



Public Safety
Canada

Sécurité publique
Canada

ARCHIVED - Archiving Content

Archived Content

Information identified as archived is provided for reference, research or recordkeeping purposes. It is not subject to the Government of Canada Web Standards and has not been altered or updated since it was archived. Please contact us to request a format other than those available.

ARCHIVÉE - Contenu archivé

Contenu archivé

L'information dont il est indiqué qu'elle est archivée est fournie à des fins de référence, de recherche ou de tenue de documents. Elle n'est pas assujettie aux normes Web du gouvernement du Canada et elle n'a pas été modifiée ou mise à jour depuis son archivage. Pour obtenir cette information dans un autre format, veuillez communiquer avec nous.

This document is archival in nature and is intended for those who wish to consult archival documents made available from the collection of Public Safety Canada.

Some of these documents are available in only one official language. Translation, to be provided by Public Safety Canada, is available upon request.

Le présent document a une valeur archivistique et fait partie des documents d'archives rendus disponibles par Sécurité publique Canada à ceux qui souhaitent consulter ces documents issus de sa collection.

Certains de ces documents ne sont disponibles que dans une langue officielle. Sécurité publique Canada fournira une traduction sur demande.

Let's Talk

X Volume 20 No. 1



March 1995

New Format for Let's Talk

We've Changed!

You've likely noticed these last two issues of *Let's Talk* have a new format—due to the comments from last year's reader survey and focus groups. Stories are shorter and more readable. Instead of a lot of detail, a contact name is provided for anyone who wants more information. A new section also devotes a page to each region. Now everyone will know what's going on "Across Canada."

A lot of people said they'd like to see more stories written by staff. Of course, that means you have to submit them. Please send in articles about things going on in your workplace.

As well, there will be four issues a year instead of six—in March, June, September and December.

The new format will save more than \$150,000 each year.

But, of course, changes like this take some getting used to.

Another survey will be distributed through E-mail in the near future. Thank you in advance for taking a few minutes to fill it out. Your comments on the new format will continue to shape *Let's Talk*.

Continued on page 11

Commissioner's Column

Prison for Women Video - page 2

Pittsburgh Farm

Guide to Successful re-engineering

Be more efficient and save money—the words echo everywhere. It's not an easy task, but Pittsburgh Institution Farm, a CORCAN operation, is succeeding.

The farm was targeted as a pilot project for re-engineering. It, and eventually all CORCAN operations, must commit not only to the integration of correctional values and efficient production of quality products but also to a new emphasis on profitability.

The task of redefining the role of agriculture in the Central area went to the Operations Manager, Randy Grooms. He strongly supports new initiatives and diversification into non-agricultural areas.

For successful re-engineering, Myles McCabe, Acting Farm Manager, says it is necessary to be less attached to how things are and more willing to see how change can be positive. And while they're changing to improve efficiency and reduce costs, Myles believes the farm can continue to play a useful role in an inmate's correctional plan.

Continued on page 8

CSC Introduces Multiculturalism Award

CSC is introducing a new Multiculturalism Award. It will recognize efforts by employees or others associated with the Service to improve cross-cultural understanding and contribute to the elimination of racial discrimination within the Service.

The award will be presented every year on March 21, the International Day for the Elimination of Racial Discrimination. The date marks the anniversary of a peaceful demonstration against apartheid in

Shaperville, South Africa, in 1960, which ended with many deaths and injuries.

For more information, please contact Marcel Kabundi at (613) 996-9744. ■

Inside This Issue

- 2 Commissioner's Column
- 3 Across Canada
- 7 Retirements
- 7 Mission review
- 8 Greening CSC
- 8 All-Staff Survey
- 9 Offender Intake Assessment
- 10 Interjurisdictional Recruitment
- 10 UPDATE-Drug Strategy
- 11 Concerns on Inmate Suicide
- 12 DNA Typing



Correctional Service
Canada

Canada

Commissioner's Column

Prison for Women Video

As I write this column, on February 22, there is only one topic on my mind: the CBC's Fifth Estate program of February 21, 1995 which featured excerpts from a video of Emergency Response Team (ERT) members at the Prison for Women.

I think many of you will agree that the reputation of the Correctional Service suffered a major setback when Canadians, in all walks of life, watched images of male emergency response team members assisting in the stripping of female inmates at the Prison for Women. What was shown on television has generated divisions within the Service itself, with some long-serving officers, from various regions, shocked at what they saw.

I can see so easily how, in a situation of staff exhaustion, justifiable fears for personal safety, and utter frustration at the continued violence and disruptiveness of segregation inmates, a decision was made after a number of days to call in the ERT to subdue the inmates, enable them to be stripped, and return them to cells emptied of weapons or the means to make them.

I can see so easily how the well-trained ERT from Kingston Penitentiary would professionally carry out its instructions, despite its traditional reluctance to become involved in Prison for Women incidents. Apparently, even the local president of the Elizabeth Fry Society, after seeing the video, is reported to have acknowledged that the ERT acted professionally (while she deplored that it happened).

I can see so easily now, that I underestimated the significance of the episode when I decided that an investigation team with no external member would be sufficient. Most nationally convened investigations are into incidents involving death in the community or within institutions, or escapes from medium and maximum security institutions; no-one at the Prison for Women was physically injured during the ERT interventions. I did not foresee the ramifications that would arise.

I can see so easily how an investigation team, made up of well-qualified correctional professionals, could conclude that

the actions taken by the ERT were in accordance with accepted policies and practices.

Yet the images we saw on television, or on the video, were so disturbing. We, and so many others, will recall them for a long time—and few of us will feel comfortable with these memories.

I recommended to the Solicitor General convening an independent inquiry—and he

concurred. I hope it does its work well but, above all, speedily. The Prison for Women, in the last year of its existence, does not need any more tension than this closing period will, in any case, generate.

For us more generally, let us work hard to restore our reputation with our external partners and heal the divisions within. Some of our critics will try to draw all kinds of generalizations from the Prison for Women episode. Let us keep in mind that it is a very sad, but very unique event. There has not been anything like it before and we should strive not to have something comparable to this again.

And we should not be spooked from our sound practice of videotaping ERT interventions.

**... let us work hard
to restore our
reputation with our
external partners
and heal the
divisions within.**

**What was shown
on television has
generated
divisions within
the Service...**



John Edwards

ACROSS CANADA



OBITUARY – One of our colleagues, Arlie Bender, passed away at his home on November 27, 1994, from cancer. He was 62.

