

Springhill is not only the first Canadian penitentiary to be accredited but it's also the **FIRST MEDIUM SECURITY INSTITUTION TO BE ACCREDITED ANYWHERE**. Receiving accreditation means that Springhill Institution is adhering to the strictest international standards for corrections.

Tom Mangogna, Chairman of the ACA, stated that Springhill "had a fantastic compliance rate" — over 96 percent compliance on essential standards.

Congratulations to Warden Willie Gibbs and all the staff at Springhill whose hard work makes this tremendous achievement possible.

CSC Juvenile Offender Programs

Ontario Government approves Millhaven's "STYNG" Program

TORONTO — Keith Norton, Community and Social Services Minister with the Ontario Government, gave his approval Aug. 1 to a 12-month experimental plan using the Millhaven Institution STYNG program where inmates give a real life view of prison to youngsters in trouble with the law. The program began in September.

Millhaven's STYNG (Save the Youth Now Group) program was started by a group of long-term offenders (the Ten Plus Fellowship) after they became interested in the "Scared Straight" program at Rahway State Prison, New Jersey.

Millhaven inmates are determined not to make the same

mistakes as the New Jersey prison. Prof. Jim Finckenhauer, who conducted the study on Rahway's program, said in Toronto he was very impressed with Ontario's approach to the juvenile offender program at Millhaven. "They are going to do a proper follow-up and they're doing the job carefully, which was not the case at Rahway prison."

The Ontario plan involves 100 offenders from two training schools, Brookside at Cobourg and Champlain near Ottawa. The juveniles, all boys aged 14 to 16, will be split into two groups of 50. One group will take the STYNG program at Millhaven, and the other will stick to normal training school procedure.

Unlike the Rahway program, STYNG will be taking hardened juvenile offenders, convicted of more serious crimes such as armed robbery, car theft, arson and rape. "We picked the toughest kids so we'll know just how good the program is," said an Ontario official.

Program run by inmates

Inmates on the STYNG Executive Committee planned the juvenile offender program themselves. Liaison is provided by Remi Gobeil, Assistant Director, Socialization, and W.R. (Wink) Wilson, Head, Social Development.

Controversy rages over "Scared Straight" Juvenile Offender Programs

ACA Urges Caution

Anthony Trivisono, Executive Director of the American Correctional Association (ACA), said recently the ACA "has been quite concerned by the 'Scared Straight' television program ever since it was aired in November 1978 because of its simplistic approach to an extremely complex problem."

In a policy statement issued Aug. 23, the ACA urged "caution in the proliferation of such programs. This position is taken in the light of scientific research conducted on the program and the tactics used in terrifying juveniles."

Negative Results

A brief study conducted at Rutgers School of Criminal Justice in New Jersey by Prof. Jim Finckenhauer, found no compelling evidence that an effective or long lasting change has taken place in any of the youngsters who have gone through the program. In fact, 43 percent of the juveniles who took Rahway's program committed at least one crime during the following year. Of the control group of juveniles with similar backgrounds, who did not participate in the program, only 22 percent were arrested for crimes during the same period.

Saskatchewan Pen sets up Juvenile Offender Program

By: Mitch Kassen, Coordinator, Juvenile Offender Program

PRAIRIES — Saskatchewan Pen's Juvenile Offender Program got off the ground in April this year with its first group of 12 juveniles. The idea for the program came from the community of Prince Albert, Saskatchewan, when a teacher suggested an inmate talk to his class in an alternate school which takes children who cannot function in a normal classroom.

New Jersey's Rahway State Penitentiary program where inmates try to talk juvenile delinquents out of a life of crime was viewed by inmates with great interest. At an inmate committee meeting, members told Director Jim O'Sullivan they would like to set up a juvenile program designed to meet the needs of the area surrounding the penitentiary.

Program criteria

- Criteria were drawn up:
- The program would take only juveniles who had exhausted all avenues of counselling and court procedures, and whose next step would likely be incarceration.
- Juveniles would be screened by referring agencies.
- The program would be seen as not the be-all and end-all, but only as an alternative in a wide range of counselling procedures.

- Community agencies would be encouraged to use the program as a counselling tool.
- The consent of parent or guardian would have to be given before the juvenile entered the program.
- Both a long-term and short-term follow-up study would be done to evaluate the program.

Community support

Before the first group of juveniles entered the program, community agencies were informed through a video-tape of the Rahway program plus a presentation on the penitentiary's aim for its program. The Citizens' Advisory Committee, Kiwanis Club, Rotarian and Optimist Clubs, as well as the John Howard Society, the City Police and others reacted positively to the presentation.

Because of the population dispersion in Saskatchewan the program has been coordinated province-wide with the help of these agencies which transport the juveniles to the institution, provide lunch and supper if needed, and add support to the program — and the young people.

The program is run by eight inmates assisted by Danny Kane, Assistant Director, Socialization; Al Armstrong, Classification Officer

and Mitch Kassen, the program coordinator. Tim Fullerton, psychologist at the penitentiary, has been involved in research.

Feedback from the agencies which have referred juveniles has been positive. They indicated that the realities of institutional life had reached the juveniles, and they listened. This success has given counsellors an alternate course of guidance when working with young people in trouble with the law.

What Inmates think

Not all the feedback has been positive. Some Sask. Pen inmates expressed these opinions:

"You can't pull the bogman tactics on these kids. If kids are going to become criminals, they'll do it whether or not they get involved with this program. Time will show this youth program is useless . . ."

"If we can save just one kid from ending up in here, the program will be a success. Reformatory only make them more hardened . . . once you go to prison your whole lifestyle is changed."

"There's no such thing as rehabilitation in prison. I call it 'dishabilitation'. That's why I don't want to see these young kids ending up in here."



Photo: The Columbian, B.C.

Dorchester also has a youth program

ATLANTIC — Dorchester Penitentiary's long-term inmates got interested in the problems of juvenile offenders in August 1978 as a result of information sent to them by the Rahway State Prison inmate committee. By September 1978 a program had been approved and the first juveniles came for their tour of the maximum-security penitentiary in October, a month before the now famous "Scared Straight" television program was shown in Los Angeles.

Dorchester's program, called

Save the Children Project, is run by the Lifers' Organization under the supervision of Ed MacKay, Head, Social Development and Danny Cormier, Supervisor of Arts and Culture, who act as liaison officers for the program.

The program takes boys between 11 and 17 who have committed shoplifting, theft, arson, vandalism and break and entry offences. The visit to Dorchester is part of an ongoing community-run diversion project.

Our name stays the same

Here's your new *Let's Talk*. It's bigger, and we hope, better, but the name is still the same. We received many good suggestions for a new name from readers — many thanks — but we decided to stick with *Let's Talk* because it is familiar to everyone. We're printing on a different quality of paper. Do you approve — or not? Write and tell us your suggestions for the kind of staff paper you'd like to have. We want to hear your beefs. Remember it's your staff paper! Be sure to send us your comments, articles, ideas, cartoons, photos. Write us at 340 Laurier Avenue West, Ottawa, K1A 0P9.

Policy and Planning Branch: SHAPING THE FUTURE

OTTAWA — CSC's Policy and Planning Branch was created early in 1978 to beef up the management process and plan for the future.

Its mandate, according to **John Siu**, Deputy Commissioner in charge of the Branch, is to develop a central management function for the Service, capable of identifying major issues and problems, and seeking solutions. Specifically, Policy and Planning handles evaluation and performance measurement systems and improves cost-effectiveness. It is also working on a personnel management system to satisfy the recommendations made by the Parliamentary Subcommittee.

The Branch has eight divisions and five Regional Managers of Planning: **Mike Corbett** (Atlantic), **Paul-Henri Perreault** (Quebec), **Barry Thorvardson** (Ontario), **Mike Gallagher** (Prairies) and **Ron Weibe** (Pacific).

The Strategic Planning Division, which John Siu calls "our think tank," has nine members, under the direction of **Dr. Jim Van Tour**. All but one (**John Braithwaite**, Deputy Commissioner, Communications) come from outside CSC. There are three criminologists, two representatives from provincial corrections, one representative from U.S. Corrections, a judge and the executive director of the Canadian Association for the Prevention of

Crime. This division, set up in March 1979, looks at long-term (10 to 15 year) environmental changes and their potential impact on Corrections. The think tank will make a report each year to help CSC assume what John terms "a pro-active role in shaping our future."

Policy Division, under **Mike Nolan**, acts as a bridge between long-term (10-15 years) strategic planning and short-term operational planning (1-5 years). It ensures that policies are developed which point CSC in the direction it is planning to go.

Operational Planning Division, directed by **John Rama**, helps managers look as much as five years into the future by developing a Master Planning system which identifies major issues and plans to control those issues.

Doug McMillan is Director of Evaluation and Analysis Division which provides "feedback control" mechanisms to management. It provides corporate performance information and analysis to the Com-

missioner and conducts program evaluation.

Accommodation Planning Division, managed by **Doug Dawe**, handles the "where, what and when" information for building construction, filling the gap between the recognition of the need for a facility and the actual implementation of it.

Special Projects Division, under **Gerry Hooper**, has the job of resolving major problems identified by the Commissioner and the Senior Management Committee. Last year, over 60 projects were successfully completed.

Of special interest to staff is the current project on Correctional Careers, under **George Lucas**. Its mandate is to plan and implement a strongly managed, highly disciplined professional career service for staff. Target date for the new personnel management plan is June 1980.

Dragan Cernetic's Permanent Cost Rationalization Team assists CSC in improving its cost effectiveness by implementing and monitoring resource allocation requirements.

Looking at the future

According to John Siu, Policy and Planning Branch's first year "has been one of development, of laying a good foundation." In the near future, the Branch will be concentrating more on evaluation and performance measurement. Five major programs will be evaluated: Personnel, Medical Services, Chaplaincy, Food Services and Institutional Services.



JOHN SIU IN HIS NHQ OFFICE

At work — or at leisure — John Siu has one overriding interest: problem solving. He admits to being a workaholic with a photographic memory and a compulsion to solve problems. At one time he was a top bridge player, playing the tournament circuits on the west coast in Canada and the U.S. He's an excellent backgammon player, he reads widely and he collects puzzles — he has 5000 of them and is always looking for tough new ones. He schedules his reading, spending as much as a year on one topic. His pet theory is that you can "get a good grasp on a subject if you study, understand and absorb eight books by experts in a given area." John has a four year old son, and a baby daughter eight months old.

Photo: Erik Gustafsson

Privacy and personal information

A DELUGE OF REQUESTS

OTTAWA — When the Canadian Human Rights Act became law March 1, 1978, the great records rush was on as citizens (and inmates) realized they now had the right of access to their records.

Section IV of the Human Rights Act called *Protection of Personal Information* placed government controls on the collection, use and disposal of personal information. It gave Canadians the right of access to their records to check that the information was valid, up-to-date and used in a manner described in the *Public Index* of federal information banks.

CSC's Privacy Coordination Division, whose Director for the last eight months has been **J.R.W. (Fred) Gervais**, faced a deluge of some 4,000 requests, all but a few from offenders. "These requests represent about 30 percent of all requests made throughout the government and the job of processing them has been overwhelming," Fred told *Let's Talk*.

The result has been a growing backlog of unprocessed record access requests — and complaints. Privacy Commissioner **Inger Hansen** ordered an official investigation to see what could be done to speed things up.

Her findings supported Fred's contention that the problem lay in the length, sensitivity and information overlap of offender records. There were just too many records per offender in too many locations. Some records consisted of 10 different files. Sensitive items appeared 20 or more times in single and other records, of the same offenders.

Last April, the Senior Management Committee gave Privacy Co-



Fred Gervais, Director, Privacy Coordination at NHQ, faces a deluge of paper as he copes with requests. Photo: Erik Gustafsson.

ordination the "go" signal to produce an efficient modern records administration system. "So the heat was on, and we had to act with great speed — and great caution because our plan is to set up and maintain a five-record system which will affect virtually every branch in every location of the Correctional Service."

The plan, already underway at the institutional level in Quebec, Ontario and Pacific regions, removes outdated and duplicate data from offender records and reorganizes the remaining information into five institutional records: (1) Security, (2) Medical, (3) Inmate Documents and Records Information Systems (IDRIS), (4) Offender Administrative records and (5) Housekeeping records.

Sensitive security information re-

mains exempt from access and medical information is released or excluded following evaluation in accordance with professional medical criteria.

The Offender program will control the other three records. IDRIS, which involves inmate documents, will be available to offenders by Spring 1981. Housekeeping records will be released to the offender on request.

The IDRIS and Offender Administrative records will follow the offender from the time he enters prison until his sentence is completed. Then, the IDRIS record is forwarded to Public Archives and the Offender Administrative record is destroyed.

If all goes as planned, Privacy Coordination should be able to clear the backlog of requests for access

OTTAWA — Staff who have found Commissioner's Directives (CDs) and Divisional Instruction (DIs) complex, outdated and incomplete, will be happy to hear the problem is at last in hand. They'll no longer be confused about the rules that govern the Service.

A team of six management consultants have been given the mammoth task of consolidating and re-writing the 200 series of CDs and related DIs dealing with the Custody, Treatment, Employment, Discipline and Training of Inmates. Working closely with permanent staff, they are reducing this mass of material into an easy-to-read body of rules and procedures. The framework developed for rewriting the 200s will then be applied to other series of directives.

by March 1980.

Opportunity or threat?

According to Fred, some staff have seen the right of access law as a threat and a problem in their work. Not so, he assures them. Modernizing records management is "a massive undertaking but will have many benefits for CSC." Most important in the long term is that staff can use the five-record system more easily as a decision-making tool. It will be more accurate and concise; the number of forms and reports will be reduced considerably, meaning less preparation, typing, photocopying, filing and so on. "The quality of decision making and staff-inmate relations will improve as a direct result."

According to consultants **Jean Hill** and **Bill Northey**, the Commissioner ordered the overhaul of the Directives system because of deficiencies that were the subject of recommendations by the Parliamentary Sub-committee and the Correctional Investigator. The main concern of the Senior Management Committee (SMC) was that management could not hold staff accountable for following instructions if the directives available to them were outdated, unclear and often widely scattered among several documents.

The new CSC Directives system will provide current information for all staff, as well as ensuring that the information requirements of inmates are met. It simplifies the language of the directives, stating national policy in short, clearly phrased rules. It reduces the bulk of documents needed to convey information on Service policy and procedure.

The new system also provides an easy method for Regional Director Generals and Wardens to add in

Continued on page 4



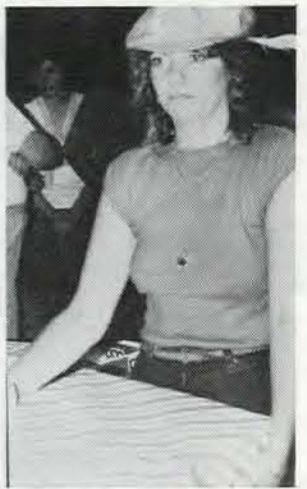
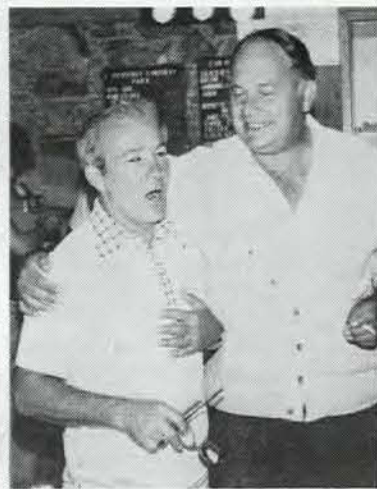
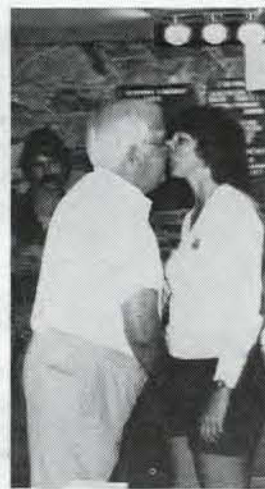
FUN & PRIZES CLEAR SKIES FOR GOLFERS AT NHQ

OTTAWA — Sixty golfers from the Ministry of the Solicitor General and the Correctional Service braved soggy skies and had a wonderful time earning trophies and enjoying their banquet at the Eighth Annual Solicitor General's Golf Tournament held at the Kingsway Club, Quebec, August 29.

Lloyd Pisapio, Deputy Commissioner, Offender Program, and **Gilles Regimbald**, Senior Financial Advisor, Ministry Secretariat, presented the trophies in the name of the Solicitor General who was unable to attend.

Gordon Pinder, Director, Case Management, CSC, won the Jean-Paul Goyer trophy with a smashing 79 for the best gross score for men. **Earl Hughes**, Security Officer, Police and Security, Ministry Secretariat, shared the Paul Faguy Trophy with **Robert Burns**, CSC Finance. Their low net was 67.

Best gross score for women was won by **Margaret Murphy** (Kevin



Left to right: **Bill Bilodeau**, **Marina Drain**, **Gordon Pinder**, **Bill Bilodeau**, **Kevin Murphy** kissing winner **Sandie Labelle**, Organizer **Bill** with **Lloyd Pisapio** (are they singing?) and the most honest golfer, **Lise Laflamme**.

Murphy's wife and a guest) with 110 while Laurie Howard, Police and Security, Ministry Secretariat, won the RCMP trophy with a 137. (Non staff were not in the running for trophies.) Best net score winner was **Sandie Labelle**, Secretary to the ADM, Policy and Planning, Ministry

Secretariat, who got 70 and the George Street Trophy.

Lise Laflamme, Police and Security, Ministry Secretariat, was declared the "most honest golfer" and received a special prize. Claude Tessier, Director, Public Information, CSC, got an eagle on the par 4

eight hole and ended up with a 91.

Marina Drain, Administrative Assistant to the Commissioner, won a prize for second low net score for women and **Isabelle Trumble**, Pay & Benefits, Personnel Services, received a prize for getting the second low gross score. **Alfred Racine**, Re-

viewer, Privacy Coordination, CSC, was second low gross scorer for men.

It was, all in all, a great day thanks to tournament organizer, **Bill Bilodeau**, Accommodation & Material Manager, Ministry Secretariat.