Arlie will be remembered with fondness by all of his friends and colleagues as a good-natured, conscientious senior manager whose career in federal corrections spanned three decades.

Arlie was the driving force in developing the new design concept for housing units which was subsequently duplicated in most minimum security institutions across Canada.

Arlie is survived by his wife, Barbara, two sons and two daughters. One of his daughters, Stephanie, is a Case Management Assistant at the Victoria Parole Office. ■

VICTORIA – William Head Institution Chaplains, Marvin Goertz and Judi Morin, have launched a Community Chaplaincy project in Victoria. Its goal is to help offenders successfully re-integrate into the community.

The Chaplaincy is established as a non-profit organization and has the support of civic officials and local police. As well, the Chamber of Commerce has stated it will promote the hiring of offenders with local businesses.

The Tree of Life Foundation, a continent-wide group of business people committed to aiding local community projects, agreed to provide an annual operational grant and to buy and maintain a building for the project. The building will be shared with the Upper Room Society, an organization which provides food, clothing and temporary shelter for street people.

Together, the groups will make better use of the building and offer a more complete service to the community.

For more information, please contact Rev. Dave Hilderman at (604) 854-2565. ■



BOWDEN – A joint venture between Bowden Institution and the Native Counselling Services of Alberta is providing a more personal link between Inuit inmates and their families.

Bowden presently houses 28 Inuit offenders, most of whom are from the Eastern Arctic. Since Bowden is located 2000 miles from the closest Arctic community, visits with family and friends are virtually impossible.

It was decided that video taping the inmates and sending the videos back home would be the best way to improve the situation. Terry Kostiuk, Native Liaison Officer at Bowden, taped the messages which were broadcast by CBC North Iqaluit.

As a result, the 28 offenders were able to brighten Christmas for their families.

This is the second year that the videos have been sent up North. Attempts are now underway to expand the broadcasts to four times per year. ■

EDMONTON – Community involvement in the development of Edmonton's Federally Sentenced Women's facility is an enormous benefit. The Citizens' Advisory Committee and other groups continue to be actively involved in the facility, scheduled to open this fall.

Members of an aboriginal advisory committee helped site a sweat lodge and design spiritual/program space for aboriginal offenders. Committee members will also have input into the development and implementation of aboriginal programming.

The Alberta Alcohol and Drug Abuse Council is developing the basic training program for substance abuse which will be used by all Federally Sentenced Women's facilities.

As well, local Edmontonians have been involved in major developments including a national program model and a woman-centered assessment tool currently being piloted. They also participated in national meetings, contributed to requests for proposals and have assisted with the efforts to move the federally sentenced women from Kingston to the Prairie region.

For more information, please contact Jan Fox, Warden, at (403) 495-3656. ■

AWARD – The Prairie region recently received a Public Service Commission award in recognition of its staffing of the new Healing Lodge in Maple Creek, Saskatchewan.

The Commission presents this award annually to a department which has demonstrated a commitment to the recruitment of employment equity groups.

Out of 135 applications, 38 recruits—all aboriginal—went into training for the 26 positions. Applicants were evaluated not only on their aptitude and special skills but also on their knowledge of native heritage and spirituality.

For more information, please contact Jim Richards at (306) 975-4878. ■

STONY MOUNTAIN –

Combined efforts between institution staff, the inmate hobby club, the Pegasus Lifers Group and the Inmate Welfare Committee recently resulted in a bulk donation of \$4,000 in support of the Winnipeg Children's Hospital.

Over the past two years, the hobby club has been actively involved in the repair of used and returned toys supplied by a large local department store. Once the toys are repaired, they are turned over to the Children's Hospital for distribution to needy children in the community.

The Pegasus Lifers Group and the Inmate Welfare Committee also raised money through a social, an auction and a marathon.

With an ongoing project of collecting and crushing pop cans for recycling, Stony Mountain is continuing to raise money for this worthy cause. ■



LONDON – CSC staff and police in the London area are working together to make crime solving more efficient—and developing a better relationship at the same time.

Staff from the Western Ontario District Office now attend a crime conference the London area police departments and O.P.P. hold each month. The police review every crime under investigation to see if any patterns emerge.

CSC staff provide valuable help for the police. As the police discuss each crime, they check a log containing information about every offender on release in the community. This will either eliminate a possible suspect or identify a potential for follow-up. Dan MacDonald, Area Director, London Parole, says this hasn't led to many charges but it has helped save the police a lot of time.

Better communication has also made the police more aware of offenders who are potentially a higher risk and can therefore move on infractions of release conditions faster.

For more information, please contact Dan MacDonald at (519) 645-4253. ■

FRONTENAC – On December 21st, Unit 8 of the Frontenac Institution Phoenix Living Unit served Christmas luncheon for their Liaison Officer, Christine

Grant—a “wonderful” turkey dinner with all the trimmings.

The entire lunch—the planning, the shopping, the cooking and the cleaning—was done voluntarily by the seven residents. The costs came out of their allotted weekly budget. Christine says the unit has become very skillful at preparing nutritional, delicious meals on a limited budget. (The per diem rate is only \$4.85 per person)

Just another example of some of the valuable skills that offenders learn in this type of accommodation to better prepare them for life on the outside. ■



MONTÉE ST-FRANÇOIS – As part of a special project initiated by the Laval Office and Montée St-François Institution, five inmates helped distribute Christmas hampers with Mission Bon Accueil last December. The Mission is a community organization that helps disadvantaged families and homeless people in Montreal's St-Henri neighbourhood.

The inmates made a remarkable contribution. Last year, 1,400 hampers were distributed; this year, more than 2,350 were. With co-operation between CSC's various operational units, community organizations and volunteers, potential exists for some very interesting projects. ■

LAURENTIDES – On December 13, 1994, more than 75 community representatives from the St-Jérôme area attended an open house held by the Laurentides Parole Office to celebrate its 25th anniversary.

Proud of the role they play and of their accomplishments, the whole Laurentides Office team worked very hard to make the day a success.

Supervision of the parolees living in the Laurentides area would not be possible without the co-operation of the organizations and people in the community. Business people, politicians, police officers and members of community and government organizations participated in the open house, which involved visiting the offices, kiosks and a workshop aimed at increasing awareness.

The day was a great success: it has no doubt helped eliminate some misconceptions about the various forms of release and given people a better understanding of CSC's mission. ■

JOLIETTE – December 19, 1994, was an important date for the team working on the Joliette Federally Sentenced Women's Facility: the construction contract for the first phase of the work—the infrastructure—was awarded. This will be followed by the construction of the main buildings and finally housing units for 76 inmates.

The transitional phase aimed at making the many services known to the inmates is already under way.

The Joliette team emphasizes open communication with the public, inmates, CSC colleagues and community organizations.

They already have a large community network and the community's commitment, which began at the public meetings regarding the application for a zoning change, is constantly increasing.

Facility director Marie-Andrée Cyrenne and her team are already in contact with several renowned organizations, such as the Elizabeth Fry Society. And the team is working with the St-Jérôme CEGEP to develop made-to-measure training for the staff members.

The Joliette team periodically publishes a communication bulletin reporting the progress made in the construction and on the programs developed to meet the women's specific needs.

For more information, please contact Marie-Andrée Cyrenne at (514) 967-3315. ■

DRUMMOND – Drummond Institution celebrated its 10th anniversary with a program on December 2, 1994. Everyone present received a commemorative pin and an awards ceremony was held.

Laurent Lebeau and Jacques Viola were awarded a distinguished service medal, a medal commemorating the 125th anniversary of Confederation was presented to Claude Bizier, Lucille Lamothe, Daniel Lapierre and Reynald Leblanc, and Rita Bernier and Jean-Claude Delorme received a Deputy Commissioner's certificate of appreciation. A plaque for long service (25 years) in the Public Service of Canada was presented to Bruno Tremblay, and Mario Gaudet's exemplary efforts as a volunteer in the community were recognized. ■



WESTMORLAND - Westmorland Institution and the Moncton Area Parole Office have joined forces to increase the number of trained volunteers helping offenders during that critical time just before and after their release.

The project targets three specific areas: community integration of offenders released from Westmorland; correctional programming provided by Moncton Parole; and program or service development designed to assist both offenders and their families.

After a nine session training program ending in March, the 21 volunteers, recruited through an ad in the local paper and a public information session, will go to work. Some will work with sex offender programming currently delivered by the parole office and others with family violence services. The rest will help deliver the community integration component of the Living Skills program to Westmorland inmates within six months of release.

According to Tricia Halley, Project Manager, "the response from the community has been tremendous and the quality of the volunteers is impressive."

For more information, contact Tricia Halley at (506) 851-6350. ■

ATLANTIC – If offenders on release in the community are to maintain the skills learned through institutional programs, they need some form of reinforcement. Otherwise, their newly-acquired coping mechanisms may fade away soon after they leave the structure and support of the institution.

"We believe," explains Ron Lawlor, the Atlantic region's Correctional Programs Advisor, "that community supervisors can play a key role in helping released offenders maintain these skills. And to achieve this, we must ensure that case managers and parole officers work closely together and share a common programs language—the same language taught to the offender."

A training package based on the inmate training program was chosen as the best way to do this. A pilot package focusing on relapse prevention started at Westmorland and Springhill institutions in January, with 16 offenders and 40 staff participating.

The next step is to develop a training package on program risk management and then to complete the curriculum for all core programs. This will be accomplished by Susan Horby, Charlottetown Parole, Murray Cullen, Saint John Parole, Charles LeBlanc, Westmorland Institution, Rob Landry and Charles LeBlanc, RHQ Atlantic and Joe Johnston, Research, NHQ who has helped the group develop.

For more information please contact Ron Lawlor at (506) 851-7617. ■

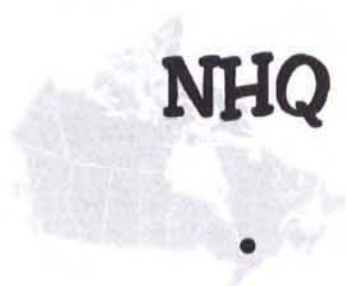
DORCHESTER – A peer education program for inmates began in January at Dorchester Penitentiary. Inmates will be trained and paid to be educators and resource people on HIV/AIDS awareness and prevention.

The project will be conducted by AIDS New Brunswick staff. They will develop a core curriculum, recruit and train inmate volunteers, evaluate the effectiveness of the program and prepare a guide for other institutions wishing to establish a similar program.

The timeframe for the program's implementation and evaluation is about one year.

This project is part of CSC's response to the report of the Expert Committee on AIDS and Prisons.

For more information, please contact Audette Tellerin at (506) 379-2471. ■



MOVES – About 300 staff at the Sir Wilfred Laurier Building are adjusting to new offices as part of a major move. It will all be completed by May, but until then you might just see a few staff getting off the elevator at the wrong floor.

The moves are necessary because of the reorganization changes. People in the new sectors were scattered throughout the building—even on several

different floors. The moves are fixing that and soon the sectors will each have their own area.

"The staff are really good," says Pierre Champoux, Chief Accommodation Services and Chief Internal Security. "They understand it's necessary."

The minimal cost associated with the move is more than offset by the increased efficiency and effectiveness that will result. ■

DONATIONS – NHQ does a lot to help the community. Recent accomplishments include meeting our United Way target of 1994-95—collecting a total of \$38,922, donating Christmas gifts to the Children's Aid Society and raising \$600 and 300 pounds of food for the Food Bank.

In addition, the NHQ USGE local has given \$1000 to the Food Bank for the past three years and this year contributed an additional \$500 each to the Christmas Exchange, Interval House and the Snowsuit Fund. ■

Did you know...

By fiscal year 1997/98, CSC will have reduced its budget by \$85 million. As of the end of 1994/95, a total of \$47.6 million in reductions has been achieved. This breaks down as follows:

Atlantic	\$ 4.0 (million)
Quebec	10.8
Ontario	9.1
Prairies	7.4
Pacific	5.2
NHQ	11.1

The total remaining reduction needed is \$31.7 million. ■

Retirements...

Congratulations and Good Luck !

Atlantic Region:

RHQ: Viola Milton, 19 years; Atlantic Institution: Donald Wheaton, 33 years; Dorchester Penitentiary: P. Donovan, 29 years; Nova Scotia District Office: David Moore, 26 years; Springhill Institution: Margaret MacAloney, 19 years; Marion Boss; Dave MacManaman, 27 years; Audrey Skidmore, 31 years; Peter Merlin, 29 years; G.H. "Toby" Skidmore, 30 years; Adrien Martel, 28 years.