Best of Luck to Dan and Mike

KINGSTON — It was a great "good bye and good luck" luncheon that Ontario region threw for **Dan Weir** and **Mike Nolan** Aug. 21 at the Staff College. Dan left his job as Warden of Warkworth Institution to take over as Warden at Drumheller Institution in Alberta Sept. 1 while Mike Nolan's was a sort of delayed event — he left his position as Regional Implementation Coordinator last December to become Director, Policy Division at NHQ. **Art Trono**, Regional Director General, made the presentations — two wine goblets each, while the departing guests of honor regaled their audience with a variety of marvelous and vivid stories covering their careers in the Service, none of which, we understand, are printable in a staff newspaper! Photos: **Dave Bryant**, Correctional Staff College.

New Look Directives (Con't)

their own specific local instructions to national policy. Thus, total policy will be collected into one easy-to-handle, integrated form.

On Aug. 14, the SMC approved four recommendations for the Service's new directives system. First: policy will be in the form of rules.

Second: DIs will eventually be replaced by a family of operational manuals. Collected into one manual, staff will find everything they need to know about a division, whether it be Medical Care, Case Management, or Food Services. There will eventually be manuals covering all the major divisions. The

manuals will be kept current and will have a built-in capability for including regional and local additions.

Third: the operational manuals will be distributed down the line to the lowest operational level consistent with security of the information. This means more staff than ever before will be familiar with CSC policy and have it available to them.

Fourth: The Directives system will be managed by a central shop under the Chief of Directives Management at NHQ.

Target date for the new look directives: spring 1980.

LET'S TALK

Let's Talk is a tabloid for staff of the Correctional Service of Canada, published twice a month by the Communications Branch, 340 Laurier Avenue West, Ottawa, Ontario, K1A 0P9, Tel: 995-3031. We welcome your contributions, letters and articles. Send them to your Regional Manager, Communications and in Ottawa to the editor, Helen Gooderham.

briefly

RESOLUTION OF CONFLICT BY NON-VIOLENCE was the topic under discussion at a four-day workshop August 27-30 at Stony Mountain Institution, Manitoba. Fifteen inmates, and 11 members of the community took part in sessions with two workshop leaders from the Society of Friends, (better known as the Quakers), in the United States. **Terry Sawatsky**, Assistant Warden, Socialization, organized the workshop in cooperation with Con Verse, an organization of citizens interested in increasing public awareness of the criminal justice system in Manitoba. According to **Art McGifford**, Head, Social Development, Stony Mountain Institution and Con Verse are planning a follow-up meeting to elicit feedback, evaluate the session and explore the possibility of future workshops.

MISSION INSTITUTION'S ANNUAL SPORTS BANQUET was a big event, Sept. 16. Guests included players from a Vancouver Women's softball team, Mark Thomas, "Mr. Canada" and Valdy, a popular Vancouver folk singer. Guest speaker was Reg Clarkson, Coordinator of the Employee Health Service. A Vancouver radio CKLG sports personality, Phil Johnson, emceed the evening.

TWO CSC STAFF ON WINNING SHOOT — **Rick Harrington**, Regional Security, Atlantic, and **Ken Ferguson**, Security, Shulie Lake Institution, Nova Scotia, along with two civilian militiamen, were on the team that won the Canadian Armed Forces small arms competition at Connaught Range, Ottawa.

COMMISSIONER PRESENTS CAP BADGE IN PRAIRIES — **Alfred Patterson**, CX-8 and **Maurice U. Laroque**, CX-4, both of Saskatchewan Penitentiary, received the cap badge from Commissioner Yeomans on behalf of all Prairie region staff. The two correctional officers have each logged up 31 years service at Sask. Pen.

A NEW MAN FOR THE PRAIRIES REGIONAL OFFICE — **Dr. Ben Van Den Assem**, formerly Warden of Edmonton Maximum Security Institution in Alberta took up new duties last month as Regional Manager, Inmate Employment at the regional office in Saskatoon.



HERB LANG ON GUARD — Herb, a weapons trainer at the Correctional Staff College, Ontario stands ready to answer questions at the Correctional Service of Canada Display, Toronto Canadian National Exhibition. The display, which shared space with the Prison Arts Foundation, was popular with Ex-goers. The new badge, authorized this summer by Queen Elizabeth, gives Correctional Service staff a new sense of identity.



LET'S TALK

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Vol. 4 No. 19 October 30, 1979



At the CSC reception following the Investiture at Government House in Ottawa, left to right: **Gaston Langelier**, Assistant Director, Security, Ste-Anne-des-Plaines Institution, **Françoise Labonté** and Commissioner **Donald Yeomans**. Photo: **Erik Gustafsson**.

Langelier Receives Canada's Highest Award for Bravery

OTTAWA — The Governor General of Canada, His Excellency the Right Honourable **Edward Schreyer**, officiated Sept. 21 at an investiture of bravery awards given to 32 Canadian citizens for outstanding acts of heroism. Among those honoured was **Gaston Langelier**, Ste-Anne-des-Plaines in Quebec, who received the Cross of Valour, the highest Canadian award for bravery.

Governor General Schreyer also presented the Star of Courage to **Marc André Drouin**, a Correctional officer at Laval Institution and to **Guy Fournier**, posthumously.

Langelier, Drouin and Fournier received these awards because of acts of exceptional bravery during a hostage taking attempt by five inmates of Laval Institution on July 11, 1978. Langelier was Assistant Director, Security at Laval at the time of the breakout. On that occasion, Guy Fournier was killed and Langelier and Drouin wounded, but they prevented the hostage-taking from succeeding. One of the inmates involved was killed in the incident.

The presentation of these awards was followed by a reception at Government House. Later Commissioner **Donald Yeomans** held a special reception at the Conference Centre in Ottawa. He presented certificates for bravery to Langelier, Drouin and to **Pierre Fournier**, who accepted the honor on behalf of his brother. The certificates carried the personal seal of the Commissioner as well as the new badge of the Service.



STAR OF COURAGE

Marc André Drouin, a Correctional Officer at Laval Institution, and his wife, **Linda**, with Drouin's bravery citation which he received from the Commissioner on behalf of the Service. Drouin was also awarded the Star of Courage from Governor-General Schreyer. Photo: **Erik Gustafsson**.

Atlantic Accreditation Awards presented at official ceremony

OTTAWA — Commissioner **Donald Yeomans** accepted five Accreditation certificates on behalf of staff of the Atlantic region from the American Commission on Accreditation for Corrections Sept. 17. The accredited units were the Carlton Community Correctional Centre in Halifax, The Paratown Centre in Saint John, N.B.; and three district parole offices in Halifax, Truro, N.S., and Saint John, N.B.

Making the presentations were **Thomas J. Mangogna**, Commission Chairman and **Robert H. Fosen**, the Commission's Executive Director. "To have the Correctional Service of Canada use our standards and accreditation process to assess the operations of their agencies is an accomplishment of which we are extremely proud," said Mr. Mangogna. "Canada should be very happy with the achievements of

these units, all of which surpassed the requirements for accreditation."

Three firsts for Canada

Three "firsts" were involved: these are the first Canadian agencies to receive accreditation; the first federal governmental units to receive accreditation; and, the first Parole field service units to receive accreditation. This is also the first time that the accreditation process has been applied outside of the U.S.A.

Here's how the Atlantic did in their "compliance with standards" tests. They were given percentages on their compliance with "essential" and "important" standards. Paratown CCC: 96.9% essential, 87% important. Carlton CCC: 93% essential, 96% important. Truro Parole office: 95% essential, 97% important. Halifax Parole office: 96% essential, 98% important. Great "marks," Atlantic! A REAL ACHIEVEMENT.

To win accreditation the Atlantic correctional units had to meet stringent international standards and undergo a rigorous self-evaluation to prove their compliance. Every year the units which have received accreditation must send in a compliance report. Accreditation can be withdrawn at any time if standards are not being met, and the whole process must be repeated at the end of three years.

SPRINGHILL ALSO ACCREDITED

Take a bow, Springhill staff! This medium security institution received news of its accreditation recently. It's the first medium security prison to be awarded accreditation for its high standards in Canada. We'll have the story of the Springhill award in our next issue.



There were lots of smiles at the reception at Ottawa's Convention Centre marking Atlantic region's great accomplishment in winning accreditation for two parole offices and three community correctional centres. Left to right: **Robert Fosen**, ACA Executive Director, Solicitor General **Allan Lawrence**; **Nick Pappas**, Director, U.S. Corrections Program Management, Law Enforcement Assistance Administration; and **John Braithwaite**, Deputy Commissioner, Communications — who may be on the sidelines in our photograph but has been at the centre of the Service's constant effort to raise correctional standards. Photo: **Erik Gustafsson**.

Two Wardens reassigned in Prairies

OTTAWA — Two Correctional Institutions in the Prairie Region now have new wardens. **Bob Benner**, Warden of Bowden Medium Security Institution, took over at Edmonton Maximum Security Institution while **Ray Desrochers**, Warden of Stony Mountain Maximum Security Institution in Manitoba, became Warden at Bowden. **Terry Sawatsky**, former Assistant Warden, Socialization, took on the job of Acting Warden at Stony Mountain.

Bob Benner

Bob Benner became warden at Bowden in 1970 when it was still under the jurisdiction of the provincial Solicitor General. He shepherded its development as it came

under the wing of the federal Correctional Service in 1974, and currently through possible expansion plans that call for an inmate population of close to 400.

Bob was declared Citizen of the Year last spring by the Alberta John Howard Society for his "outstanding contributions in the field of corrections."

Ray Desrochers

Ray Desrochers said he was very pleased to go to Bowden Institution but had mixed feelings about leaving Stony Mountain Penitentiary where he has been Warden for the last six years. "Bowden is a good institution," he said and he loves the mountain country of Alberta — it

used to be his old stamping ground and he has a son there.

Ray started his career in provincial corrections, first at Haney Correctional Institution in British Columbia and later at an institution in Peace River, Alberta. He came to Stony Mountain in 1974 as Warden.

Ray says he's looking forward to taking part in Bowden's expansion plans scheduled for sometime in the future. Being in on the planning and programing for an institution is the most exciting part of his work, he says. And he's had lots of experience — he opened the Peace River Institution in Alberta.

Best of luck to both Ray Desrochers and Bob Benner in their challenging new positions.

Edna's boys honour "Ma"

By Linda Lee,
Regional Manager,
Communications, Prairies

PRAIRIES — Edna McIvor of Winnipeg, better known to Stony Mountain inmates as "Ma," was honoured recently for her 46 years of volunteer work.

The Commissioner presented Mrs. McIvor with a meritorious service award, the first given to a non-staff member. During the presentation, he spoke of the importance of volunteers, "the thousands of people across Canada who give their time to help the people in our care."

Tony, a former inmate, summed up what it can mean to be a volunteer. Speaking of Mrs. McIvor he said, "for 46 years she made at least three trips a week, 52 weeks a year. She was there every Sunday at chapel. Every man who comes in contact with Edna becomes a millionaire without buying a lottery ticket."

Bill, another of "Edna's boys," presented her with an inmate-made petit-point locket on behalf of the inmates. In an emotion charged speech, he said "Love is a universal language... that's what Edna has given us."

Mrs. McIvor's first contact with inmates came in 1933 when her husband John accepted a job as a guard at what was then Manitoba Penitentiary in Stony Mountain. There was no church in the village, so Mrs. McIvor, a dedicated church member, attended mass every Sunday in the public loft of the penitentiary chapel.

Tea & Cookies

When the McIvors moved to a residence on the penitentiary's reserve in 1937, she started to invite inmate workgangs in for tea and cookies. "We had coffee breaks in those days."

In addition to her involvement in church services and her friendships with inmates and their families, she began peddling inmate handicrafts at club meetings and community



An inmate cook guides Mrs. McIvor's hand as she cuts into the special "thank you" cake made to honour her 46 years of "loving service" to the inmates of Manitoba.

bazaars so inmates would have money to send their families and buy more handicraft materials. Over the years she has taken part in discussion groups, played bridge, attended social functions for inmates and their families, sung in the choir and played the organ for church services.

Over 60 people from the institution and the community attended the dinner and award presentation. All four of Mrs. McIvor's children were able to attend, including a daughter from Calgary.

"My arms weren't long enough" — said Father Harold Bedford

Father Bedford was also honoured during the evening. Blair Fenton, president of the Chaplain's Volunteers, presented Father Bedford with a plaque honouring his 30

years of service in the institution. Father Bedford formed the original Chaplain Volunteer's group in the 60's to "help us help the inmates." The group was re-organized in 1972 into the present group of citizen volunteers. The Commissioner also presented Father Bedford with a reproduction of the artist's original sketch of the new CSC badge.

Father Bedford explained that much of the work now part of CSC regular programming was once done by volunteers. "When I first came, it was grim. Not even exercise was allowed. The inmates needed help, and I wanted to reach out but my arms weren't long enough. Then, volunteers helped."

He told of volunteers providing transportation to inmates' families so they could visit the penitentiary, of visiting families and providing assistance while the breadwinner was in jail, of helping former inmates find jobs and housing, and simply, providing friendship to inmates.

Bullet proof windows Tele-University in a super max

QUEBEC — Tele-University, a system of correspondence courses supervised by animators, has been prepared by the Quebec Department of Education. Recently such a Tele-University course was set up at the Laval Correctional Development Centre in Quebec.

A super maximum security Institution under the direction of Pierre Goulem, the Correctional Development Centre (CDC) reached an agreement with the Quebec Department of Education to offer a psychology course on emotions and sexuality to two groups of inmates: 12 inmates of the general population and seven inmates who are considered very dangerous and are housed in a special unit. The first group of inmates finished the three-credit course in late September and a second group will finish in November.

How do you give courses in a super max? Louis St-Onge, Assistant Director, Socialization at CDC, informed *Let's Talk* that the group of 12 inmates from the general population study in a class room

with animator Francine Gagné of Tele-University. As for the seven special inmates, they take the course in a special class room where there is constant surveillance through bullet-proof windows. The animator teaches behind such a window and talks to her students by microphone.

Why did CDC start with a psychology course? For two reasons, explained St-Onge. First, to help the inmates to know themselves better, as most of them do not understand their behavior, and secondly, the course enables staff to work with inmates on something concrete. "Most of the courses given by educators are oriented towards the future and life outside the walls and our inmates are here for a long time. It seemed logical to choose a course related to their actual life."

Projects for the future? The inmates have asked to take Part II of the same course and the matter is presently being studied.

Medium security inmates, employed in the kitchen, will take a food management services course next January.

Stony Mountain says "Hey, More Staff News." Editor says "Sure, did you send us any?"

PRAIRIES — Correctional Officer Gary Attenborough, writes to say he'd like to see more news of interest to line staff. After he read about Dorchester Penitentiary's program for supporting foster children, he pointed out that *Let's Talk* had never printed any information about Stony Mountain's foster child project.

Staff there have contributed \$1.50 every month for over 10 years to support a number of foster children in underprivileged countries "without any form of kickback to staff to have them participate." Gary was referring to Dorchester's plan, reported in *Let's Talk* August 1979, where staff collected money through a Loto and so also had a chance to win money.

Let's Talk's editors are interested in printing your staff news, but we aren't telepathic. YOU HAVE TO LET US KNOW WHAT YOU'RE DOING.

So, if you've got news, try us. We can't promise to print every word but we'll publish most of them, and if we can't, we'll phone you and tell you why.

New Accident Prevention and Counselling Programs on the way

by Susan Roberts,
Information Officer, NHQ

OTTAWA — Staff may be surprised to learn that CSC is fourth highest on the list of government agencies with regard to work-related accidents. In 1978-79, 13 per cent of staff were involved in some kind of accident, compared to the Public Service average of 8 per cent, according to Carmen Lawson, recently appointed Coordinator, Occupational Health and Safety.

Accident prevention and a safe and healthy work environment is of major importance to the Public Service. Accordingly, health and safety policies and program guidelines, have been set up by Treasury Board for Public Service departments and agencies.

CSC's safety policy is already outlined in the Service Safety Manual but it will be Carmen's responsibility to keep this manual updated as well as overseeing health and safety programs.

"I feel very strongly that the responsibility for the prevention of occupational accidents and work-induced disease lies with all employees, from senior management to the most junior employee," says Carmen. "All staff must be aware of potential hazards — and act to prevent them."

Carmen has three main areas of responsibility: Safety, Occupational Health and the Employee Assistance Program (EAP).

Safety

Her main objective is to increase employee awareness in order to develop good working habits. "Staff must understand and follow safe work procedures, and encourage fellow-workers in sound safety measures. Every accident, no matter how insignificant, must be reported immediately." Once it is reported, it will be Carmen's responsibility to review the report and make appropriate recommendations.

Occupational health

She stresses again the responsibility of managers and staff in bringing problems to the attention of the appropriate persons.

Employee Assistance Program (EAP)

In the EAP, Carmen, who has recently returned from a course at Rutgers University on Alcohol Studies, hopes to provide a coordinating/counselling and referral service for staff who have a personal problem, especially those related to alcoholism. She will also provide assistance to managers whose employees may be facing such difficulties. At present, Carmen says she can only provide the referral service, but is more than willing to give all the help she can.

Good work is already being performed by the Service. Pacific region is the forerunner, with a well-defined policy, referral system and

strong support services in employee assistance, under Health Care Services. Other regions have availed themselves of information or assistance through the Personnel Branch and much has been accomplished in

spite of the lack of resources.

Community services are available to staff and the establishment of a centralized information centre including a reference library is one of Carmen's priorities.



Carmen Lawson. Photo: Erik Gustafsson

"They'll all remember the party for a long time"

QUEBEC — And how! On Sept. 8 and 9, a big party was organized at Ste-Anne-des-Plaines Institution for 75 handicapped children. Eighty inmates at the institution did everything possible to give the children a really unforgettable time.

The inmates wanted to do some-



thing to celebrate the International Year of the Child, and the most fun thing was obviously a party. So they organized one, down to the smallest detail, under the supervision of **Fernand Godard**, Social Development Officer. Two inmates, **Michel Buyse** and **"Jimmy"** were particularly involved. "In fact," said Godard, "they did all the planning, assisted by the other inmates."