Quebec Region:

RHQ: Aliette Brisebois, 17 years; Montée St-François Institution: André Villeneuve, 25 years; Archambault Institution: Pierre Dubois, 30 years; Federal Training Centre: Julien Allaire, 27 years; Regional Reception Centre: Paul Massie, 30 years; Ghislain Desbiens, 27 years; Cowansville Institution: Paul-Emile Lefebvre, 27 years; Paul Gratton, 21 years; Denis Roberge, 25 years; Denis Dion, 29 years; Jean-Claude Roy, 28 years; Yvon St-Pierre, 29 years; Léonce Mailloux, 29 years; La Macaza Institution: Jean-Claude Lemieux, 25 years; Jacqueline Godin, 11 years.

Ontario Region:

RHQ: John Aucoin, 29 years; Gloria Cybulski, 19 years; Jacqueline Simard, 13 years; Beth Simpson, 14 years; Betty Webster, 22 years; Frontenac Institution: John Marlow, 30 years. Bath Institution: J. Louis Leblanc, 40 years; Norman Semple, 42 years; Millhaven Institution: David Russell, 44 years; Collins Bay Institution: Christine Love, 19 years; Barry Wright, 30 years; Ronald Cooley, 33 years; Warkworth Institution: Wayne Bauerlein, 30 years; Douglas Dohher, 25 years; Frank Kober, 25 years; Joyceville Institution: Wallace Niles, 35 years; Centre for Correctional Learning: Glen Peters, 28 years; Regional Treatment Centre: Noella McConnell, 22 years.

Prairie Region:

Stony Mountain Institution: H.W. Wakelam, 28 years; H.F. Hall, 19 years; G.R. Westerhof, 35 years; A.V. Kjeer, 20 years; J.A. Draho, 26 years; G.R. Furst, 30 years; E.J. Arsenaault, 35 years; R.W. Hart, 28 years; Bowden Institution: P.A. Lawrence; Rockwood Institution: D.I. Reese, 30 years; Saskatchewan Penitentiary: J.L. Ellis, 27 years; RPC: R.I. MacDonald, 12 years.

Pacific Region:

William Head Institution: James Clink, 28 years; Patricia Patterson, 20 years; Colin Sheppard, 20 years; Kent Institution: Doreen Dupuis, 33 years; Mario Giolito, 15 years; Peter Prevarski, 34 years; Philip Young, 41 years; Vancouver District Parole: Florence Higgs, 14 years; RPC: Doreen Miller, 21 years; Matsqui Institution: Ronald Szigety, 28 years. ■

COMING UP!

Mission review

CSC is reviewing its Mission. The Mission document is six years old and a lot has changed during that time. In light of the *Corrections and Conditional Release Act*, which became law in 1992, and the changing policy and fiscal environment, some updating may be needed.

A Correctional Council of staff from each region will lead the review. The results will be presented at the CSC Senior Managers' Meeting in June.

For more information, please contact Peter Maitland at (613) 995-7461.

"Redefining Family Law: The Challenge of Diversity"

The National Association of Women and the Law presents their 11th biennial national conference "Redefining Family Law: The Challenge of Diversity" in St. John's, Newfoundland, May 12-14, 1995.

Some of the topics for this year's conference include: incarceration and the family; native women and the justice system; new reproductive technologies; custody/access and lesbian relationships; AIDS and the family; older women and marriage breakdown; and social assistance and child support enforcement.

For more information, please contact Newfoundland Association of Women and the Law at (709) 579-2595.

Senior Management Meeting

CSC's senior management meeting will be held June 20-22, 1995 in Ottawa.



Successful re-engineering

Cont'd from page 1

At the farm, staff initiatives have led to a number of changes. Mervin Sly, who oversaw the garden for the last ten years, stresses the importance of employees' active involvement during the re-engineering process.

Mervin should know. The garden he oversaw had provided fruit and vegetables for institutions in Ontario and Quebec. But it wasn't planted last year. Now they buy vegetables in quantity and supply the institutions on a weekly basis from the root cellar because it is more cost efficient.

As well, beef prices are down and CSC kitchens are saving money by ordering less beef. So herdsman Peter Harper is carefully monitoring the cattle in order to determine the optimum final weight for best return. They're also saving money by producing grade B3 beef for inmates and changing some buying habits.

Fieldsmen Wayne Woolfit and David Clow look after the 700 cattle being prepared for slaughter. Each week, 30 cattle are slaughtered at the farm's abattoir for delivery to nine institutions in Ontario and five in Quebec.

Keith Hitchcock, who is in charge of the abattoir and who is helped by Dave Mallard, says their big adjustment is finding something to do with the cuts of meat CSC kitchens aren't buying now that CORCAN is cutting and packaging the meat itself rather than selling it by the quarter carcass.

Pittsburgh Farm is also looking at outside markets to generate revenue—a CORCAN advantage. In conjunction with a private firm, they are manufacturing cargo and safety netting for use in construction, marine and air industries.

"The project has tremendous potential," says Randy. "We have initiated an offender incentive pay program and feel we have to continually look to non-traditional agricultural enterprises if we are to be sustainable."

As well, the greenhouse staff has a co-venture with a local greenhouse producer and possibly with wholesalers in order to expand their market.

The computer support provided by Wayne Soucie and Mark Chisamore, the farm's Business Manager, has also been an integral part of Pittsburgh Farm's re-engineering.

For more information, check out the December issue of CORCAN Express, or contact Pittsburgh Institution Farm at (613) 542-7649. ■

Greening CSC

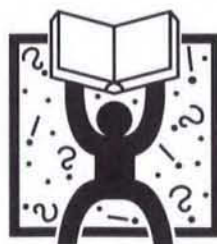
Did you know that... CSC facilities (offenders and staff) typically generate about 2 kilograms of garbage per occupant daily, of which 1kg is food waste and 0.6 kg is potentially compostable matter. CSC has set a target of reducing this to 0.6 kg per day.

In 1991 the Ontario region had 2,400 tons of waste going to landfill sites, which averaged to 1.6 kg per day. By following the CSC's Green Plan environmental initiatives, this was reduced in 1994 to 1,800 tons or 1.2 kg per day. The Ontario region projects that with their new Material Recovery and Waste Sorting Facility, they will reach the 0.6 kg target in 1995.