The children, aged 8 to 15, were accompanied by two parents and on their arrival, they were put in the care of an inmate who was responsible for that child for the whole day. To accommodate the children easily, they were divided into two groups, one of 25 on Saturday and another group of 50 on Sunday.

To finance the enterprise, over \$300 was collected from inmates and \$2,700 from a radio program hosted by **Claude Poirier** of CKAC Montreal. As well, donations of

goods from Blainville Shopping Centre amounted to \$2,000. Direct Film gave a camera to each child and McDonald's and Mike restaurants provided the noon meal on alternate days. All these donations allowed the organizers to give each child presents of an approximate value of \$100.

The yard of the Institution was converted into a big stage where puppets, youth bands, dancers, musicians and singers followed one another without interruption from noon till 8 p.m. A big corn bash and a bonfire ended the festivities. Sunday night the Institution welcomed over 450 visitors!

It was a party for sharing and for friendship, a party that will long remain in the memories of those who assisted. The inmates had the satisfaction of giving pleasure to the children and for a few hours the harsh realities of life were easier to bear.



Working with the community

Cowansville Institution's Paint-and-Renovate Project

QUEBEC — Cowansville Medium Security Institution's "paint-and-reno" program for Granby citizens proved such a success last year that the program was undertaken again this summer. The National Parole Board approved the project for one year, until April 1980.

This year ten volunteer inmates went out into the community on day parole to renovate, restore, repair and paint for the Granby Housing Bureau as well as do repairs for two halfway houses, "Joins-Toi" and "Auberge Sous Mon Toit."

Previously the inmates went to work under escort but this summer escort was provided by two students, **Luc Blain** and **Sylvie Gauvin**, who were hired by the Granby Parole Office. After school started again the job was given to a social worker at the Granby Office, **Pierre Comtois**.

The students' job was to see that activities were well coordinated and the inmates complied with all parole

rules. They submitted weekly and monthly assessment reports to the Parole Board and the Parole Service as well as to the Institution.

At Cowansville Institution the liaison officer for the project is **Michèle Tourigny**, a student at Laval University who is completing a training course at the Institution. She looks after the inmates' needs and informs management of the program's progress. There are weekly meetings attended by participating inmates and the project coordinators to make sure the work is going well.

The Granby Parole Office is responsible for the project and chooses inmates who will soon be released as they will profit most from the progressive reintegration into the community.

"Perks" for inmates

Inmates who work half a day a week on the program get to go

swimming, play tennis or have picnics with their supervisors. They also can participate in community suppers in halfway houses and other special activities designed to aid their resocialization. Two days a month leave is given to inmates who have qualified for the privilege.

Another group of inmates, escorted by Living Unit Officer **Denis Malette**, went to the Centre Benedict Labre House of Montreal to do repair jobs. The Centre, founded by Father **David Innocenti**, is a shelter for the homeless, alcoholics and drug addicts. It was in urgent need of repair and paint, and inmate volunteers spent from July 5 to August 10 this summer restoring the Centre to A-1 condition.

Living Unit Officer **Fernand Beaulieu** originated the Centre project. He was assisted by **Daniel Dumont**, a Parole Officer at the Longueuil Office and **Michèle Tourigny**, who also provides liaison for the paint-and-reno program.

LETTERS

Prison for Women objects: Female CX's Not New

By R.M.E. Boswell, Security, Prison for Women

Perhaps those of us in the Correctional Service, in the Ontario Region anyway, take for granted the fact that the Prison for Women employs female correctional officers and has done so for half a century.

I find the article "No Preferential Treatment for Female CX's" (*Let's Talk*, August 1979) objectionable because it implies the program in the Prairies has produced "CSC's first female correctional officers." The article also said that people were "thrilled to know one of the first female correctional officers in the federal correctional service."

While it may not have been the intent to recognize female officers at the Prison for Women as the article dealt with the male/female concept, I cannot ignore the fact that the editors chose to commit errors for the sake of impact.

The female officers at the Prison for Women control and deal with all aspects of inmate management including physical confrontation and quelling disturbances. They have for the past two years worked side by side with male officers at Millhaven, Collins Bay, and Joyceville Institutions.

I don't want to detract from the new female officers' project, but rather to advise staff of the many experienced and duty-scarred junior and senior correctional officers already serving at, and retiring from, the Prison for Women after many long years in the Service.

EDITOR: Editors are properly penitent. Assistant Director Boswell is correct. Female CX's are not a spectacular new phenomenon. However, female CX's working in an all-male federal correctional institution are new — and news!

A super Atlantic farewell for five staff

ATLANTIC — Everyone agreed. It had to be just about the best party ever seen in the Atlantic region (for awhile anyway!). The Commissioner was there and five staff, including **Jack Bennett**, got a "simply marvelous send-off." Another out-of-town guest was **Harry Bezanson**, Chief, Financial Audit at National Headquarters.

Jack Bennett, Regional Director General, has been posted to the Pacific region where he will be a special adviser to Marjorie David's Inmate Employment Branch. Bennett received many gifts and good wishes, including a Black and Decker tool set to keep him busy fixing up his new home.

Other staff who were honoured at

the buffet luncheon were: secretaries **Therese Duguay**, **Gabrielle Robichaud**, **Kim Webster** and **Paul Crookall**, Regional Chief of Planning who is off to Ottawa to be Correctional Accreditation Coordinator, Inspector General's Branch.

In spite of all the gifts, fun, and jokes of the send-off, room was

found for a hearty welcome for **Bob Clark**, former Director, Operational Security in Ottawa, who will take over as Regional Director General. So it was goodbye Jack, and welcome Bob.

Credit for the scintillating program ("It was a really rare roast") went to **Justin Sullivan**, Regional

Manager, Communications. The Commissioner was so impressed he sent a letter of recommendation to Justin saying how pleased he was to see such a beautifully organized program.

LET'S TALK

Let's Talk is a tabloid for staff of the Correctional Service of Canada, published twice a month by the Communications Branch, 340 Laurier Avenue West, Ottawa, Ontario, K1A 0P9, Tel: 995-3031. We welcome your contributions, letters and articles. Send them to your Regional Manager, Communications and in Ottawa, to the editor, Helen Gooderham.



Left to right — **Bob Clark**, new Regional Director General, Atlantic; **Jack Bennett** and **Hank Sheehan**, Regional Manager, Security; **Fred Kapusta**, Regional Coordinator, Security Investigation and **Gabrielle Robichaud**, Secretary.



Ralph Riter wins Nursing Award

by Melva Armstrong,
Communications Officer, Prairie Region.

PRAIRIES — Ralph Riter, a health care officer at Stony Mountain Institution, recently completed a two-year Diploma Nursing Program (R.N.) at the Winnipeg Health Sciences Centre. He did so well he received the "Alumnae Association of the Winnipeg General Hospital School of Nursing Award" for proficiency in clinical practice at his graduation.

Ralph is a native Manitoban and after training as a Registered Psychiatric Nurse (R.P.N.) in Selkirk, he worked at the Selkirk Provincial Hospital for seven years before he joined CSC in 1973.

According to Ralph, there have been many changes in the CSC Health Care Program, including the requirement that employees have an RN certificate. All staff were encouraged to upgrade themselves and Ralph decided to take advantage of the opportunity to provide himself with a wider scope for advancement within the Service.

"Staff are very appreciative of CSC opportunities for ongoing education, particularly in health care," said Ralph. "It's no longer a luxury, it's a necessity, because of constant changes in the system." He feels employees need to upgrade their education to cope adequately with these changes.



Is social development the answer?

Millhaven lifer looks at prison reform

Hank Neufeld, Director of Millhaven maximum, received an essay on prisons by an Ontario high school student with the request for comments from an inmate. An offender who had served eight years of a life sentence in Saskatchewan Penitentiary, Stony Mountain, Drumheller and Millhaven was given the job with some very interesting results...

"Inmates often encounter great difficulty as they attempt to re-enter society because many citizens want no dealings with ex-inmates... but many problems are due to the inability of the inmate to function as a normal person would.

"My experience after witnessing the return of hundreds of inmates to prison, has shown me that long periods of incarceration tend to make a person unable to cope with normal life. The truth is, most inmates begin to associate with prison over a period of time, and find themselves uncomfortable in a normal social structure.

Rehabilitation

"Rehabilitation cannot be accomplished by an institution, or by a case worker. It occurs only when an inmate has attained a level of comprehension acute enough to motivate him to accept prison programs and develop his own poten-

tial. All the penal system can do is make programs available to assist the inmate in rehabilitating himself. Unfortunately, few take advantage of these opportunities...

"Most after-care agencies offer counselling... this is not the type of service the inmate needs. What is required is for the caseworker to go with the inmate to his place of work, and to his home... what can anybody do for you or your family when he rarely leaves his desk and coffee cup?

"Many inmates return to prison because they don't know what to do

with their leisure time. An inmate can survive the 9 to 5 daily routine; but what does he do from 5 until 9 the next morning? This is the time inmates get into trouble. A positive step was taken a few years ago when social development departments were formed.

Leisure — a problem

"Once the authorities realize the answer to rehabilitation and motivation lies with social development, the system will make rapid progress in decreasing the number of people currently incarcerated."

HAVE YOU SEEN?

Here are the latest amendments to directives published during the period of August 7 to September 18, 1979:

Series	Amendment Number	Directive Identification
100	19	has not been issued to date
100	20	CD 131 — Custom Work
200	26	CD 207 — Medical Services
1000	7	DI 1012 — Provincial and/or Territorial Medical/Health Services Plans
Security Manual	43	CD 207 — Medical Services
Security Manual	44	DI 752 — Bomb Threats

If additional information is required please do not hesitate to contact Directives Management, NHQ at 995-6542



FIVE TONS OF SPUDS — Protective Custody inmates at the Regional Reception Centre, Ontario, have been working all summer cultivating vegetables inside the walls. They have recently harvested over five tons of potatoes which will soon appear on institutional tables. Considering the price of potatoes these days, gardens are real money-savers. Taxpayers should be overjoyed. And for Protective Custody inmates it's a chance to work outside.

THIS ONE DIDN'T GET AWAY — Paul Oleniuk, Regional Executive Officer, Prairies, and a member of the Saskatchewan Tuna Fishing Team, reeled in a mighty 900 pound blue fin tuna while on holiday leave at the recent Labatt's Canada Tuna Cup Match, at North Lake, Prince Edward Island. The tuna was the only fish caught, giving the team a clean sweep of all four trophies in the event. It looked like Paul and his team might be stuck with an awful lot of tuna but actually the fish belonged to the captain of the boat and was promptly sold to a dealer for canning in Japan. However, Paul got to keep the tail which he plans on mounting. North Lake is the tuna capital of the world and the Tuna Cup Match is an annual event.



The one on the left is the tuna!

briefly

INMATE AWARDED \$130,000. — Note of interest from the State of Michigan: A federal judge there has upheld a jury's award of \$130,000 to an inmate who was the victim of homosexual rape. He said that prison officials were negligent in not protecting the inmate from such an attack.

IRISH PRISON ADMINISTRATOR TOURS CSC — **Balfour Stephens**, Assistant Governor, Maze Lisburn Prison, Northern Ireland visited NHQ Sept. 25 and met with senior staff. Later he went to Kingston and toured the Prison for Women, Regional Reception Centre, and Collins Bay and Millhaven Institutions. He was astounded that female inmates from the Prison for Women were working and studying alongside male inmates at Collins Bay Institution. He was also very impressed with the quality and quantity of food served in the institutions. He took a copy of the menu for the month to take home with him to show the Governor.

OFFICER JOINS AUXILIARY POLICE — Correctional Officer **Victor Bennett**, Kent Institution, B.C., who previously worked at B.C. Penitentiary for five years, was sworn in as an officer in the auxiliary police force in the Agassiz-Harrington area. The ceremony took place at the local RCMP headquarters.

HOLY PLUME! IT'S HIS INDIAN NAME — Bowden Institution held its annual Indian Days Sept. 10th at the institution. Organized to provide cultural training for native inmates, this special event included teaching of the traditional ways by the elders of local communities. **Bob Schmitz**, Head, Social Development, was specially honoured when he was given the name, 'Holy Plume', by one of the Blackfoot elders, **Jimmy Many Bears**.

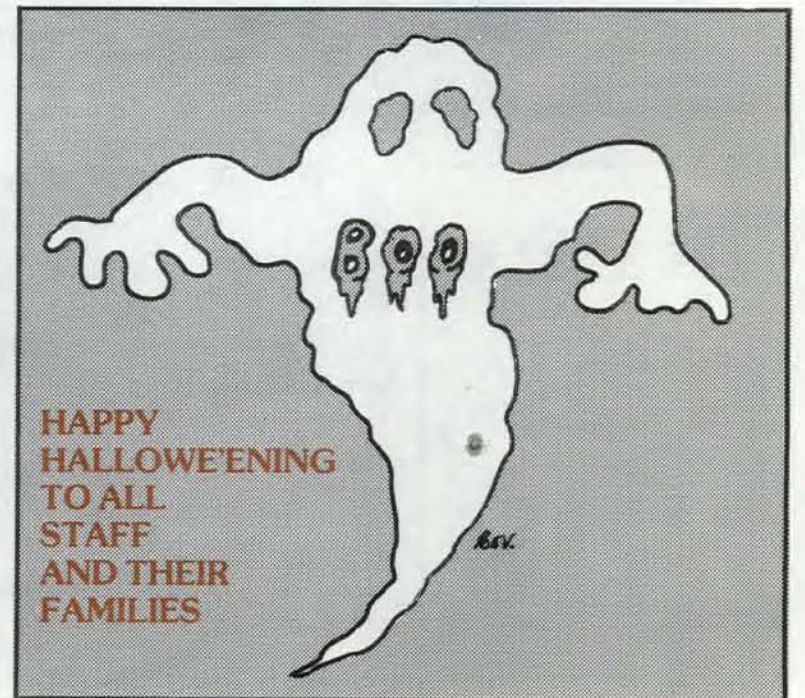
CRIMINAL JUSTICE WORKSHOPS — Fraser Valley College, B.C., is sponsoring a series of workshops on the Canadian criminal justice system, until Dec. 6th. A November 22nd workshop on "Understanding the Relationship Between the Prison and the Community," will be held at Mission Institution. Participants will tour the facility and engage in a round table discussion with inmates and staff.

MacGUIGAN VISITS MILLHAVEN — **Dr. Mark MacGuigan**, MP for Windsor-Walkerville, visited Millhaven Maximum Security Institution in Ontario Sept. 26. He toured the prison with Senior Deputy Commissioner **Bill Westlake** and met with the inmates of the Odyssey Group who recently submitted a report to the Solicitor General on prison conditions. Staff will remember Dr. MacGuigan as the chairman of the influential Parliamentary Subcommittee investigating penitentiaries. The 65 recommendations made by the Subcommittee affected just about every area of the Service. Most of the recommendations have now been implemented.

STUDY ON SUICIDE — The Commissioner has asked the Quebec Region of the Service to submit a proposal on the **Jean-Claude Bernheim** study on suicide in Quebec. Their job is to indicate an understanding of why there is a higher rate of suicide, attempted suicide and self-inflicted injury in Quebec Region. The Province of Quebec has been invited to join the study and Preventive Security has been instructed to set up a file involving inmates sentenced to capital murder.

NATIONAL JAYCEES PRESIDENT VISITS MATSQUI — **David Morgan**, National President, Canada Jaycees, attended the 22nd anniversary dinner of the Borderview Jaycees at Matsqui Institution, B.C. recently. He installed a new executive and declared the Borderview Jaycees the number one group in Canada. Two members received the high honour of a Senatorship. One was an inmate who was charter president when the Jaycee unit got started at Matsqui in 1974. Families of the inmates also attended the celebration dinner. Many former inmates, who were members of Borderview, are still active with the Jaycees on the outside.

MP APPEARS IN ARCHAMBAULT FILM — **Claude-André Lachance**, Rosemont Federal MP and a member of the Parliamentary Subcommittee, was at Archambault Maximum Security Institution at Ste.-Anne-des-Plaines, Quebec, for the shooting of a 90-minute documentary produced by Montreal Cablevision. Lachance took part in a segment of the film featuring a discussion with four inmates on long sentences, capital punishment, reconviction, the role of inmate committees and security classification. **Laval Marchand**, Assistant Director, Socialization, told *Let's Talk* the film was shot entirely at the institution. **Marc D'Amours**, Chief, Social Development at Archambault, coordinated the film project. The documentary will be shown later this fall on Cablevision.





LET'S TALK

VOL. 4 NO. 20 NOVEMBER 15, 1979

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ON TARGET!

Luc Beauregard, a guard at Cowansville Institution, and high-scorer in the recent Weapons Competition, practices many hours a week to keep in the top shape required for sharpshooting. Self-confidence, practice and the will to win are the most important things in this sport. See **They Shoot To Win**, page 3. Photo — **Gilles Martel**, Cowansville Institution.

Slain Police Officers, Guards Honored

OTTAWA — It was a cold, foggy, sombre morning, Sunday September 30, when more than 1,000 policemen and CSC staff paraded to Parliament Hill to mark the second annual memorial service to honor fallen comrades.

Since the service last year, the list has grown by three with the stabbing deaths of two Collins Bay staff,

Correctional officer **Frank Eustace** and Food Services officer, **Paul Maurice**, Nov. 26, 1978 and the shooting of a Montreal police constable Feb. 17, 1979.

The list began with the names of 14 correctional officers and policemen killed in the line of duty since Jan. 1, 1977.

The service was conducted by chaplains from the Ottawa and Hull police forces and featured the 30th Field Regiment RCA (the Bytown Gunners) who fired two shots from a nine-pound cannon at the beginning of the reading of the honor roll and one at the conclusion.

Collins Bay staff set up a trust fund for the slain officers' families.



Willie Gibbs receives Springhill award

Atlantic region has covered itself in glory lately, proving with this sixth and latest accreditation award for Springhill Institution, that staff are providing effective and humane programs for inmates. Above, **Willie Gibbs**, Director, Springhill Institution, (second from left), holds the award he received from the American Correctional Association Commission on Accreditation in Denver, Colorado, Sept. 27. Springhill is the first medium security institution to be accredited in North America. Two Atlantic parole offices and three community correctional centres have already received their accreditation status. Left to right: **A.F. Wrenshall**, Inspector-General for CSC; **Willie Gibbs**; **Tom Mangogna**, Chairman, ACA Commission on Accreditation; **Paul Crookall**, CSC Accreditation Coordinator and **John Braithwaite**, Deputy Commissioner, Communications.

Fire Prevention Course at Warkworth

by: **T.J. Robinson**, Living Unit Officer, Warkworth Institution

ONTARIO — Twelve officers assembled in the boardroom at Warkworth's No. 3 building for a two-day fire fighting training course recently. They were: Living Unit Officers **John Lynn**, **Frank Phillips**, **D.B. Bannon**, **Charlie Culkeen** and **T.J. Robinson**, and Correctional Officers **George Griffiths**, **Dave Harrison**, **M.J. Martin**, **Al Rosebush**, **R.S. Clark** and **Rick Lyman**. And, they were all wondering just what they were letting themselves into!

Dan Hopper, the Regional Dominion Fire Commissioner and Training Officer for the federal government, assisted by Fire Department Deputy Chief **Ray Brown**, showed films and slides on the use of fire extinguishers, the ferocity of fires in actual burning buildings and various evacuation methods.

The trainees then used various extinguishers to put out different

types of fires. They learned two methods of putting on Scott Air Packs, (a mask and back-pack oxygen cylinder) which are used for breathing in smoke-filled rooms. They spent an afternoon practicing with equipment to rescue a dummy from a smoke-filled building. They entered the smoke-filled fire hall in pairs with Ray Brown as backup, using various sizes of hose in the exercise. Ray also demonstrated how the Warkworth fire truck operates.

Training very helpful

This type of training is a must for Living Unit and Correctional Officers — especially the Air Pack training since there will soon be one in every unit. The thing that stood out most in our minds is that a burning sponge pillow gives off enough toxic fumes to kill a person in one minute!



Scott Air Pack in action, helping rescue squads to breathe in smoke-filled buildings.

F.U.P. at R.P.C.

by: **John Mason, RPN**, Coordinator, Follow-Up Program

PACIFIC — Most *Let's Talk* readers recognize that "R.P.C." stands for Regional Psychiatric Centre but what about "F.U.P."? "Fine up-standing person"? ... No, it's "Follow-up Program."

Dr. Chuni Roy, Medical Director, Regional Psychiatric Centre, Abbotsford, set up a Follow-Up Program in September '77 because he wanted to check the progress of all ex-patients through their warrant expiry date and beyond.

The program is designed with three specific objectives in mind:

- to co-ordinate treatment facilities for ex-patients of RPC
- to collect and use follow-up information as an evaluation for further treatment

- to catalogue follow-up information for statistical data and research.

How does the Follow-Up Program work? First comes the assessment procedure. Besides the case history, psychological profile and academic/vocational testing routine, a behavioral problem index is set up for each patient by the admission nurses and the psychiatrist. It is on the basis of this problem index that specific treatment is devised, nursing care plans drawn up and an ongoing evaluation of progress and treatment made. All follow up information is recorded on the problem index.

This continuity of process, soon (hopefully) to be computerized, (continued on page 4)

Newsmakers in the Regions and NHQ

Pacific:

Jack Stewart,
Regional Manager,
Communications

HOW DID YOU CELEBRATE THANKSGIVING? **Joe Prentice** dined on caribou while many of his neighbours sat down to Thanksgiving moose (yes, that's moose, not goose).

Klondike Joe is Director of the NPS office in Whitehorse, and in true pioneer spirit, headed off into the wilderness to bag his own holiday meal.

We can only hope that marksman Joe really dined on caribou and not on one of those very special reindeer who are pressed into service to baffle radar technicians at Christmas every year.

AN INTERESTING NOTE for those institutions planning programs to assist juvenile delinquents: Rahway inmates involved in the Scared Straight program are proposing as a follow-up that they be allowed to meet youngsters who participate in the program at least once more on a one-to-one basis outside the prison to reinforce their message.

Several of the juveniles filmed for the award-winning documentary on the program have filed suits against its producers and directors alleging they were promised it would not be shown in New Jersey and charging that they were portrayed as hardened delinquents.

WHO WOULD HAVE ever thought that **Ray Irvine** could out-gross **Joe Clarkson**? Well, it happened Sept. 21st when Ray's 75 captured the low gross



CAPS OFF to the RHQ-Vancouver personnel department Sluggers who softball their way to victory in all but one of ten games they played this past summer. They out-batted teams from Kent Institution, the Regional Psychiatric Centre and a combined team of strike-out artists from Regional Stores/Finance and the RHQ-Abbotsford office in a round-robin tournament held in September. Left to right, the Sluggers: **Joanne Daly, Pat Desjardins, Janis Lepp, Sherri Uyesugi, David Quinlivan-Hall, Ted Daly, Scott Gowan, Doug Warner, Dan Lepp, Brian Uyesugi.** Team mascot: a dog called "Queue".

trophy at the CSC-Pacific wind-up golf tournament.

DR. CHUNI ROY, Medical Director, Regional Psychiatric Centre, Abbotsford, has long hoped for a more fitting name for his internationally renowned installation. Perhaps we can look to the United Kingdom Prison Service for suggestions on descriptive monikers. Three of their more interestingly-named prisons are "Pucklechurch," "Wormwood Scrubs" and "Appleton Thorn."

Dr. Roy recently returned

from the second annual meeting of the International Council of Prison Medical Services held in Athens, Greece, more of which will be featured in an upcoming issue of "Let's Talk."

MATSQUI INSTITUTION reps nearly swept the major awards when **Glen Cross** won the CSC low net. Regional Executive Officer **Doug McGregor** was runner-up to Glen and fittingly won a tennis racket for his efforts.

Atlantic

Justin Sullivan,
Regional Manager,
Communications

A PRISON ART EXHIBITION and Sale of hobbycraft took place Oct. 4 and 5 at Dalhousie University in Halifax. The event was organized by **Ed MacKay**, Head, Social Development at Dorchester; **Arden Phurber**, Head, Social Development at Springhill; and **Erik Perth**, Co-ordinator of Dalhousie Arts Centre and the Arts Advisory Council for CSC.

Erik provided the sculptures at the Dalhousie Art Centre. Over 300 pieces of various types of arts and crafts from Dorchester and Springhill were on display, as well as jewellery from the Ontario Region sent by the Prison Arts Foundation. Over \$400 worth of goods were sold. Attending the official opening were **Claude Dumaine**, Acting Regional Director General, Atlantic; **James Colbeck**, Atlantic Region Board Member of the Prison Arts Foundation Board as well as 30 to 40 members of the community.

Over 600 people attended the two-day exhibition and the organizers were very pleased with the turnout. The objective of the art exhibition was public exposure, and the Atlantic Television Network taped a 20-minute segment as well as an interview with two inmates, who were assisting at the exhibition.



Ottawa:

Larry Elman,
Communications, NHQ

THE DIRECTORATE of Parliamentary Relations was reorganized October 1. In the past, the Directorate was responsible for relations with the Minister's office as well as the House of Commons, and for the administration of the Project Review System. It will now retain only the former responsibility.

The reorganized Directorate is staffed by Senior Parliamentary Relations Officer, **Normand Radford**, and Parliamentary Returns Officer, **Jean Demers**. Initially, they will be assisted by **Michael Dacey**. All can be reached at 992-7158.

THE PROJECT REVIEW SYSTEM now comes under the direction of **John Rama**, Director, Operational Planning. He will be handling the Parliamentary Report on the Penitentiary System assisted by **Lilas Pate-naude**, Project Review Administrator.

George Fife is now working for **Dr. Jean Garneau**, Director, Inmate Affairs. You can find George at Room 413A or by telephone at 3-5354.

OPERATION PAPER-SAVE. In North America we toss out more garbage than anywhere

else in the world, and it's not something to be proud of. Waste paper can be recovered at-source and recycled. Then, less waste is in need of disposal, and by using the waste paper in the paper manufacturing process, air and water pollution are also reduced.

Here's how it works:

- Each employee is provided with a small desk-top holder, labelled as to what kind of paper is acceptable and what is not.
- Employees place the waste paper destined to be recycled in the desk-top holder instead of dumping it in their waste baskets.
- Large containers, identified by a recycling label are strategically located on each floor.

Prairies:

Linda Lee,
Regional Manager,
Communications

Nester Orlesky, first superintendent of Stony Mountain Farm Annex, now Rockwood Institution, passed away in August. Mr. Orlesky retired in 1971.

Jim Thompson, Director, Osborne Community Correctional Centre in Winnipeg, is retiring in November. Mr. Thompson has been with the Correctional Service for about 20 years.

Jim O'Sullivan, Warden, Saskatchewan Penitentiary, Prince Albert, was elected second Vice-President of the North American Association of Wardens and Superintendents at its annual meeting in August.

Ed Kramer from Winnipeg District Parole Office has accepted a position as psychologist at the Prairie Regional Psychiatric Centre in Saskatoon. The RPC, by the way, added about 20 new nurses to its staff in September. Officially opened about a year ago, the centre

expects to have its full count of inmate patients by the end of the year.

Harry Lamorre, Regional Chief, Staffing and Compensation, and **Earl Derby**, Regional Chief, Material Management and Services, are both moving to new positions at NHQ.

Bill Berry, Regional Manager, Technical Services, is on indeterminate sick leave. **Ray Jamieson** is acting in his place.

SIX CORRECTIONAL OFFICERS from Edmonton Institution recently toured Montana State Maximum Security Prison. They were **D. MacDonald, S. McGregor, R. Reader, M. Doyle, K. Sisson**, and **E. Stevens**. They toured both the old institution built in 1840 and soon to be phased out and turned into a museum, and a new 40,000 acre farm complex which grosses one million dollars annually.

People Make the News

Here it is! Our new Regional Page and we're saving space on it for your region each issue! We're looking for news about people in the institutions, what they're doing, where they're going... we want to hear about social and sports events — with photos!

Staff have often complained in the past: "There's not enough line news." Well, the "Down East Bugle" (one staffer's view of us!) is bowing out. Now there's a special page for regional news so let's all staff out there take advantage of it and send contributions (don't forget photos) to your Regional Manager, Communications.

News should be short and snappy for The Regional Page — longer stories will be featured on other pages.

Ontario:

Dennis Curtis,
Regional Manager,
Communications

STAFF WHO HAVE visited **Reg Shier's** office at the Staff College may have noticed the brass ship's clock on the wall behind his desk. It's no reproduction, but a real antique. It was the original ship's clock aboard the "H.M.C.S. NIOBE," a British cruiser built in 1898. When the ship was sold to the Canadian Navy in 1910 the clock was given to **Mr. Botsford**, then Warden of Dorchester Penitentiary, who had served on the NIOBE during the First World War. It hung in the Keeper's Hall at Dorchester from 1920 until 1973 when it was replaced by a modern electric clock (Ugh). **Reg Shier** "acquired" the clock at that time, and it has hung in his office ever since. It still keeps very good time, and **Reg** assures us that he has incorporated a self destruct mechanism which will cause the clock to explode if it is removed without his permission.

A CAPACITY CROWD was treated to a dazzling performance recently when the Warkworth Wombats dealt a vicious blow to the boastful and over-confident Kawartha Krimfighters from NPS Peterborough. Consistent with their policy of saying little in victory, Wombat Enterprises refused comment on its team's 29-17 romp over the Krimfighters.

FOR THE FIRST TIME this season, the Wombats exhibited their old confidence, precision timing and natural grace. The Wombats had been relying on the inspiration of star fielder, **Daniel Weir**. Only days before the fatal contest, they learned that **Weir**, the Pride of the Wombats, had been ruled ineligible to play, by the Senior Management Committee who sent him out to Drumheller as Warden.

THE ANNUAL FIELD DAY/GOLF tournament was held at the Camden Braes Golf Course this year with 40 participants. Low gross winner was **Don Montgomery**, who carded a 78. Low net was won by **Dan Donovan** with a 72. **Mrs. R. Kidnew** shot a 100 low gross, and other winners in this section were **Tommy Miller**, 82, and **Sam Sampson**, 84.

Later all players returned to the Amherstview Legion to enjoy a buffet luncheon, a few cold drinks and alot of story telling. Surprise of the day was a 37-shot by **Warren Richardson** on the back nine. Although this was recorded by that noted mathematician **Hart Fowler**, it appears an Internal Inquiry will have to be held.

Many thanks to **Dick Libby**, for co-ordinating this excellent tournament.

They Shoot to Win at Cowansville Institution

QUEBEC — Both work at Cowansville medium security institution and both won individual honors at the first annual Solicitor General's Weapons Competition Sept. 7, taking the Solicitor General's Challenge Cup away from the RCMP sharpshooting team. They've been shooting for a long time and have the sort of body/mind control essential for this sport. They train seriously and shoot to win.

Luc Beauregard, Correctional Officer, and Robert Boulet, Correctional Officer in charge of Staff Training, have spent a lot of time, money and effort in the last few years to attain the superb results seen at the Weapons Competition last month.

Can it be an accident that two out of the three men on CSC's sharpshooting team came from Cowansville? Training conditions aren't superior at Cowansville. In fact, they're not as good as at some institutions. Maybe Cowansville gives more encouragement to their shooters and Luc and Robert are close friends who have a strong desire to achieve excellence in their shooting.

When it gets close to the competition season, Luc Beauregard says he trains five hours a week. Both shooters practice in private clubs in the region, inside, during the winter, and out in the open air in summer.

At the Kingston Weapons Competition, they used CSC weapons, but when they're training, both shooters use their personal weapons which makes it quite an expensive sport.

Robert Boulet started shooting five years ago for his job. Later Luc trained alongside his colleague who got him enthusiastic about the sport. "It's Boulet who gave me the bug," said Luc who qualified in the Competition as a *Master Shot* putting him in a higher category than his teacher who scored at the *Sharpshooter* level.

Categories

The shooting competitions consist of three categories: the *Master Shot*, which calls for a score of 90 percent, and the *Marksman* where the score is from 50 to 69 percent, and the *Marksmen* where the score is from 50 to 69 percent. The minimum required by CSC, for staff who use guns in their duties, is 50 percent.

Beauregard is officially a *Master shot* in the Service, but says he wants "to keep things straight. I am not a *Master shot* according to the requirements of the NRA competition (National Rifle Association). During NRA competitions, we have to shoot 150 bullets per match. For CSC, we shoot 60."

Besides the number of bullets shot, the rules are the same. In Kingston, the individual competition had two matches of 600 (10 points per bullet) and each game was divided into four events: 1) 12 bullets and 30 seconds to empty and re-load their revolvers at a distance of 7 yards from the target; 2) 6 bullets, 12 seconds, 25 yards; 3) 18 bullets, 90 seconds, 25 yards; three positions: kneeling, left hand, right hand; 4) 24 bullets, 2 minutes, 45 seconds, 50 yards; four positions: sitting, prone,



Robert Boulet, scored at Sharpshooter level. Photo: Gilles Martel, Cowansville Institution.

left hand/barricade, right hand/barricade. For the "barricade" event, the body is hidden. Only the hand and weapon are visible.

What it takes to shoot

Both men agree a sharpshooter must have maximum self-control

plus physical and mental coordination. Self-confidence, the will to succeed and knowing your weapon are also essential. The two biggest problems for shooters? Poor physical fitness and a lack of self-control.

Regular training is necessary.

"You have to do it as a sport," says Beauregard. "It takes two or three years to be a really good shot."

Beauregard is 31 years old, married and has a six-year-old daughter. Boulet, 43, has a 22-year-old daughter and 16-year-old son. A year ago he became a proud grandfather.

FINANCIALLY SPEAKING

by Gavin Hector, Finance Branch, NHQ

"New Boys in Town"

Things are getting tougher in Ottawa CSC Financial Officers found out when Sinclair Stevens spoke to the Financial Management Institute in September.

Speaking as President of the Treasury Board, Mr. Stevens said the bureaucracy must realize there are "new boys in town." He said there was a need for restraint, privatization, project control, and a balanced budget by the mid 1980s.

The new style of government may be judged by these recent changes:

- There was no increase in travel rates as originally expected for October 1.
- No increase in the \$41 hotel limit.
- No retroactive approvals for contracts which require Treasury Board approval.
- Special controls will be placed on large projects.

Several major changes to the government's system of accounting have been given the green light. There is a new policy on revolving funds — this will have major impact on the industries area. Another change will be the introduction of accounts payable at the end of March 1980. This will complicate the arrangements for closing of the books at the end of the year but will have the advantage of reflecting the full charge for goods and services received during the fiscal year.

Treasury Board is about to issue the 1979 edition of the Treasury Board guide on financial administration. Copies will be distributed by NHQ Finance to all financial offices of the Correctional Service.

Projects Approved

The Commissioner reviewed and approved the plans for a variety of financial projects August 24. Information on the projects most important to staff of CSC will be provided in future issues of *Let's Talk*.

Farewell Luncheon

The Finance Branch held a farewell luncheon for John Power who retired Sept. 27. Director General, Finance, Martin G. Rossignol thanked John for his efforts and contribution over the last five years as Chief of Financial Services for CSC. John started his retirement in October with a move into a house he has built in Forest Mount, Ontario. He says he thinks this is far enough away from Ottawa!

Gavin Hector is our newest columnist. He expects to give us the financial news from Ottawa every month.

How Are We Measuring Up?

OTTAWA — What's been happening at Metric Conversion lately? To find out, *Let's Talk* asked Bob Salisbury, Metric Conversion Coordinator at NHQ.

A series of Metric workshops was held in Ottawa earlier in the year, but unfortunately, Bob says, they were not very well attended, although a two-day Metric Exhibit in Ottawa proved a great success. "It created a lot of interest and people found the booklets and other metric aids very helpful."

According to Bob, many people make hard work out of metric conversion. The most effective way to learn the new system is to forget the old Imperial measurements. The biggest mistake, he says, is to try to mentally convert.

More workshops are anticipated this fall for those who didn't make it to the earlier set and Bob urges staff to try hard to attend. Ninety-nine percent of the world's nations have gone or are going Metric, Bob pointed out (the Republic of Yemen is the hold-out). Canadians and CSC staff can be sure the international system of measurement is here to stay.