CORCAN estimates that up to 80 per cent of the waste materials coming from institutions can be diverted to the composting facility. State-of-the-art composting facilities, such as the ones found in the Prairies, Ontario and Atlantic regions can reduce global warming emissions, eliminate most odours and leaching, and double the yield of soil humus per tonne of manure. On average, the compost facility at Frontenac Institution converts about 600 tons of food, 2,000 tons of manure and 14 tons of paper per year into valuable fertilizer and soil humus. ■

All-Staff Survey

When CSC's all-staff survey was conducted last March, 38 per cent of the respondents (21 per cent of total CSC staff) took the time to write free form comments. The comments covered a variety of topics. Issues about management, careers, inmates, technology, unit and case management and communications/information flow got the most comments, while areas such as morale, work environment, security and others were also covered.



These comments were compiled into a report which was distributed in January. The report summarizes the comments and provides some direct quotes. It also includes a statistical breakdown of the number of comments received in each category, giving the reader a sense of the importance CSC staff attach to the various issues.

For more information, please contact Dave Robinson at (613) 996-5222. ■

Offender Intake Assessment



It's on Line !



On November 14, 1994, the Offender Management System (OMS) released a new, automated way of doing business for CSC staff involved in the penitentiary placement of offenders. Offender Intake Assessment (OIA) will replace and improve upon the traditional placement process.

"We can't expect to be able to make good decisions about placement and transfers, program assignment or conditional release unless we have an accurate picture of the criminal and his or her pattern of behaviour," says Arden Thurber, Assistant Commissioner, Correctional Research and Development.

Larry Motiuk, Manager, Correctional Research Division, says OIA does this. "We are now able to assess offenders upon admission to federal corrections in a comprehensive, integrated and systematic fashion."

OIA uses a team approach to identify offenders who pose a high risk to society and the areas to be targeted for intervention for all offenders. The case management officer completing the assessment

gets feedback from correctional officers who work with the offender each day and from other staff (like psychologists and substance abuse specialists) as well as community case management officers.

This information is compiled into an intake assessment report that covers the offender's social, criminal and institutional/parole history and closely examines any violent or sexual offence background. It then rates the level of offender needs and risk to the public, indicates which needs should be the focus of intervention and suggests a supervision strategy for each offender.

The intake assessment report is unlike any report produced in OMS to date. Each area of the assessment contains indicators research has linked with criminal behaviour.

Staff flag the applicable indicators on the screen and then complete a narrative text for each area to round off the analysis.

"A distinct advantage of this kind of structured approach is that regions, institutions and district offices will now be able to roll up precise statistical information related to offender needs and risk in order to better plan and manage programs and case management services," says David Pisapio, Director of the Team Supervision Unit in

Toronto, who participated in the development of OIA.

In Phase II of the implementation of OIA, scheduled for early in the next fiscal year, the penitentiary placement report will be removed from OMS and its essential elements will be incorporated into the intake assessment report. OMS screens for quickly identifying critical security, medical and mental health concerns at the time of the offender's admission will also be introduced.

Other risk assessment tools are being developed for OMS. A pilot project in the Ontario and Atlantic regions called COMS (Community Offender Management Strategy) is leading the way toward the development of an 'OIA-type' approach for use in the community and in institutions following placement.

For more information, contact Gilbert Taylor at (613) 996-9609. ■

The intake assessment report is unlike any report produced in OMS to date.

"We can't expect to be able to make good decisions about placement and transfers, program assignment or conditional release unless we have an accurate picture of the criminal and his or her pattern of behaviour,"

Interjurisdictional Recruitment

CSC is exploring a new approach to the recruitment and retention of aboriginals, visible minorities, people with disabilities and women. The idea is to develop partnerships with other organizations involved in criminal justice—provincial corrections, police, custom and immigration officers and the Corps of Commissionaires—who need similar qualifications in recruits.

With these partnerships, CSC will be part of an interjurisdictional network which could open new vistas for recruitment. The possibility could exist for employees to transfer between different organizations, giving candidates a foot in the door to 150,000 jobs instead of just 11,000.

And those would be in many more locations than CSC could possibly offer, with a broader range of potential jobs.

At the same time, CSC can establish links with associations representing the designated groups to help attract interest for a career in corrections.

The idea for the recruitment network came when Mike O'Brien, Strategic Planning, and Bob Cooper, Human Resources, examined the recruitment and retention of aboriginal employees in the Ontario region. They saw lots of good things happening, but also lots of room for improvement.

Currently, it is not easy for CSC to recruit employees who are interested in working in a

correctional environment and who represent designated groups. The Service does not have the resources to recruit in Moosonee, Onion Lake or Iqaluit. On top of this, there are still problems with racism and discrimination.

They realized similar difficulties are faced with recruiting visible minorities, women and the disabled. Overall, many things were being duplicated and many other things were being ignored.

An interjurisdictional network will make the whole process more efficient and effective. Hopefully, CSC can provide the forum to bring these interests together.

For more information, please contact Bob Cooper at (613) 992-0165. ■

UPDATE - Drug Strategy Message Released

The Correctional Service of Canada will not tolerate drugs, drug trafficking or alcohol use in federal institutions. A drug-free and safe institutional environment is a fundamental condition for the successful reintegration of offenders into society." This is CSC's anti-drug message, released earlier this year as part of its new Drug Strategy.

The basic principles of CSC's Drug Strategy have now been outlined in a document to share the Service's stance on drug use and trafficking in federal institutions with staff, offenders, visitors and criminal justice partners.

As reported last issue ("CSC Launches Drug Strategy" - December 1994), the Service's stance against drug use will

include changes to policy, strict enforcement, education and other initiatives to deter drug activity. And CSC staff are essential to the fight against drugs in institutions.

Staff can expect to see policy changes in a number of areas. These will enable staff to conduct searches more effectively and to have more control over inmate effects, spending and visits.

Offenders will continue to receive help and support through various substance abuse programs. But those who continue to be involved in drug use will face serious consequences. They could be placed in higher security, disqualified for visits or transferred away from the suspected source of drugs. As well, they could be disqualified for conditional release or charged under the criminal code.

Visitors who take part in using or trafficking drugs on institutional premises will be subject to the full extent of the law, with arrest and prosecution. They will also be indefinitely prohibited from returning to CSC institutions. If there are children involved, child welfare authorities will be notified.

This is just part of a renewed and more coordinated approach to dealing with drug use. District directors and wardens will be reporting the status of its implementation on an ongoing basis. Watch for the next issue of *Let's Talk* for highlights of the recently released "Best Practices" report.