It is important staff have at least a very basic knowledge of this new system, as it involves their daily lives.

The complete conversion to metric will take time. Some sectors of the economy will change before others: the complete change will take several more months and indeed years. However, the sooner staff becomes familiar with metric, the easier the transition will be.

If you would like some hand-out material on metric, such as booklets on how to cook, shop, or measure metrically, phone Bob at NHQ and



Metric Conversion Coordinator, Bob Salisbury, at a recent exhibit of metric information for staff in Ottawa. More training is coming up.

in the regions: Eugene Niles, Atlantic; Charles Dupont, Quebec; Tony Connor, Ontario; Ray Jamieson, Prairies; and Jack Ward, Pacific.

Another "Ex"

METRIC TRAINING for staff will begin again later this month. To kick-off the program a Metric Exhibit with lots of give-away goodies, will be held Nov. 6 and 7 in the lobby of 340 Laurier. Don't miss it, says Metric Conversion Coordinator, Bob Salisbury. Due to numerous requests this exhibit will be staffed by bilingual personnel.

LET'S TALK

Let's Talk is a tabloid for staff of the Correctional Service of Canada, published twice a month by the Communications Branch, 340 Laurier Avenue West, Ottawa, Ontario, K1A 0P9, Tel: 995-3031. We welcome your contributions, letters and articles. Send them to your Regional Manager, Communications and in Ottawa to the editor, Helen Gooderham.



Award for Fire Chief John Jobbins

by: Eila Loughlin, Communications, Pacific

PACIFIC — B.C. Penitentiary's **John Jobbins** would have a tough time convincing outsiders that there aren't too many "chiefs" in the civil service. John, you see, wears two chief's hats: he is B.C. Pen's Chief Engineer and also the institutional Fire Chief.

It was for his Fire Chief role that John received a special honour recently. B.C. Penitentiary has been awarded an Honourable Mention in this year's Regional Fire Prevention Program sponsored by the Dominion Fire Commissioner's office.

This annual competition recognizes excellence in the field of fire safety, education and performance.

B.C. Pen has a fire brigade numbering 34 "persons," (yes, there are firewomen as well as firemen). The institution's security staff has also been trained in fire theory and the use of firefighting equipment.

Pictured left to right are: **Phil Barrett**, Regional Fire Prevention & Safety Officer, Pacific; **Herb Reynett**, Director, B.C. Penitentiary; **Paul Woodside**, AD Tech Services, B.C. Pen; **Neil Duval**, Regional Fire Commissioner, Pacific Region; **John Jobbins**, Chief Engineer, B.C. Pen.

Follow-Up Program (con't)

gives "a profile of progress," from which further evaluation can be made.

To meet the treatment needs of ex-patients the Follow-Up Program has established two community out-patient clinics. For ex-patients in Vancouver, there is a clinic at the University of British Columbia, Health Sciences Division, which is staffed two days a week by Dr. Chuni Roy and Dr. **Ali Saad**.

For ex-patients in the Fraser Valley there is a Clinic in Abbotsford, staffed on an "as required basis" by RPC psychiatrists and psychiatric nurses.

To meet the further treatment needs of ex-patients the program relies on resource services in the community — Mental Health teams, John Howard Society, Salvation Army and others. These resources are coordinated through the Parole Service and RPC Follow-Up Program.

Before September 1977, there

was no structure to follow up the progress of discharged patients. They would simply leave the hospital and unless their condition deteriorated to the point of requiring readmission (frequently on a crisis intervention level) ex-patients had very little access to treatment. Therapeutic gains achieved at the Regional Psychiatric Centre were lost due to lack of continuity and co-ordination of resources. This is no longer the case. Treatment can now be given before a crisis situation develops so the ex-patient can function successfully on a much less expensive out-patient basis. The Follow-Up caseload now exceeds 300.

F.U.P. wants to be sure ex-patients find the ongoing care they need to remain in society. Hence F.U.P. at R.P.C. The first coordinator of the program was **Vince Redfern**, a nursing supervisor. **John Mason** has been coordinator since June 1978.

"OPEN AND ACCOUNTABLE"

CSC's Citizens Advisory Committees

by: Larry Elman, Communications Officer, NHQ

OTTAWA — The 1970's has seen an increasing realization that correctional philosophy and policy should be open to fresh concepts and useful ideas from an informed and concerned public. Citizens' Advisory Committees (CAC) for institutions provide this necessary human quality as well as feedback to the public on the federal correctional system.

The first Citizens' Advisory Committee was formed at Saskatchewan Penitentiary, Prince Albert, Saskatchewan, in 1972. Initially, committee members were appointed by the Warden and were usually citizens who were already involved in corrections. As the demand for opening up correctional institutions to the public increased, the CAC's opened to a wider, more diverse community.

Today the Correctional Service is no longer a "closed corporation". It's open and accountable to the public with strong ties to the community through the CAC's.

Present policy demands that every institution have a CAC and it is expected CAC's will soon be in parole offices and community correctional centres.

In the Quebec Region, there is another system entirely. See "A Different Formula."

At one time committee members could be arbitrarily removed by the director with no recourse available to them. Now a member can appeal his expulsion. Members are appointed for one year and may be renewed annually to a maximum of three years. They are reimbursed for travel and accommodation expenses incurred while attending their quarterly meetings. National meetings from all regions are held annually.

Citizen Advisory Committees in Quebec

A Different Formula

QUEBEC CITY — Citizen Advisory Committees have not been as successful in Quebec region as anticipated. In fact, only three institutions, Leclerc, Cowansville and La Macaza, have regular advisory committees. At the other institutions, for reasons as varied as they are numerous, these committees have been extremely short-lived.

To correct this, the Senior Management Committee recently approved a new system of regional advisory committees whose members are taken from the community and have expertise in the area being examined by the committee. There are three now in existence: the Industries Committee, the Inmate Training and Employment Committee, and the Recreation and Social Community Program Committee.

How are they working? To find out, *Let's Talk* consulted **Jean Pagé**, Head, Social and Community Program Development Division for the Quebec Region.

Industries Committee

This committee concentrates on two institutions: Archambault and Laval. Other institutions with industries have their own Citizen Advisory Committees.

Recreation, Social and Community Programs Committee

This committee currently has four members and two others will be

added shortly. Members concern themselves with programs relating to sports and physical education, recreation, library work, arts and crafts, social and cultural activities and life skills. The committee had its first meeting at the Federal Training Centre May 11.

Inmate Training and Employment Committee

The newest of the advisory committees, this group had its first meeting in August and began visits to institutions in September. Members are chosen for their business experience and their expertise in such fields as adult education, training and labor relations.

The function of the regional advisory committees is to visit the institutions, observe what goes on, suggest new programs or modifications to existing ones, inform the community, and encourage it as needed, to make new programs available to the institutions and advise institutional management on the community's concerns.

Members of the advisory committees are not appointed but are invited to join on the basis of their specializations and fields of activity. Since meetings are held during the day, they must obtain their employer's approval before accepting this responsibility. They choose their own president and must recruit new members.

New National Guard Training Program Ready soon

OTTAWA — One of the recommendations of the Parliamentary Subcommittee Report on Penitentiaries called for an improved training program. It's now nearing completion, according to **Stew Malcolm**, Chief, Staff Training Operations. The first in a series of management and union briefing sessions on the new program were held Oct. 22 and 23 at NHQ. A description of what the program includes will appear in your next *Let's Talk*.

Here, the CORP team (Correctional Officer Recruit Program) takes a moment to record for posterity. Left to right, back row — **Ross Bullett**, Quebec Staff College; **Robert Ouellette**, Correctional Development Centre, Laval; **Charles Cormier**, Atlantic Staff College; Team Leader **Henri Paul Beaulieu**, Laval Maximum Institution. Front Row — **Shirley Shockey**, RPC Saskatoon,



Jean-Paul Dugas, Regional Director General, Quebec and **George Briggs**, Warkworth

Medium Security Institution. Photo: **Jim Baker**, Media Services, Prairies.

Why Not Write Us A Letter?

One of the features of the new, bigger *Let's Talk* will be a letters column . . . so if you have views you'd like to express, or questions on staff concerns you'd like to ask, write us a letter. Send yours to your Regional Manager, Communications, or in Ottawa to the *Let's Talk* Editor, 340 Laurier Avenue West, Ottawa, K1A 0P9. Keep your letter short and be sure its signed!



ARE YOU GETTING YOUR PAPER?

When you've got 10,000 papers to deliver (one for every staff), it's sometimes a problem. If you miss receiving *Let's Talk* phone us in Ottawa, 995-3031, and we'll send you a copy.

LET'S TALK

Vol. 4 No. 21 November 22, 1979



Famous faces at CSC — Prison Arts Exhibition



Photos: Erik Gustafsson

CSC staff and other famous people enjoying the Exhibition! Left to right, former Governor General **Jules Léger**, accompanied by wife, **Gabrielle**, admire a drawing, assisted by **Claude Tessier**, Director, Public Information. Governor General **Ed Schreyer** and his wife, **Lily**; Hon. Francis Fox, MP for Blainville-Two Mountains and a former Solicitor General; **Wain King**, a consultant at Communications Branch; **Marjorie David**, Director General, Inmate Employment; and **Darryl Davies**, Director, Public Participation.

OTTAWA — The Prison Arts Foundation and the Correctional Service of Canada jointly presented a highly successful one-week exhibition in the mall of the C.D. Howe Building Oct. 23 to 27.

On opening day **Marnie Knechtel**, Executive Director of the Prison Arts Foundation, welcomed guests who included Governor General

Edward Schreyer, former Governor General **Jules Léger**, Solicitor General **Allan Lawrence** and Commissioner **Donald Yeomans**.

The Prison Arts Exhibit is the 10th annual showing of work done by inmates in institutions across Canada. Ottawa citizens were able to get a glimpse of life behind the walls as they toured the display of

paintings, embroidery, sculpture and drawings, as well as information-exhibits showing the work of CSC. Office furniture, recreation equipment, farm products, micro-filming and data processing by inmates were among the exhibits shown by the Service.

The Prison Art Exhibition started its tour of Canada May 28th and

ends this month in London, Ontario, after having stopped in 60 different centres. More than two million Canadians saw the Exhibition which presents the work of both federal and provincial inmates.

\$5000 in prizes

Prison Arts got its start with a Christmas card contest among in-

mates ten years ago. This year's selection of winners received about \$5,000 in prize money. Twenty-five awards out of 29 went to inmates in CSC institutions.

Most of the art was also for sale. Interested buyers recorded bids on work they wanted and at the tour's end, they would learn if their bids were successful.

Now you can buy CSC ties and ascots

OTTAWA — Be the first in your shop to wear a Correctional Service of Canada tie or ascot. Designed for both men and women, they're made of good quality navy blue silk and polyester, very distinguished looking in the manner for the 'old school tie', with small golden crests of the new Correctional Service badge recently approved by the Queen.

The purpose of the ties is to make the Service better known to other Canadians and to provide a sense of pride and identity for CSC staff. Ties and ascots with the Service insignia can only be worn by employees, or former employees. Both ties and ascots cost \$9. each.

See page 3

NEW CSC RECRUIT PROGRAM

OTTAWA — The new national Correctional officer Recruit Program (CORP) is now ready for approval. The six-person project team has returned to duty and briefings on the new program are underway, according to **S.P. (Stew) Malcolm**, Chief, Staff Training Operations.

The three-month training program for recruits comes as a response to the Parliamentary Subcommittee Report on Penitentiaries which asked for an updated, more comprehensive training program. It's the result of intensive research in Canadian and American institutions and exceeds the standards set by the American Correctional Association.

A Real Cross-Section

The six-member CORP team's background brought together four

regions, medium and maximum experience, male and female correctional officers, two staff colleges, provincial corrections and police experience, levels from CX-2 to CX-6 and STI-one and anglophones and francophones with CSC experience going from 10 years to one year. "In fact, as a cross-section, it would be difficult to pick a more representative group," said Malcolm.

The CORP team's job was to research and prepare a recruit training program that would produce competent CX-1s and CX-2s for any penitentiary at minimum cost. Starting point was the competency-based system. Advanced learning techniques were applied such as Behavior Modelling and Simulations. This involves showing audio-visual material, or slides, along with check lists of required behavior in the situation. It's a sort of "we show you how and then you do it" training which has proven very successful because of its easy communication and clarity.

Subjects covered in training include:

- You and the Service — rights and obligations, history, justice system, correctional process and organization, etc. . .
- Physical fitness and self-defense
- Foot and arms drill — this is a new, stepped-up version of arms training which emphasizes self-discipline and coordination. The recruits are trained to face emergencies as a team, with responsibility for each other.



Ready for Approval

At a recent CORP briefing: **Dianne Thibeault**, Staff Training Officer, **Ernie Gosselin**, Security Project Officer and **Terry Kelly**, Director, Operational Security

- Gas and riot training
- Dealing with inmates
- First aid
- Fire prevention and fighting
- Female staff in corrections

The result is a course which the CORP team feels is measurable in concrete terms: the new recruit must be able to meet the designated national minimum standard or he is not retained.

Extensive Research

Research on recruit training was carried out not only in CSC institutions but also with personnel from the following establishments: New York State Correctional College, U.S. Drug Enforcement Agency, U.S. Bureau of Prisons, American Correctional Association, Quebec Police Academy, Ontario Police College, Montreal Urban Community Fire Department, Saint John's

Ambulance, Department of National Defence and the RCMP.

"The willingness of all these organizations to cooperate was a great help and opened the door to contacts in the future," said Malcolm.

Next Step: Approval

Currently briefings are being given to various levels of management and the Union of Solicitor General Employees. Last hurdle will be presentation to the Senior Management Committee for their final okay to proceed.

Thanks to our staff

The CORP team would like to express their thanks for the support and cooperation of hundreds of our staff particularly in the penitentiaries who gave willingly of their time and expertise.

See page 3

It was a great Autumn

OTTAWA — September/October weren't exactly the best of months for weather — we got snowed out at Thanksgiving and it rained most of the time — or so it seemed. However, the climate at NHQ was definitely sunny and morale climbed as it became obvious that this fall was one of the most exciting periods in CSC history. Thanks to staff!

The Service outshot the RCMP at the Annual Solicitor General's Weapons Competition. In Atlantic region, two parole offices, three Community Correctional Centres and one institution (Springhill) received accreditation. And, three of our staff in Quebec region were decorated for bravery and received medals from the Governor General of Canada.

These are all signs that the new Correctional Service of Canada is really working well, in fact, that it's second to none among correctional services in the western world. Staff can rightly feel proud of themselves — and the Service.

Newsmakers in the Regions and NHQ

Quebec: Jean Lajoie Regional Manager, Communications



• CSC's first Correctional Refresher Course Team has just concluded its 10th course at the Quebec Staff College. Pictured above, left to right, the team includes **Yvon-Paul Charette**, **Gilles Demers**, **Roger Corbeil**, Coordinator; **Réjant Hamilton** and **Martin Paquette**. The team was set up to fulfil the needs of Quebec staff and the program has proved a real success according to a study conducted among staff of the institutions. The Refresher Team would like to thank the institutions as well as the region for their cooperation.

• **Glasses' frames** — You have old glasses hanging around the house? The Laval parish (St-Noel Chabanel) which looks after a small village located in Guatemala, has just received a letter from an optician there who would be very happy to receive them. New frames are extremely expensive and people are very poor. Please send your old glasses to the Regional Administration, Technical Services, 1600 St. Martin Blvd. West, Laval, care of **Mrs. St-Hilaire**.

Prairies: Linda Lee Regional Manager, Communications

• Approximately 20 senior staff were in Calgary October 29 - 30 for the first in a series of five seminars on public relations which will be held in the Prairie Region. The purpose of the seminars is to give staff some knowledge and training to help them deal effectively with the public and the media. Seminars will also be held in Edmonton, Prince Albert, Saskatoon and Winnipeg.

• CSC staff from parole offices and institutions in the Winnipeg area attended a cross-cultural awareness seminar at Stony Mountain Institution in early fall. The seminar leader was Professor **Bruce Sealy** of the University of Manitoba.

• The Regional Emergency Response Team in the Prairies has two new members and is looking for a third. **Gerry Spence**, formerly a CX8 at Edmonton Institution, is now Coordinator, Security

Standards and Resources, and **Hans Wiebe**, formerly with the Special Investigations Unit of the Canadian Armed Forces, is now Coordinator of Security Investigations. **Lloyd Erickson**, formerly Coordinator, Manpower Deployment, is the new Assistant Warden, Security at Drumheller Institution. **Ken Lowden** retired from that position earlier this year.

• **Verna Tushkewich** is the new Regional Health Record Administrator for the Prairies. Her predecessor, **Penny Jennett**, has gone back to school, to study for her Masters degree in Michigan.

• **Lloyd Cameron**, Native and Special Project Officer for the Prairie Region, has been asked to act as the National Co-ordinator of Native Offender Programs, on an interim basis. Lloyd will be working out of the RHQ office in Saskatoon.

Ottawa: Larry Elman Communications, NHQ

• Personnel Branch now has a new Director of Staff Relations. He is **Jean-Charles Cloutier** who comes to us with considerable experience in labor-management relations in both the public and private sector, and as a negotiator with the Treasury Board. As well, Jean-Charles has experience as an

institutional director and regional director in the Quebec provincial correctional system.

• Former Director **Ben Parisien** has accepted a position as Director of Staff Relations at Consumer and Corporate Affairs. Good luck to Ben! We'll miss him!

HAVE YOU SEEN?

Here is the list of amendments to directives published during the period of September 27 to October 29, 1979:

Series	Amendment Number	Identification of Directive
100	19	CD 110 — Transfer Warrants
Security Manual	45	DI 718 — Special Handling Units Procedures, Programs

If additional information is required, contact us at 995-6542.

Pacific: Jack Stewart Regional Manager, Communications

• It was poet **Robert W. Service** who first said, "the weak shall perish, and only the fit survive." West-coasters are not only surviving but actually thriving as physical fitness has become a new high for staff and inmates in the Pacific region.

Some people walk to get in shape

• But 30 Agassiz area residents got out their sneakers Oct 20 and walked from Agassiz to Chilliwack, 75 kilometres away, with dollars more than fitness on their minds.

It was all part of a Walkathon organized by the Inmate Community Awareness Group at Mountain Institution to meet a commitment to purchase wheelchairs for patients at the Extended Care Unit of Chilliwack General Hospital and to furnish a recreation activity lounge for the benefit of Intermediate Care Unit patients at the same hospital.

Five thousand dollars total was pledged, with \$1,000 of this amount coming from pledges by Mountain Institution staff for the four inmates who made the walk.

Because of a previous commitment, Director **Walter Mort** was only able to walk the last five kilometres, joining his wife **Donna** who had started her walking way back in Agassiz.

Some people pump iron

• Forty inmates totalling three and a half tons learned how to become even brawnier during a fitness seminar Oct 21st at Matsqui Institution, sponsored by Universal Olympic Gym.

Much past the Ed Allen stage of development, Matsqui inmates like those in other institutions, take their weight training seriously. The institution's iron-pumpers benefited doubly from the seminar. They learned advanced techniques for muscle building and received a gift of \$1,000 worth of equipment courtesy of the sponsoring gym.

One caution for any staff who might wish to transform from a "Bill Bixby" to an "Incredible Hulk," choose your tattoos carefully. That swell hula dancer will look more like a chubby cheerleader on a bulging bicep.

And others jog

• Not to be outdone by fitness-conscious inmates, ever increasing numbers of staff in the Pacific region are exercising and dieting their way to better health. A newly completed European-style jogging track adjacent to Matsqui Institution provides CSC staff in the area with a fun way to fight the battle of the bulge.

Ontario: Dennis Curtis Regional Manager, Communications



Dr. J. S. Morrison, Vice Chairman, West Central Regional Parole Board, presents **Danny Coughlan**, National Parole Board chairman with a retirement gift — the famous HMS Conway.

OPB Chairman Retires

ONTARIO — **Danny Coughlan**, Chairman of the Ontario Parole Board, retired recently and a dinner in his honour was held at the Royal York Hotel in Toronto, Oct. 4th. Over 200 people attended, including **Frank Drea**, Ontario Minister of Consumer and Corporate Affairs; **John Braithwaite**, Deputy Commissioner, Communications, CSC; **Gordon Walker**, Ontario Minister of Correctional Services; **Syd Schoom**, Director of the Eastern Region of Correctional Services and MC for the party; and **Don Sinclair**, Deputy Provincial Secretary for Justice.

Danny Coughlan was Chairman of the Ontario Parole Board for three years. Prior to this, he was Director of the Ontario Probation Service for 20 years. He developed

the Service to the point where it is now recognized as one of the top probation systems on the continent. He was also an Anglican minister and a boxer while he was in the navy during the war. Before the war, he sailed and trained on the HMS Conway — one of his gifts was a picture of this ship.

At the banquet, Mr. Coughlan was presented with a plaque from **Gordon Walker** on behalf of the Province of Ontario. It was signed by Premier **William Davis** and recognized his contribution to the field of corrections.

Mr. Coughlan has many plans for his retirement. He is presently writing a book on his past experiences in corrections and the development of probation in Ontario.

• **Dennis**, your media man has just returned from holidays in England with this interesting note: One of Her Majesty's Prisons in the south of England had a visiting Golf Pro giving lessons to the inmates on a weekly basis. This sort of thing would not be unusual in Canada, however, the British press really had a field day with scathing editorials and cartoons. In spite of the criticism there was no official comment from the Prison Service.

• **Up with People**, a touring music and dance company based out of Tucson, Arizona, was at the Grand Theatre on Oct. 23 and 24. While in Kingston they offered to do a show at the Prison for Women. Warden **Doug Chinnery** was more than a little surprised to see three buses arrive and no less than 91 performers representing 57 nationalities arrive at the front door of the prison. It was a super show in spite of the fact that the cast almost outnumbered the audience.

• **Bonnie Blasko**, Regional Headquarters Personnel, has received certification as a qualified staffing officer. Everyone at R.H.Q. wishes her continued success in her career endeavours.

• The second annual Beaver Creek Correctional Camp Golf Tournament was held Sept. 23 under sunny skies. The low gross winner was **Bob Goring** and the low net winner was **Joe Solomon**. Staff honors went to **Father Maskey**, again.

TIES!

You can get your Correctional Service of Canada tie or ascot at NHQ from your Branch Coordinator and in the regions by inquiring at your regional office where a coordinator is being appointed to handle orders.

—Scarves?

Scarves are also a possibility — if enough female staff request them. So, if you're interested in a staff scarf, ask your regional office about them.



Thérèse Renaud, Chief Protocol Officer, NHQ wearing an ascot

Photo: Erik Gustafsson

What it means to be a living unit officer

by Jack Stewart, Regional Manager, Communications

PACIFIC — Have you ever asked yourself in the wee small hours of the morning: "What am I doing here?" It is a question that bothers **Bryan Scott**, a Living Unit Officer at Mission Medium Security Institution, B.C.

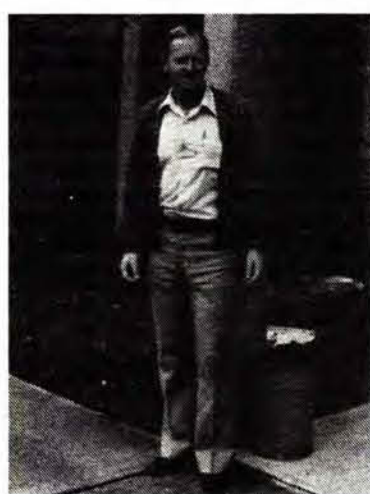
Are the objectives of the Living Unit being met? Are the inmates learning how to enter into relationships with staff? Are they learning to develop social constraints — and a sense of responsibility? Are they able to improve their self-image? And, how much can a living unit officer contribute to the inmate's overall development while still maintaining the required dynamic security of a correctional institution? These are all important questions for living unit officers.

Recently Bryan wrote down some of his feelings: "How often have I heard people say foreign aid should be spent to assist developing countries to help themselves. We must give the help — and then hope that the developing countries can use it to assist themselves. It's the same with inmates."

"Our sense of responsibility, our ability to know right from wrong, our awareness of social constraint, comes from our past experience. How do we teach it? To enhance an image of one's self we must respect the importance of others."

Bryan has observed that the walls of suspicion and mistrust between inmates and staff can be broken down if one replaces "confrontation" with "reasoning and understanding" to resolve a conflict. Inmates will relate to staff if they perceive that they are being seen as human beings by people concerned about their welfare.

A minor offence isn't necessarily settled by simply charging an inmate. A living unit officer who has established rapport with the offender may be aware of the circumstances that resulted in the infringement — and corrective action might be taken without disciplinary action. This is not to condone the breaking of rules, but rather is an attempt to be fair as well as firm in solving individual problems.



The Living Unit Program is alive and well at Mission Institution because people like Bryan Scott are making it work.

Hey out there!

Tell us about your job and how it contributes to CSC. Send your letter to your Regional Manager of Communications.

Marnie Knechtel cited for artistic leadership

OTTAWA — For her dedication to helping inmates in their artistic pursuits, **Marnie Knechtel**, Executive Director of the Prison Arts Foundation, received a Commissioner's Citation for Meritorious Service Oct. 22 at a reception in the Commissioner's boardroom.

Mrs. Knechtel, who is a charter member of the non-profit Foundation, has been on the job for ten years. "But it's just a beginning," she says. "There's so much to be done, so many resources in the community that can be tapped to enrich programs in correctional institutions."

Mrs. Knechtel's Citation stated that under her leadership, "the Prison Arts Foundation became a nationally recognized organization providing new opportunities for offenders in federal and provincial institutions, rewarding involvement for volunteers and through artistic exhibits and tours, an enriched cultural experience touching all Canadians from coast to coast. Due to her initiative and energy, growing



numbers of offenders have found new hope, inspiration and opportunity in artistic expression and countless citizens have gained a fresh, positive perspective on Corrections."

They're mad at media mistake

PRAIRIES — *Maclean's* magazine got it wrong. They were misinformed when they stated in an article "A Women's Place in the Jail" (July 23, 1979) that female CX's at Mission Medium Security Institution in British Columbia were the first to be hired in an all-male penitentiary by the Correctional Service.

Not true, says **Sharon Dobranski**, a CX2 at the Regional Psychiatric Centre, Saskatoon, who wants to put the record straight. "We object strongly to the statement. We have been working as CX's since March 1978." **Shawna Sullivan**, another of the RPC CX2's, wrote to *Maclean's* pointing out the error. Her letter was published in the August 27th issue of the magazine.

What has the eight women correctional officers at RPC hopping mad is the fact that they were on duty more than a full year before the Mission female CX's who completed their course in July, 1979. However, CSC staff should know what's what because a front-page article was printed in *Let's Talk's* August issue, stating clearly in the first paragraph that the Prairies were "first."

In a forthcoming issue, we will have an article on the Mission female correctional officers.

Microfilming offers inmates a big second chance

By Ron Livingstone, a Bath Institution inmate

ONTARIO — Four inmates, all serving sentences ranging from three years to life, left Bath Minimum Security Institution Sept. 30 for Ottawa to begin work for the Department of Consumer and Corporate Affairs — as employees. Involved in this momentous decision were many rounds of negotiations between the Department of Consumer and Corporate Affairs, the Parole Service, the National Parole Board and Bath Institution administrators.

This breakthrough into the corporate work force seemed like the dawning of a new age to us inmates. Offenders were now receiving recognition in an area that was once thought to be forbidden. Just prior to their trip to Ottawa, as the inmates were packing their bags, I

talked to them.

"For the first time in I don't know how many years I will be going to work as a responsible person. It will be a good experience to feel respectable, to live again as a normal person," said one inmate.

I could see the excitement in his eyes and when his bag was packed, I placed my hand on his shoulder and said, "Good luck, my friend." I felt sure he would make it.

Big Step Forward

The big step forward all started back in Bath Institution, more than two years ago, when this institution, with the approval and recommendation of the Commissioner of Corrections, decided to go into the microfilm business, a far cry from regular prison routine work. It was recognized that making mail bags was obsolete and costly and of no benefit to inmates. For years inmates had been engaged in menial jobs in institutions all across Canada. The establishment of a microfilm department would at last prove offenders could be attuned to the times by engaging in a small, but profitable venture.

A vast amount of building space was being taken up by the Department of Consumer and Corporate Affairs, with literally millions of square feet of Canadian patents that could be put on microfilm to save space. When Bath Institution was

given the green light to go ahead with a microfilm department, and use inmates to do the work, it soon became obvious that inmate labor could be utilized in a meaningful way.

While working under contract for the Department of Consumer and Corporate Affairs, the four Bath inmates do both microfilm and photocopying work, and earn a salary commensurate with the regular work force. The work contract is from four to six weeks, and if this initial experiment is successful, there is the promise of more contracts in the near future. Already at Bath Institution, other inmates are being interviewed for future contract work with this Ministry, and between the men, feelings are high that this breakthrough will benefit many.

Half-Way House

While working in Ottawa, the inmates live at the Kirkpatrick Half-Way House, which is operated by the John Howard Society. They live and function just like other regular citizens in the capital city. During the day they report to work like anyone else while in the evenings they take part in the half-way house program and spend their leisure time as they please.

As my friend was leaving for his trip to Ottawa, being driven there by his mother in their family car, we said our final "good bye" and his parting words summed up his feelings.



Next Stop — Home for good?

"This is it," he said, "I'm being given the chance of a lifetime. Maybe my next stop will be home for good."

Training Program (Con't)

Without their help in supplying information, criticizing content and methods, and allowing access to facilities and services, the project could not have been possible. And that's not all. Staff frequently doubled as actors, role-playing inmates, visitors and guards for audiovisual productions.

Special thanks go to the hard-working members of CORP: Team

leader, **Henri-Paul Beaulieu**, Keeper, Laval Institution; **George Briggs**, Senior Correctional Officer, Warkworth Institution; **Ross Bullett**, Instructor, Quebec Staff College; **Charles Cormier**, Instructor, Atlantic Staff College; **Robert Ouellette**, Keeper, CDC; and **Shirley Shockey**, Correctional Officer, Saskatoon Psychiatric Centre.

LET'S TALK

Let's Talk is a tabloid for staff of the Correctional Service of Canada, published twice a month by the Communications Branch, 340 Laurier Avenue West, Ottawa, Ontario, K1A 0P9, Tel: 995-3031. We welcome your contributions, letters and articles. Send them to your Regional Manager, Communications and in Ottawa to the editor, Helen Gooderham.

Danger is his hobby: Joe MacLean

By: Justin Sullivan, Regional Manager, Communications

ATLANTIC — He never knew what hit him that Christmas night in 1944. In a no-account Holland village called Cyjk, a "Moaning Minny" shell hit a truck beside the truck where he was a passenger, filled his left leg with shrapnel, and sent his vehicle into a collision with another truck. He received a blow to the head and woke up 21 days later in hospital. So came to an abrupt end an active role in World War II for Lieutenant **Joseph MacLean**, Platoon Commander in the Queens Own Cameron Highlanders.

But it was no easy job for Lieutenant MacLean to get where the bombs and bullets were. Having enlisted for action at age 17 in the artillery, he was raised to second Lieutenant, Lieutenant and Captain within one year, all in Canada. Along the way, he managed to get a broken shoulder in a motorcycle accident. With a need to be where the action was, and a need to escape boredom, Joe agreed to be demoted from Captain to Lieutenant so he could sail into the firing line. Having landed overseas, he transferred to the infantry. The

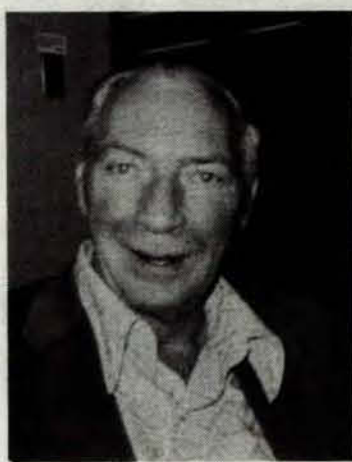
100 lb. shell, nicknamed Moaning Minny, because of the sound it made, was not the first to land near him, but it was the last.

After a sail home on the hospital ship and a discharge in Halifax, September 1945, he resumed his education. He graduated from Saint Francis Xavier Antigonish, Nova Scotia, with a BSc in 1949. He had attended agricultural college prior to that.

The Veterans Land Act claimed him for two years after his discharge. Convinced of his own immortality and looking for more action, he joined the Korean dispute in 1951. To his chagrin, the "action" was limited to cadet training. It took him to Germany with the 79th Field Regiment but only a cold war was in evidence in that country.

Battled Cancer and Won

A discharge and subsequent jobs included insurance salesman, stockbroker, and investment dealer. All of these were financially successful ventures enabling him



Joe MacLean

to raise a family of three boys and one girl — all of whom are doing very well, thank you. During this time, he had another, personal war — with cancer. He won and has a yard long stitch to prove it.

In his 54th year, two years ago, he joined the Penitentiary at Dorchester and is content, happy and delighted with the action involved in being a MDO-5 (Machine Driver-5).

How to change the inmates' public image . . .

"Let's help our neighbor"

QUEBEC — "We're always trying to sell the inmate to the public, but we seldom ask the inmate to give something back to the community. That's the idea behind the project: 'Let's help our neighbors,'" Réjean Arsenault, Assistant Director, St-Jérôme Parole Office, told *Let's Talk*.

Let's help our neighbors is a community-help project which completed its third summer in September. Set up by the St-Jérôme Parole Office, the project employs six inmates from Ste-Anne-des-Plaines Minimum Security Institution to do minor repairs, paint jobs and cleaning for the aged and one-parent families.

Coordinated by Parole Officer, **Serge Cloutier**, the project was submitted for approval to Ste-Anne-des-Plaines Institution and was accepted. The Institution selects the inmates and provides transportation from the Institution to the St-Jérôme office. From there the day

parolees go to their work site, grouped in one or two teams, according to how much work there is to do and how fast it has to be done. To provide the necessary surveillance for the inmates, two social science students were hired by the Parole Office: **Francine Garand** and **Claude Lafond**.

How it got started

Three years ago, Réjean Arsenault was involved in setting up a halfway house in the small city of Les Laurentides. Public resistance was immediately organized by citizens which worried Arsenault. How could the inmates' poor image be changed? He had to find a way to make inmates acceptable to the public. That's when he decided to ask the local population if they needed any help. He also wanted to avoid any exploitation of the inmates. Community work seemed the appropriate solution.

That is how Quebec inmates

came to paint 121 rooms in 35 apartment houses and wash 37 rooms in seven apartments last summer. Inmates also went to work in two homes for handicapped persons.

Transportation up to St-Jérôme was paid by the Ste-Anne-des-Plaines Institution and transportation inside the city was the responsibility of St-Jérôme office. The organizers received a budget of \$3,190 to cover the necessary equipment. People who received help paid for the paint.

With three successful summers behind the project, Arsenault would like to see it continue all year long. However, proper surveillance staff will have to be found.

In the meantime, the St-Jérôme halfway house opened its doors to welcome inmates. Opposition? There was a little uneasiness in the beginning which was probably normal, then everything went smoothly. The operation had succeeded!

"Birdman" dies following parole

PACIFIC — The "Bird Man of William Head" is dead — two days after leaving William Head Institution on a 60-day parole. **Frank Schlosser**, 69, who has been in and out of prison since he was 15, and has spent "about 35 years of his life in institutions," was a well-known and well-loved character around William Head.

Frank was in the news last year when he used a three-day temporary absence to take a three-month holiday which included a trip to Paris, France, and a return by car through the United States before police caught up with him. One of Frank's delights was to feed and study birds. After his departure, the birds disappeared — but mysteriously they returned exactly two days before Frank came back to the Institution following a car accident which brought him to the attention of the police. "It's as if the birds knew",

said **Jack Stewart**, Regional Manager, Communications.

Frank's job — and his pride and joy — was the golf course where he was greenskeeper. He was responsible for laying out several holes, including a beautiful one that went across water, and a wicked sand trap.