For more information, please contact Marcy Grossman at (613) 996-4501. ■

Sharing concerns on Inmate Suicide

From November 29 to December 1, 1994, Jacques Bigras from the Regional Reception Centre in Quebec and Jane Laishes, NHQ, participated in the Federal Bureau of Prisons (BOP) working meetings on Managing Suicidal/Mentally Ill Inmates at "High Risk" institutions.

CSC shares many common concerns with the BOP, from the difficulty of uniform practices in a large, decentralized organization to determining who to train and how. Both organizations are also in a position where they need to do more with less, since both are restructuring and downsizing at a time when incarceration rates are increasing. (1,000 new prisoners enter the U.S. system each week!) It is interesting to note the ratio of psychologists to inmates is 1 to 500 in the BOP and in some cases as high as 1 to 1000. The ratio in CSC is 1 to 150.

Much of BOP practice is litigation driven (most litigation suits in suicide cases are for between \$6 and 8 million) which creates a system different from CSC. In several suicide cases, BOP staff have been fired on the basis of negligence or deliberate indifference.

It is also a system with more layers of accountability which, although likely litigation based, seems to be effective in some ways. Jane says having the support of psychologists at the regional level for consultation provides for better monitoring of suicide cases.

From the meetings, Jane concludes that CSC is on the right track with respect to its suicide prevention strategy,

especially given the implementation of the recommendations of the Retrospective Study of Inmate Suicides. CSC suicide rates notwithstanding, (both systems have 10 - 16 suicides a year, but the BOP has about 82,000 inmates

compared to CSC's 14,000) the comprehensive approach focusing on training and improved investigation parallels and in some cases may surpass BOP practices to address suicide.

For more information, please contact Jane Laishes at (613) 947-3929.

Facts on BOP inmate suicides

Precipitating factors for inmate suicide are usually new legal involvement (more time), marital or family problems and inmate conflicts.

Of the 16 suicides in 1994, 6 inmates killed themselves while in a double bunked situation (the suicide usually occurred after their cell mate had gone to sleep.)

No women have committed suicide in the BOP in the last 10 years.

There has been a 43% decrease in suicides since 1970 when the BOP first instituted its suicide policies. ■

Did you know...

Final report on Inmate Suicides released

The Final Report of the Retrospective Study of Inmate Suicides in the Correctional Service of Canada (April 1992 - March 1994) is now available. It includes the status of the implementation of the recommendations made in the interim report.

Cont'd from page 1

How to submit to *Let's Talk*

- Articles (which should not exceed 500 words) can be forwarded on a 3.5" diskette on Microsoft Word.
- We may have questions regarding your submission, so please make sure to include your name and telephone number.
- Deadlines for upcoming issues are: June '95 issue - April 17; September '95 issue - July 17.
- For more information, please contact the editor of *Let's Talk* at (613) 995-5364, or by fax at (613) 947-0091.

DNA Typing

DNA (Deoxyribonucleic Acid) typing was introduced to the Canadian courts in 1988-89. Since then, it has helped secure convictions in hundreds of violent crimes and has made it possible to eliminate suspects, sometimes in the face of damning allegations. DNA typing has even led to the exoneration and release of previously convicted individuals. Clearly, the implications for the criminal justice system deserve serious attention.

Known as the "blueprint" for life forms, DNA is a molecule found in the cell nucleus of all living things. The accepted scientific theory is that no two people have the same DNA, except for identical twins. Although much of the DNA is the same between individuals, the current technology looks at the

certain areas of the molecule that vary in frequency between individuals.

The most prominent application of DNA typing has been in identifying the perpetrators of violent crime by comparison of biological samples of suspects against biological specimens that have been left at or taken from crime scenes (e.g. blood on clothing, saliva from a bite mark, or skin under the victim's fingernails).

DNA typing is useful not only in cases where the victim cannot identify the perpetrator. It can also confirm identification in other senses. For example, it can corroborate claims of sexual abuse where there is immediate disclosure (e.g. from traces of semen). Similarly, victims can be identified from body parts, and

the circumstances of a disappearance can be explained by analysis of trace smears and "reverse paternity" interpretation.

Forensic DNA typing is one of the foremost advances in forensics since the advent of finger-printing—and one of the most controversial. Issues such as the collection and storage of personal DNA information open new possibilities and raise new questions for the law and for Canadian society. ■

DID YOU KNOW...

- Three public labs currently conduct DNA typing in Canada (the RCMP labs in Ottawa, Halifax and Edmonton, the Centre of Forensic Science in Toronto, and the Laboratoire de police scientifique in Montreal).
- These three labs have conducted DNA typing for more than 1,000 criminal cases from across Canada.
- DNA has been successfully extracted and typed from cigarette butts, licked envelope flaps and postage stamps, single hair roots, and mucus on tissue paper, and in one case from a belt used to strangle a victim.

(Excerpted from Inter Pares, Department of Justice)

Vol. 20, No. 1



March 1995

Let's Talk is published quarterly by the Communications Branch of the Correctional Service of Canada.

Editor-in-Chief - Les Shand

Designer - Marie-France Leduc

French Editor/Writer - Nathalie Clément

English Editor/Writer - Barb Wheatley

Translation Services - Ministry Secretariat

Article Coordinator - Lise Traversy

Printing - CORCAN (La Macaza Institution)

Articles may be reprinted in whole or in part with credit to the Correctional Service of Canada.

Direct comments or submissions to:

Let's Talk / Entre Nous
Correctional Service of Canada
340 Laurier Avenue West
Ottawa, Ontario K1A 0P9

Phone: (613) 995-5364

Fax: (613) 947-0091

Distribution: 1 (800) 665-8948

ISSN 0715-285X

© Correctional Service of Canada 1995



Printed in Canada on Recycled Paper

Let's Talk

X Volume 20 No. 2



June 1995

"Dutch treat"

A delegation from CSC visited the Netherlands from January 23 to February 3 to get a better understanding of how the correctional arm of their justice system is structured and operated. At the same time, they were identifying areas where Dutch officials could learn from the Canadian correctional experience and vice versa. Their report is now available.

CSC staff noticed a number of differences, from the lack of preparation for release and the absence of after-care to the amount of time Dutch prisoners spend in their cells. Inmates are separated into categories — long sentences, short sentences, young offenders — and do not come in contact with other groups.

They also observed the effective use of technology in certain institutions, including personal portable alarms, key controls and digital identification of employees. As well, Dutch prisons are managed without weapons or restraint equipment, except for handcuffs.