Made TV show

This year Frank was the subject of a film on prisons scheduled to appear on the **Jack Webster** T.V. Show. The film crew spent several days filming the institution and following Frank on his rounds so they could document his last day in prison before his parole began. They photographed Frank feeding his birds and giving minute instructions on their care to another inmate who was over six feet tall, making a neat contrast to Frank who was barely

5'3". They showed him saying goodbye to his pet deer, his beloved golf course and his calendar where his birthday (Oct. 11) and his parole date were marked. "Staff were practically in tears," said Jack Stewart.

The film crew intended to take a bit more footage in three months, showing how Frank coped with his parole, but unfortunately Frank will not be around to assist them. He had a heart attack two days after leaving William Head and died without ever regaining consciousness on Oct. 19. The T.V. film was shown on the Jack Webster show without the final segment.

We welcome your news

Phone us at:

995-3031

briefly

"PSYCHO CIRCUS" AT MILLHAVEN BRINGS RAVES — The Swedish Pioneer Theatre, a professional group funded by the Swedish government, specializes in performing plays in prisons. The group had just finished a three-week tour of the U.S. when they decided they just had time to slip across the border for one performance in Canada at Millhaven Maximum Security Institution. The group got a standing ovation with "Psycho Circus," a series of one-act plays. A reception followed at the staff college with representatives from several local theatre groups and local dignitaries attending as well. The Theatre group said "it was the warmest, most hospitable reception they had received on their trip." **Dennis Curtis**, Regional Manager, Communications, who emceed the show, was honored with a lapel pin, "The Needle," which is normally given only to new members. Dennis is now claiming to be an honorary Swede!

INMATES PLAY SANTA CLAUS — Getting a fast start on the Christmas rush, inmates at the Correctional Development Centre at Laval, Quebec, spent a week at the Laval Shopping Centre Oct 22 to 27, collecting used toys from passers-by. Each year, CDC inmates along with Montreal firemen, collect, repair and distribute toys for Christmas. Last year, 500 disadvantaged children were thrilled to receive Christmas presents in this way.

COMMISSIONER PRESENTS AWARD TO KIRK KIRKPATRICK — The John Howard Society of Ontario celebrated its 50th anniversary at a dinner at Toronto's Royal York Hotel recently. To mark the occasion, Mr. Yeomans presented **A.M. (Kirk) Kirkpatrick**, former Executive Director of the John Howard Society, with a Meritorious Service Award. Representing the CSC were **John Braithwaite**, Deputy Commissioner, Communications; **Lloyd Pisapio**, Deputy Commissioner, Offender Programs; and from the Ontario region: **Arthur Trono** Regional Director General; **Pat Quinn**, Chief, Case Management; **Bill Chitty**, Manager, Offender Programs; **Jim Blackler**, Executive Assistant to RDG; and District Parole Directors **John Lawrence** (Central) and **Roger Beames** (Hamilton).

COMING — CANADIAN CORRECTIONAL STANDARDS — The Canadian Association for the Prevention of Crime — CSC Consultation Committee met with the Senior Management Committee Oct. 18 to submit a proposal for a project to identify standards for Canadian Corrections as well as a process for accreditation. The proposal was well received and it was agreed a project team, under the auspices of the CAPC, be set up. This team would include members of the private sector and federal and provincial governments. The project team will also make extensive use of the existing experience and knowledge in Canada and abroad, including the United Nations Minimum rules and the ACA Commission on Accreditation for Standards.



A warm handshake and an exchange of gifts. Photo: Erik Gustafsson.

ANOTHER INTERNATIONAL VISITOR AT NHQ — **Claus Amilion**, Head of the Bureau responsible for Offender Programs and Security in Sweden, visited Ottawa Oct. 12 to 15. He lectured at Queen's University on "Swedish Penal Policy and Practice" and found time to tour the Regional Reception Centre, Prison for Women, and Millhaven, Bath and Joyceville institutions. Above, Mr. Amilion and the Commissioner.

GERMAN SENATOR VISITS SERVICE — Senator **Gerhard Meyer** of Berlin, Germany, was in Ottawa Oct. 3 to attend the International Conference of Liberal Thinkers. His schedule included a luncheon hosted by **Dr. John Siu**, Deputy Commissioner, Policy and Planning, followed by a meeting with **Lloyd Pisapio**, Deputy Commissioner, Offender Programs. Senator Meyer's special interest is in the area of juvenile and female offenders, and in drug treatment and rehabilitation programs.

GOVERNOR GENERAL VISITS DORCHESTER — While on a visit to the Maritimes to receive an honorary degree at Mount Allison University, Sackville, New Brunswick, Governor General **Ed Schreyer** found time to visit Dorchester village. At a reception given by the mayor, attended by many dignitaries, the Governor General also met **Gil Rhodes**, Warden, Dorchester institution and **Ossie Leblanc**, Warden, Westmorland Institution.

ELIZABETH FRY CELEBRATES 200th ANNIVERSARY — To honor the anniversary of the birth of their founder, the Kingston Elizabeth Fry Society has authorized a special **Joyce Detweiler** Memorial Award of \$100. for the best quilted article submitted to the Prison Arts Foundation judges. The award is for 1980 only and commemorates the fact that Elizabeth Fry used to supply sewing materials to women on prison ships embarking for the colonies so they could make articles to sell at ports along the way.



Correctional Service
Canada

Service correctionnel
Canada

LET'S TALK

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Prairie Industries on the go



Talking playgrounds: left to right, **Graham Marshall**, student; **John McHardy**, Regional Manager, Industries, Prairie Region; and **Charlotte Rosteius**, student. Photo: **Melva Armstrong**

John McHardy and his Playgrounds

By: **Jo Ann Chodynietki**, Communications, NHQ

PRAIRIES — **John McHardy**, Regional Manager of Industries for the Prairies, got involved this past summer in an interesting project for designing creative playgrounds to be manufactured by inmates.

Two students in third year Product Design at Carleton University, Ottawa, were hired to design two complete playgrounds for the Wildwood Community in Saskatoon. The playgrounds will be under construction as soon as the cost estimation is approved by the city of Saskatoon, probably by next spring.

The playground facilities and other products are manufactured by inmates in Stony Mountain, Drumheller, Edmonton, Bowden, and Saskatchewan Penitentiaries. There's an industrial complex in each of these institutions, offering such programs as carpentry, welding, silk-screening, tailoring and canvas shops. The workshops employ about 350 inmates and 55 staff between the five of them.

Their mandate is to produce items for sale, says McHardy. "We're not training inmates for accreditation in specific courses. Instead, they develop their skills in particular areas of interest."

The inmates manufacture products for sale to federal and municipal government agencies, non-profit organizations and penitentiaries. They are employed between four and seven hours a day, under similar working conditions to those on the outside. They follow a day to

day routine while working on a project and they must meet contract deadlines just as in a regular business.

Besides building playground equipment, the inmates have also been busy manufacturing furnishings for the government, institutions, and physical education facilities. They make clothing and reupholster furniture for the armed forces bases.

Trains

Being in charge of such an active operation keeps John McHardy on the go. He spends his spare moments with his wife, his four sons — and his model trains which he loves to collect and run. Right now he's building more and better landscapes for his "N" gauge trains to speed through. His sons, aged 2 to 12 years, are "only allowed to look." John is the one who gets to play with the trains.

SEND US NEWS
ABOUT YOUR
STAFF PLUS
A PHOTO

We welcome your contributions, especially news about people, their jobs and their hobbies.

Commissioner looks at ways to reduce our prison population

OTTAWA — Talking to the Institute on Donations and Public Affairs in Toronto late this fall, Commissioner **Donald Yeomans** had some very interesting points to make on the subject of reducing the number of people sentenced to federal institutions. To keep staff informed, here's what he said:

"It has long been assumed imprisonment has a rehabilitative effect, particularly, if one could design programs which assist inmates to re-integrate themselves into law-abiding society. For several decades the correctional field has been administering such programs and many have been evaluated... The general conclusion, unfortunately, is that 'nothing works particularly well.'

Fines more effective

"Imprisonment is not the only penalty available, and not necessarily the most effective, but it is the most expensive. Fines, absolute and conditional discharges, probation orders and suspended sentences are substantially cheaper than imprisonment. Evidence from a study in England shows fines and discharges are more effective in reducing reconviction rates than im-

prisonment for both first offenders and recidivists.

"Non-custodial penalties are by no means unique. Sweden, Denmark, England and Finland have made a conscious effort to reduce their reliance on penalties which confine offenders for any length of time. In Holland, I am impressed by the fact they have a population of 13 million people and a prison population which numbers less than 3,000.

"The length of a prison sentence is another point to consider seriously. Criminological studies indicate that long sentences are no more effective in reducing crime than short sentences. From a cost-effective perspective, it makes no sense to impose a long prison sentence where a short one would do.

"Studies on recidivism in California and Florida have prompted the American Bar Association to observe:

'Baldly stated, if we, today, turned loose all of the inmates of our prisons without regard to the length of their sentences, and, with some exceptions, without regard to their previous offences, we might reduce the recidivism rate over what it would be if we kept each prisoner

incarcerated until his sentence expired.'

Myth about violent offenders

"The myth abounds that our prisons are rife with violence and dangerous offenders. This is grossly inaccurate... approximately 40 per cent of our total prison population (about 9,320 inmates) are serving sentences for non-violent crimes; 2,491 offenders or about 40 per cent are serving sentences for crimes against property and violations under The Narcotics Control Act...

"Although we should reserve custodial penalties only for the very dangerous offenders, there are some positive steps which can be taken to reduce crime among ex-offenders. A Canadian study shows reconviction rates are higher among unemployed as opposed to employed offenders released on parole.

Since unemployment or under employment is a contributing factor in recidivism, society should examine the role it can play in providing employment for ex-inmates and training opportunities for inmates."

JAYCEES — Helping Inmates "You have to be better to be equal"

By **Jack Stewart**, Regional Manager, Communications, Pacific

PACIFIC — Drastic lifestyle changes can be pretty unsettling, especially when they come in bunches.

Imagine being told on a Monday morning that: you won't be able to return to your old job. You'll be given a new one, but it won't pay very much.

You'll be moving from your home to an eight-by-ten foot "apartment" in a new community. Your family can't come with you, but they can visit twice a week. You'll live a rather monastic existence for the next few years. "Wine, women and song" will not totally be discouraged, singing will be allowed.

Such is the reality facing newly-convicted offenders entering our prison system. Restrictive though this new environment may be, a number of inmates have proven that an individual can grow and develop, even in a prison setting.

Rudy Reimer, Social and Cultural Development Officer at Matsqui Institution, advises inmates during their induction period that if they really want to get involved in projects and do some constructive work, membership in the Institution's Borderview Jaycees might be the answer.

Much more than a social group,



The Borderview Jaycees Executive from left to right: **Rudy Reimer** (he's an honorary member!); **Robert Milne**, **Robbie Robinson**, **Earl Noble**, **Bob Schofield**, **Brian Boyko**, **Myles Sartor** and **Doug MacMorland**.

Jaycees train young men for leadership and give interested inmates a unique opportunity to serve two communities, the one within the institution and the one just beyond reach outside.

Through hard work and perseverance, the Borderview Jaycees have shown their leadership capabilities in many ways. Members are not only active Jaycees, but also take a keen interest in the activities of other institutional groups and have served regularly on the Matsqui Inmate Committee.

Continued on page 4.

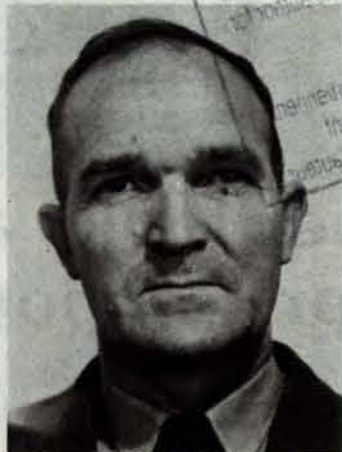
- The Borderview Jaycees are the first penal unit in Canada Jaycees history to maintain full charter status for more than five years. Borderview is now six years old.
- The Borderview Jaycees were instrumental in setting up a Jaycee unit in Mission Institution.
- Nov. 17 a Jaycee unit was formed at William Head Institution — as a result of Borderview's efforts.

Newsmakers in the Regions and NHQ

Atlantic: by Jeannie See



Alfred Lynch



Roy Nelson

• A retirement party was held on Oct. 13, at the Dorchester Legion Hall in honour of **Alfred Lynch** and **Roy M. Nelson**. Sponsored and attended by the Industrial Division, the group included wives and other invited guests. The guests' loot included a purse of money from their workmates, a cheque from the union, and a plaque from management in recognition of their faithful, long service. A good time was had by all!

• **Gerry Greene**, Assistant Warden at Dorchester, is the proud father of an eight-pound baby girl. Gerry's observation on the subject was that he will need the help of Loto Canada to finance the expedition.

• On Nov. 10, **Sylvia Boyd** was almost a participant in the Stacey's Jamboree, an unruly weekly TV program from Bangor, Maine. She is subject to recall and stardom at any time. Her sister, **Lilly Graves**, made the big time dancing a polka with a partner who was doing the Missouri Waltz.

• **Harvey Chapman** is back at work at the Dorchester vocational plumbing shop. He had been sick following an injury on duty related to a hostage-taking incident in April. Everybody is glad to see him back on the job and we all wish him well.

• **John Gothreau**, Offices Service Manager, Dorchester, has been recognized over a protracted period of time as a leader in the world of unduly influencing women to his system of thinking. Accordingly, his new part-time business undertaking, raising rabbits, should be an overwhelming success. He is also a veterinarian without portfolio.

• **Vi Green**, a clerk in the administration at Dorchester, will have a baby around Christmas. A baby shower was given on Nov. 9 by the girls in the administration building. It will be her first baby after ten years of steady trying. She is so enthused however that she is ready for ten more years of steady trying if necessary.

• Dorchester hospital staff have received their new uniforms and they look great. The tailor shop can take the bouquets for this, especially Master Tailor **Henry Kneirim** and **Ruby Wilson**, who is, we believe, Canada's only instructress in a maximum security institution.

HAPPY NEW YEAR
to all staff in
Atlantic Region —
and all other regions, too!

Counselling program helps juveniles

PACIFIC — An RCMP funded counselling program in Langley, B.C., designed to prevent delinquency by problem juveniles, has achieved a success rate of between 65% to 85%.

The program has been operating for two and a half years, and is aimed mainly at young people 13 years and under, particularly first offenders. The average age is between eight and 13. However juveniles up to 16 years may also participate.

The program attempts to involve the parents as family-related matters are often causal factors in delinquent behavior. If a juvenile is caught for petty shoplifting, the matter will be directed to the counselling program, either through the stores or the police. A registered letter is then sent to the parents, and a meeting is set up between the parents, the juvenile and the counsellor.

According to **Jim Smith**,

Director of the Program, in 80% of the cases, family problems and marital difficulties are the underlying causes of depression in juveniles, resulting in criminal activity. The counsellors try to help the parents to adjust and change their behavior in order to better understand their children and the problems they are experiencing.

If 566 cases, from March 1977 to August 1979, there were only 18 repeated offences. The high success rate can be attributed to the readily available services offered by the program. The counsellors' flexible schedules allow them to visit with families often within the hour. There is also a marital counsellor and a child psychiatrist who consult with the counsellors and families on a weekly basis.

A program patterned after the Langley service began in Richmond, in July 1979, and two more similar programs will soon be starting in Burnaby and Kelowna, B.C.

Ottawa:

Larry Elman,
Communications, NHQ

FACELIFT FOR STAFF RELATIONS

• Further changes are developing in the Staff Relations Division. **Mike Lamonte** has arrived as a Staff Relations Officer to fill the void created by the departure of **Gray Gillespie**. Gray, in Staff Relations since May, 1975 is going to The Department of Consumer and Corporate Affairs via a lateral transfer. Mike Lamonte should prove to be a very capable replacement. With CSC for 13 years, Mike first spent seven years as a personnel administrator. During 1975 and 1976, he helped to open Regional Headquarters in Saskatoon. From September, 1978, Mike was the Acting Chief of Staffing Policy and Procedure. As a Staff Relations Officer, he will advise line managers on all aspects of collective bargaining and the interpretation and application of various contracts. We wish him luck in his new and challenging endeavors!

• Nov. 9-10, the American Medical Association held its Third National Conference in Chicago on "Medical Care and Health Services in Correctional Institutions." CSC was very well represented by **Marjorie Carroll**, Director, Nursing Operations, and **Phyllis Peters**, Prairie Regional Nursing Officer. The conference covered a wide gamut of topics with special emphasis on the development of new approaches to correctional medicine and new techniques for implementing standards for health care.

Ontario: Dennis Curtis Regional Manager, Communications



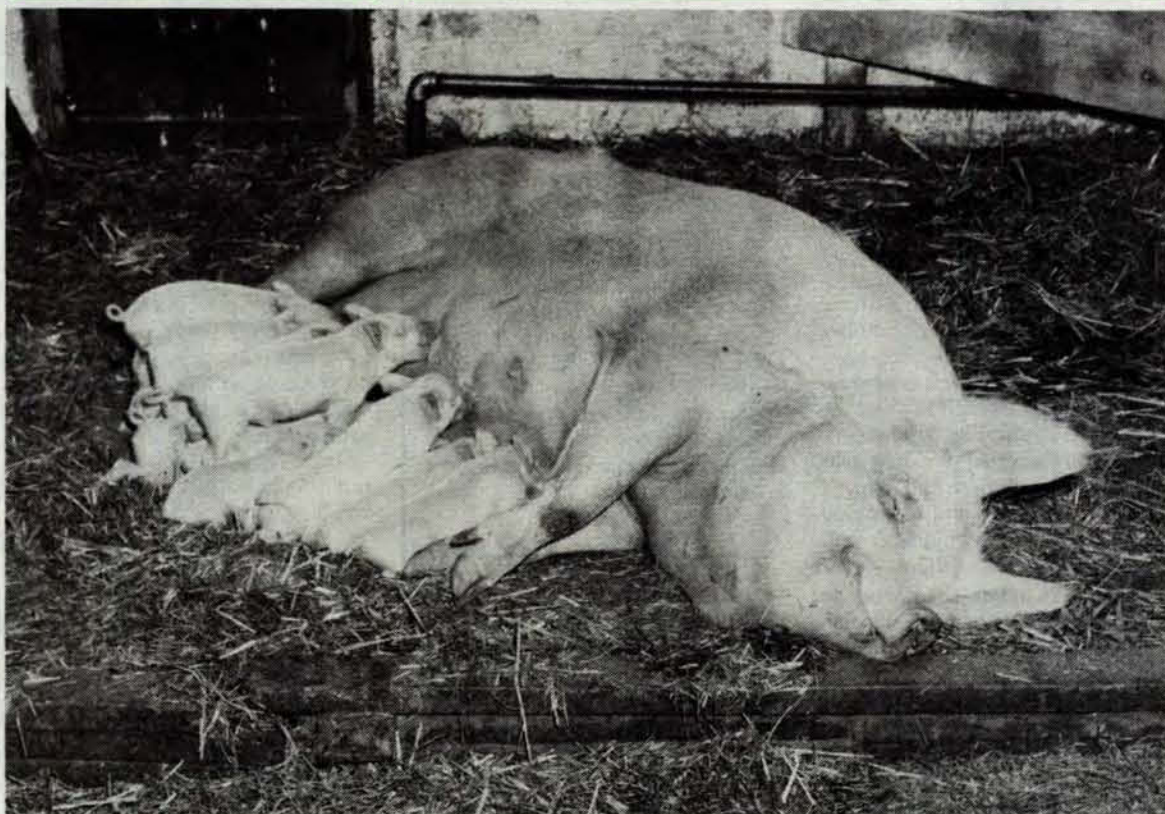
YOU'VE GOTTA HAVE HART

• No — we didn't spell it wrong, we're talking about **Jeannie Hart** who retired in October after 17½ years service at the Prison for Women. Jeannie who has a lovely soft Scottish accent also speaks fluent French. She came to Canada in 1954 and worked at the Kingston Psychiatric Hospital for eight years before joining the Service.

• A party was held in her honor Nov. 15 at the Army, Navy & Air Force Club in Kingston with Regional Chief of Food Services, **Cliff Farmer**, acting as M.C., and many friends in attendance. Two of Jeannie's three daughters were there, including one who came all the way from Toronto and had to return on the 3:00 A.M. bus. Jeannie was presented

with many gifts including a permanently assigned key number 007. She will be retiring to her winterized home on Silver Lake just north of Kingston.

• On Nov. 15 a crisis management exercise was held at Fort Henry in Kingston. The fort is one of the major tourist attractions in Southeastern Ontario but it was turned into a prison for that day, complete with a simulated riot and hostage taking. The Commissioner was in attendance and was presented with a cap and plaque, making him an honorary member of the Emergency Response Team. This was in recognition of his enthusiasm and support for the Emergency Response Teams.



AGRIBUSINESS IS HER BUSINESS!

It's clear there's been a lot of cooperation in the field following Agribusiness Division's announcement that it was expanding its operations (*Let's Talk* Sept. 30). The job satisfaction seen on the face of the hard working employee (above) is eloquent testimony as to how seriously the call for increased production has been taken. Not wishing to hog the limelight, the above worker declined to make a fuller statement on production problems and goals!

Because of overtime difficulties, Springhill Living Unit No. 10 says it's Fighting for its Life

By: Springhill Unit No. 10 Discussion Committee*

ATLANTIC — Springhill Medium Security Institution Living Unit No. 10 is ten years old — but this year may be its last because of overtime problems which threaten its open-door policy.

For 9½ years, until last July, cell doors were unlocked 24 hours a day. But now because of over-spending on the overtime budget, there have been periods of several months when lockups are required between 2300 hours and 0600 hours to eliminate the expense of the second manshift needed to keep the doors open.

No. 10 was told these measures would only prevail when overtime costs had to be brought into line. Now the doors are closed again — for the third month this year.

We are told the present over-night lockup won't destroy the community. But the feeling of freedom and self-determination is an integral part of our community life. Our biggest fear is that the nightly lockup will eventually become permanent and that it will be the beginning of the end of Living Unit No. 10.

No. 10 is a therapeutic community which means it's run by group sanctions. The only one of its kind in the North American correctional system, No. 10 was set up in 1969 by Ben Hamilton, Warden at Springhill at the time, according to the therapeutic principles of Dr. Maxwell Jones, an English psychiatrist. It still operates under the supervision of Dr. Edward Ryan, a consulting psychiatrist, who regu-

larly attends weekly meetings with the staff of No. 10.

CSC spends many thousands of dollars on trade and educational programs for inmates but is not getting the most out of a very important educational program going on right at Springhill — the social training which is part and parcel of the therapeutic community.

In January 1978 Dr. Jean Garneau, then Director, Living Units and Human Relations, visited us to evaluate our progress. We quote from his report:

- There are many fewer disciplinary offences and less dissociation than in other units.
- Inmates who are behavior problems in other units adjust well in the unit.
- There is a closer relationship between staff and inmates. Inmates can walk into the LU's office any time and get attention.

"Living Unit 10 works," says Paul Crosby, Acting Chaplain General, who has made frequent visits to the unit and observed its progress over the years. "It gives inmates a real chance to develop responsibility and initiative. I am very much in favor of it."

Gerry Cyr, Psychologist at Springhill, feels the unit has proven itself a success. "Its two most important concepts are shared leadership and decision-making. Face-to-face confrontation of the kind that takes place at the meetings teaches social

constraint as nothing else does.

"The possibility of getting into No. 10 acts as a real incentive to all of the inmates in the institution and may be one of the reasons why Springhill has experienced fewer inmate problems over the years than some similar institutions." — Jim Davidson, Assistant Warden, Socialization, Springhill.

Willie Gibbs, Warden, Springhill, says he also considers No. 10 a success and would like to see it continue.

What happened to the police officer?

Another interesting point is the case of the police officer who was admitted to No. 10 unit. Usually police officers must be segregated for their own safety but the officer was accepted and no special precautions were necessary.

One of the outstanding characteristics of No. 10 inmates is our ability to communicate. Three unit meetings are held each week for our 70-odd members. The chairman and secretary are elected and change every two weeks so that ideally



everyone gets a whack at leadership.

We discuss the things which affect our community life. We learn to assess a problem, form an opinion, and communicate that opinion to others — without hostility and belligerence. These are priceless abilities on the street.

No "Rats"

Because of the open communication developed in our unit, relations between an inmate and his caseworker are much easier. An inmate is not seen as a "rat" if he has frequent discussions with staff.

Those of us who have been here longer have developed friendships with staff which are eye-openers for newly-arrived inmates.

Dr. Garneau's Report of 1978 states that this unit meets more of the objectives of the living unit philosophy than do the other units. "To abandon it would mean doing away with the unit which at present meets our objectives . . . The open-door policy appears to be crucial and closing the cells represents a serious blow . . ."

*No. 10's Discussion Committee consists of eight inmates who are elected by the unit and share in decision-making inside No. 10.

MISSION'S MOST FAMOUS CITIZEN

By Larry Elman, Communications, NHQ

PACIFIC — Staff with long memories won't have any trouble remembering Mart Kenney and his Western Gentlemen. They were the "Big Band sound" in Canada throughout the forties and early fifties, much loved by dancers and listeners alike. Mart is still active musically, playing at major conventions and travelling to "gigs."

Music, however, isn't Mart's only interest. Corrections, the handicapped, people who need help, and the town of Mission, B.C. are also high on his list of priorities.

About 12 years ago, Mart retired to the west coast and chose Mission, B.C. as the ideal spot for a quiet, simple life. But retirement is not part of Mart's vocabulary. He soon became involved in one of the first industrial development projects in the area and recognized that government facilities could operate as a secondary source of industry. It would bring in people — and capital. And so Mart embarked on a tireless effort to lobby for the construction of Mission Medium Security Institution. In 1977, it opened and he could take personal pride in the event.

Mart has also been active on the Citizens' Advisory Committee at Ferndale Institution. Always involved with people and the surrounding community, it was logical Mart would transfer this interest to Corrections when the opportunity presented itself.

Mart now serves as a member of the CAC at Mission Institution. He is also active as a Regional Community Board member for the National Parole Board.

As a member of the Board of Di-



Mart Kenney

rectors, B.C. Lions Society for Crippled Children, Mart contributes much of his time and energy to helping the handicapped. According to his good friend and long-time associate, Norm Baker, Director, Forestry Camp Program, Ferndale Institution, "a large part of Mart's life (close to 40 years) has been devoted to helping handicapped children. At one time he was to disadvantaged kids what Bob Hope was to American servicemen. He has probably had his hand in raising over a million dollars for handicapped kids."

Mart's pet project at the moment combines his love of working with the disabled with his involvement in The Correctional Service of

Canada. He is presently involved in pushing for the production of mechanical aids for the handicapped, such as wheelchairs, to be made at CSC Industries.

They say that behind every great man, there's a woman, so it would be remiss not to mention Norma Kenney, Mart's wife. No less active than Mart, Norma is currently promoting the construction of an arthritis treatment clinic in Mission. Last year her organizing ability raised over \$7,500 for the Canadian Arthritis Society.

The District of Mission, in its appreciation of this dynamic husband-and-wife team, awarded them its highest distinction in 1977, that of

ONTARIO — Construction of Collins Bay Institution's \$22-million Health Centre, whose future had been uncertain, will definitely proceed, Hon. Flora MacDonald, Minister for External Affairs, and MP for Kingston and the Islands, said Nov. 28.

Design work will resume for the 186-bed Health and Psychiatric Centre. It will be located on the grounds of Collins Bay Institution and will service institutions in Ontario and the Atlantic provinces according to Minister of Public Works Erik Nielsen.

Under the previous Liberal government, Treasury Board had approved funds for the medical centre in 1978.

Although construction was scheduled to begin this fall, the recently elected Progressive Conservative government put a freeze

Freeman Status. This marked the first time in the history of British Columbia the honor had gone out to a man and woman jointly.

This same year saw Mart awarded the Queen's Silver Jubilee Medal which commemorates the 25th anniversary of Her Majesty's reign. The medal was awarded as an "expression of appreciation for worthy and devoted services rendered by the recipients in their various walks of life and of the esteem in which they are held by their associates."

Mart Kenney is one fantastic citizen. We are very proud of his involvement with CSC. Many thanks, Mart.

Collins Bay Health Centre Gets Go-ahead

on all prison construction projects in order to evaluate them.

This move left some CSC staff and Kingston Township Reeve Peter Beeman wondering whether the project had been shelved. Reeve Beeman was delighted at the news saying "it would create a number of jobs for local people."

The Centre will provide psychiatric, medical and surgical services to inmates and will function as a fully accredited hospital with a maximum-security rating, Nielsen said.

Finished by 1983

Construction will begin in about six months, after the final design work is finished. It's expected to be completed by 1983.

Art Truno, Regional Director General (Ontario), said, "we're very happy about this."

LET'S TALK

Let's Talk is a tabloid for staff of the Correctional Service of Canada, published twice a month by the Communications Branch, 340 Laurier Avenue West, Ottawa, Ontario, K1A 0P9, Tel: 995-3031. We welcome your contributions, letters and articles. Send them to your Regional Manager, Communications and in Ottawa to the editors:

Helen Gooderham
Gaston Pelletier

"My dad is in prison!"

QUEBEC — "The children had the time of their life", said **Bernard Lebel**, Assistant Director, Socialization at the Federal Training Centre, Laval. He was talking about the party his Institution organized Nov. 4 for the International Year of the Child.

The party was planned by the Inmate Committee with liaison from Lebel and members of Social Development — **François Lagarde**, Section Head; and **Laurent Loranger** and **Michel Paradis**, Socio-cultural Animators. The idea originated with two outside persons, **Michelle Robert** and **Carmen Bélair**, both of Radio-Québec. The Youth Protection Committee, an agency of the Provincial Department of Justice donated \$1,200 to the organizers.

"My dad is in prison" was the poignant theme chosen for the party which started early at 10 a.m. and ended at 4 p.m. It included 19 inmates and their wives as well as 31 children aged 4 to 12 years. Dressed in Halloween costumes, the kids had a noisy, happy day. Three animators from outside, disguised as clowns, made sure there was never a quiet moment.

For lunch, two menus: McDonald's gave a free lunch to the children while Scott's Chicken Villa gave a slight reduction on their adult meal. The Bay, Dominion and Direct Film also participated through gifts to the party.

The International Year of the Child is now at an end. Two Institutions in Quebec, Ste-Anne-des-Plaines and the Federal Training Centre gave parties to those who will soon be the adults of tomorrow. In both cases, it meant many happy hours for both children and inmates.



A rare and happy moment for an inmate and his family.



Bernard Lebel, Assistant Director, Socialization, FTC, Laval and **Michelle Robert** of Radio-Québec.

HAVE YOU SEEN?

Here is the list of amendments to Directives published during the period of October 29, 1979 to November 26, 1979:

Series	Amendment Number	Identification of Directive
100	21	CD 101 — Acting Commissioner
1500	2	DI 1500 — Inmate Grievances
Security Manual	46	DI 714 — Use of Force

If additional information is required, please do not hesitate to contact us at (613) 995-6542.

JAYCEES

(continued from page 1)

With achievement comes reward. This past September the Borderview Jaycees reached the top. They were named the number one Jaycee unit in all of Canada. **Robbie Robinson**, founding father of the Borderview Jaycees, and a member for all six years of its existence at Matsqui, has been awarded the organization's highest individual honour, that of senatorship.

And how do the Jaycees members spend their time when they are granted temporary absences to "escape," however briefly, from Matsqui Institution?

Some are involved in community activities, like raising money for charity at the annual Borderview-sponsored World Championship Tricycle Race. One member travelled to Toronto in 1977 to compete in the Jaycees National Public Speaking Competition. He had excess baggage coming back — the trophy for first prize. Some members have even requested temporary absences to visit another prison. On a selected basis, Borderview Jaycees members have thus been able to meet and share ideas with Mission Institution's Mountainview Jaycees chapter.

Inmates have long suffered from a poor public image. Like other minorities striving to find a place in our competitive society, they often have to be "better" to be treated as "equal." Matsqui's Borderview Jaycees are more than meeting the challenge.

briefly

CSC TO THE RESCUE — An unsuccessful purse snatcher in Winnipeg no doubt wishes Correctional Service staff on the Prairies didn't have such swift reaction time. **Al Roth**, Assistant Warden, Industries, Edmonton Institution, and **Dr. Ben Van Den Assem**, Regional Manager, Inmate Employment on the Prairies, were in Winnipeg on business early in November and were returning from lunch when they heard cries for help. A 73-year old woman waiting at a bus stop had been knocked down and had her purse snatched. Our trusty CSC officials gave chase, apprehended the man and turned him over to Winnipeg City Police. Who said chivalry is dead?

POSTSCRIPT ON THE "BIRD MAN" — **Frank Schlosser**, the "Bird Man of William Head" who died recently, two days after being paroled, had spent most of his life in prison and was well known for his love of local birds which he used to feed. When no one claimed his body William Head inmates decided to build a cairn and raise money for a plaque in Frank's memory. It is hoped he will be buried near his beloved golf course. Legal aspects are being looked into.

DR. CHUNI ROY HONORED — **Dr. Roy**, Medical Director, Regional Psychiatric Centre, Abbotsford, B.C., has been elected Corresponding Member of the Australian Academy of Forensic Sciences. "This is not a personal recognition of myself," said Dr. Roy. "I see it as a testimonial to the joint efforts of NHQ, RHQ and the hospital staff." Congratulations, then, to all concerned!

"JAILBIRD" ESCAPES WITH KEY — One of two pet crows at Mission Medium Security Institution, B.C., has been identified as the culprit who stole the key to the Institution's weight-training room. The crow evaded all attempts by inmates and staff to retrieve the key... Warden **John Stonoski** is threatening to add blackbird pie to the menu.

ANOTHER PRISONER EXCHANGE — Fifteen U.S. citizens and 10 Canadians returned to their home countries November 7 when an exchange of prisoners took place at Chicago and McNeil Island. Canada provided escorts and buses. The next transfer under the Canada-U.S. Exchange Agreement is scheduled for February. Mexico also has a prisoner exchange agreement with Canada. Two Canadians have been cleared for transfer back to Canada, and possibly a third, if documentation is completed in time for the exchange later this month. This completes the number of eligible Canadians who want to return to Canada. At the present time we have no Mexican citizens in our institutions.

M2W2 RESTORES INMATE'S FAITH IN PEOPLE — The Man to Man, Woman to Woman organization (M2W2) held a banquet in Abbotsford, B.C., recently, attended by 500 people including a parolee from Mission Institution. The inmate said that as a result of the M2 experience he had lost his cynicism and rebellion and had regained his faith in people. M2W2, which receives funding from the federal government, is an organization of volunteers who offer to befriend "someone in need." It's up to the inmate to seek out an M2 sponsor; then the matching process begins. M2W2 volunteers go into institutions to visit inmates, as friends, with no strings attached. If the inmates are eligible for day parole they can go to ball games and various social activities with their M2 volunteers.



BARBADOS AND TANZANIA INTERESTED IN PAROLE, CANADIAN STYLE — Chief Justice **Sir William Douglas**, Barbados, and **Mr. Justice Lameck Mfalila**, Tanzania, accompanied by **Marge Benson**, Parole Board member, visited Joyceville Institution Nov. 21. They attended two parole hearings to get an idea of how our parole system operates as compared to their own. Then they toured the institution and were very impressed with the Canadian system. They showed particular interest in the set-up of the training programs and workshops. Afterwards, RHQ hosted a luncheon at the Staff College to which local judiciary and members of the legal profession were invited. In the afternoon, the guests toured the Staff College and Portsmouth Centre.

INMATE EARNS DEGREE — The sixth Annual University of Manitoba Stony Mountain Academic Program Presentation and Conversation was held recently in the Institution. Thirty-two students were honoured including one who received his B.A. This is the third degree to be earned by a Stony Mountain inmate. Approximately 50 inmates are presently enrolled in various liberal arts courses at the University of Manitoba. The classes began in 1972, and have increased in size and popularity year by year. It is hoped that a Word Processing Course will be starting soon. A word processor is expected to be donated to the University by I.B.M. According to **Dave Bueckert**, Supervisor of Education, the course will be a great asset to the inmates as this type of work is very much in demand.