The trip was a follow-up to a similar visit made by a team of Dutch Prison Service officials in the fall of 1994.

For more information, please contact Denis Méthé at (613) 995-6547. ■

Sex offender conference

With almost 4,900 sex offenders in federal penitentiaries and under supervision in the community, sex offender treatment is a high priority for CSC. While there's been a lot of progress — the number of offenders treated increased from 200 in 1988 to 1,700 this year — CSC is always trying to learn more about this specialized treatment area.

As part of this effort, CSC held a national conference on Intervention with Sex Offenders from March 28 to 30 in

Toronto. More than 425 people from around the world attended to share knowledge and expertise, review assessment techniques and examine treatment methods.

Several speakers talked about methods of predicting violence. A multi-method approach combined with predictors like school problems, anti-social personality, age, failure on conditional release and separation from parents before the age of 16 can assist in predicting who is likely to reoffend violently.

Continued on page 9

CCJA, ACA CELEBRATE!

The Canadian Criminal Justice Association and the American Correctional Association are celebrating anniversaries this fall.

The CCJA celebrates its 75th anniversary, marking the event at the CCJA Congress — "Justice, Peace and Harmony: Everyone's responsibility" — from Sept. 30 to Oct. 2. It will feature 57 workshops on a wide variety of topics, including restorative justice, aboriginal justice and crime prevention.

The American Correctional Association also celebrates an anniversary — its 125th. A Canadian tour for ACA members is planned

and will end in Winnipeg at the Congress. The agenda includes visits to Ontario, Quebec and Manitoba correctional facilities and a meeting with officials in Ottawa.

For more information, please contact Gaston St-Jean of the CCJA at (613) 725-3715. ■

See related story on page 11

Inside This Issue

- 2 Commissioner's Column
- 4 Across Canada
- 9 Movin' in, movin' on, movin' up
- 10 Community corrections
- 11 EAP annual report
- 11 CCJA history
- 12 Drug strategy best practices
- 13 MAOR report
- 13 Financial planning
- 14 Statistics ... in brief



Correctional Service
Canada

Canada



Commissioner's Column

RISK MANAGEMENT AND ASSESSMENT

Risk management is at the heart of our business; risk assessment is the key to doing it well.

How much trust can be given to particular offenders — what level of security do they require? Are offenders ready for ETAs, UTAs, and work releases? Would the risk be manageable if they were given day parole or other forms of conditional release? Can the risk be reduced by attaching certain conditions to the releases, by relapse prevention programming in the community, or by heavier supervision? For very low and very high risk offenders, these questions can be quite easy to answer. For those in between, the answers are often very difficult. In respect to release decisions, if we err in one direction, we will see a rise in violent and non-violent incidents in the community; if we err in the other, we will see a rise in overcrowding as offenders who could be managed in the community are kept inside.

In 1994, the Correctional Service and the National Parole Board began delivering a new training course on risk assessment aimed at all staff whose primary job is risk assessment. By the end of April 1995, approximately 900 CSC employees and 100 NPB employees have taken the course, and the feedback from

participants has been very positive. In mid-May, a two-day version of the course was attended by the NPB Chairman, myself, many of the most senior CSC staff and the Crown Attorney of Ottawa-Carleton. I personally found it to be a remarkable experience — 15 hours listening to some of the best Canadian researchers on risk assessment and criminality. Here are a few of the things I learned:

As a result of the hundreds of studies that have been done, many in the last few years, there is now quite broad agreement on what factors predict recidivism and what kinds of interventions are most likely to be successful in reducing recidivism (though far fewer studies have been made of aboriginal and female offenders).

It is helpful to group factors into static and dynamic categories — the static being things that cannot be changed (e.g. crimes committed) and the dynamic being things that can be changed (e.g. level of education, attitudes).

Among all the possible factors, there are four biggies: anti-social attitudes (anger, defiance...); anti-social history (past misconduct and crimes...);

anti-social associates (support for criminal behaviour); and anti-social personality (callous, impulsive, egocentric...). Assessment of these generally give correct predictions in 70 to 80 per cent of the cases.

Any intervention (e.g. programs, parole conditions) we make must address one or more of these factors or it will achieve little.

Incarceration, on its own, does not have much impact on any of these factors. Many

researchers have found useful the description of prison being a "behavioural deepfreeze" (first covered by Ed Zamble and Frank Porporino in 1988). There is no evidence that long-term

There is now quite broad agreement on what factors predict recidivism and what kinds of interventions are most likely to be successful in reducing recidivism.

incarceration, in itself, or even segregation or solitary confinement, has much impact on the health, psychological functioning or criminal propensity of offenders. Psychological destruction does not occur, nor dramatic reformation, nor even an improved schooling in crime. Instead, in the absence of active and structured programming within a decent and humane environment, most offenders return to the community with their criminogenic factors untouched.



Commissioner's Column

· There is no longer doubt that programs based on behavioural-cognitive approaches do work in reducing recidivism — and work significantly better than other approaches. However, the particular programs must be linked to the needs of the particular offender. Moreover, the programming will have more impact on high risk offenders; indeed there may be little value-added from directing programming at low risk offenders whose recidivism will be low in any case.

· Programming that is unstructured or aimed at making offenders feel good about themselves generally produces poor results.

· Programming is generally more effective when delivered in the community, and community-based programming is most effective when delivered by organizations not part of the correctional service. (However, risk obviously remains the guiding principle on release decisions.)

· The best risk assessment decisions come from pooling information — complete past histories, assessment test results, and patterns of behaviour observed by correctional officers, teachers and case management officers. This underlines the importance of case management

conferences — and the priority that is being given to developing tools to assess the impact of programs on particular offenders, and to getting our hands on information from courts, other correctional services and mental health institutions.

Other comments that caught my attention:

· The enormous importance of alcohol and drug abuse as a factor in violent crime. (Schizophrenic offenders are three times more likely to be violent than others; those who are alcohol or drug dependent are twelve times more likely!)

· The overall low rate of recidivism among sex offenders (10 to 13 per cent if untreated; five to six per cent if treated) relative to groups such as those with a history of break-and-enters.

· We are probably spending too much of our research efforts on learning about those who recidivate — and too little about those who do not.

· Our offender population is changing very rapidly: Between

1992 and 1994, the number of sex offenders in our institutions grew 24 per cent. More recently, the median age at admission for all federal offenders is now 32. The average age of homicide offenders under our jurisdiction is 42, sex offenders 41 and robbery 34. The baby

boomers are aging! Some of our tools, developed in the 1980s, were based on the profile of a younger population and must be recalibrated.

· Since we introduced the initial intake assessment last November, we have completed assessments on more than 1,200 inmates. This process is generating data that should significantly improve our ability to develop and maintain appropriate accommodation and programming strategies.

· It was good to hear a highly respected professor of criminology state that our assessment techniques and treatment programs are "state-of-the-art."

It was good to hear a highly respected professor of criminology state that our assessment techniques and treatment programs are "state-of-the-art."

There is no longer doubt that programs based on behavioural-cognitive approaches do work in reducing recidivism.

John Edwards

ACROSS CANADA



MOUNTAIN – In February, Mountain Institution introduced a new recruit in CSC's fight against drugs. Bull started working with a team of staff led by drug liaison officer Bruce Pachenski to control drug availability in institutions. Bull's part sounds pretty simple. When he smells drugs, he sits down and waits for further orders.

Bull is a three-year old pedigree black Labrador — a narcotics detection dog. Despite his name, he is friendly and calm. On command from his handler, Correctional Officer Robert Podesta, he sniffs where the drugs are hidden and waits for his fellow officers to take the necessary action.

Bull has both peace officer status and his own CSC identification, which is always strapped to him when he's working. So anyone who assaults Bull could be prosecuted under the criminal code for assaulting a peace officer.

Robert and Bull use Mountain Institution as a home base but work throughout the region. Any institution needing Bull contacts Bruce, who then calls Robert in. This ensures consistency and contributes to the sharing of intelligence and experience.

Robert received instruction as a dog handler at the McNeil Island Correctional Facility in Washington State. The facility also trained Bull, at no charge.

Pacific DC retires

John Duggan, Deputy Commissioner, Pacific, since 1991, is retiring on July 14, 1995. John's correctional career spans 36 years, two continents and three correctional services.

His long and distinguished career speaks for itself in terms of professional capabilities and accomplishments. All those who worked with him and for him have also come to appreciate his warmth, clarity of thought, and concern for each individual. The staff at Pacific's headquarters and throughout the region have grown accustomed to his friendly manner and openness.

After serving in the British Army for three and a half years, John began his correctional career in 1959 as a Correctional Officer at Brixton Prison in London, England. He was quickly promoted to assistant

governor and served as deputy governor of several facilities, including England's largest maximum security institution.

In 1972, John began his career in Canada working for the Ontario Ministry of Correctional Services. In 1975, he became Regional Director of Adult Institutions (Western Ontario) and in 1978 was promoted to Executive Director of the Institutions Division. In 1984, he was named Assistant Deputy Minister, Operations Division.

In 1987 John was appointed to CSC as Deputy Commissioner, Prairies, where he remained until assuming his current position in 1991.

As he begins yet another phase of his life, the staff of the Pacific region and across the Service wish him the very best in the years to come. ■

MATSQUI – Perspectives from all sides of the criminal justice system came together March 31 when Matsqui Institution hosted a day-long event called "Dialogue in the Pen."

Organized by the medium security institution's Citizens' Advisory Committee and its inmate committee, the event brought together inmates, victims, volunteers, municipal politicians, professors and students from the criminal justice academic community, CSC management and union representatives.

The panelists discussed three themes: incarceration as a lifestyle; meaningful employment; and atonement: what does it mean for an offender to deal with what he has done? An inmate spoke on each theme and was responded to

by Warden Ron Wiebe of Ferndale Institution, members of the CAC and a victim.

Lively discussions and question and answer sessions followed the presentations, so everyone who attended became an active participant.

The inmate committee taped the event and used the closed broadcast television system to show it to other Matsqui inmates.

ABBOTSFORD – Approximately 50 CSC staff and 30 community representatives attended a workshop on "Meeting the Challenge of Multiculturalism within the Correctional Environment," March 20-21. Participants discussed, among other things, how Commissioner's

ACROSS CANADA

Directive 767 on Ethnocultural Programs could be implemented and what the ethnocultural communities can contribute to CSC's initiatives in multiculturalism.

HEALTH – Offenders in the region will soon be facing “the challenge of choice.” It’s a health program that encourages offenders to take healthy lifestyle choices by teaching them they always have the power to choose whether they do something or not.

The program is a joint effort between CSC and B.C. corrections. A steering committee of eight provided guidance for communicable disease education coordinator Shirley Cox, who developed the contents of the program.

It includes 14 workshops: making choices; understanding health; choosing nutrition; choosing exercise; choosing coping skills for stress management; infection in the body and prevention choices; healthy bodies and birth control; and a pre-release package. Other workshops cover specific diseases, such as HIV, hepatitis and tuberculosis.

Each workshop includes a 15 minute video and a half-hour presentation — already written, with overheads — to cover the basic information, followed by discussion. The package also has handouts and resource listings for support workers and agencies throughout the province.

Shirley says she’s had requests for the program from other regions and says with some modification it may expand out of B.C. in the future.

For more information, please contact Shirley Cox at (604) 660-2880. ■



SASK. PEN. – On February 14, Commissioner John Edwards presented Commissioner’s Citations to three staff members from the health care unit at Saskatchewan Penitentiary.

Brett Enns, Dale Ksniuk and Shirlee Soulier played an integral part in saving the life of an elderly gentleman. He had collapsed during a funeral service for a penitentiary employee in Domremy, Sask., on January 10. When they found no life signs, the three nurses applied CPR and revived and maintained the victim until a doctor and ambulance arrived twenty minutes later.

The man was later taken to the Royal University Hospital in Saskatoon for additional treatment and has since recovered.

MAPLE CREEK – It’s almost ready! The official opening ceremony for the healing lodge for female aboriginal offenders is August 24. Construction will be finished by July 31 and staff will move into the administration building then. Various dignitaries, including the Solicitor General, the Minister of Indian and Northern Affairs, the Premier of Saskatchewan, the Grand Chief of the First Nations, the Commissioner of Corrections and the

RCMP Commissioner have been invited to join the celebration. It will include tours of the facility as well as a formal ceremony with aboriginal prayers and songs.

On March 17, 36 recruits successfully completed a corrections training program. More than 120 people attended their graduation, including Pieter de Vink, Deputy Commissioner, Prairie region and representatives from the staff college. The final decisions on staffing the 25 available positions were made throughout April and May.

For more information contact Norma Green, Kikawinaw, at (306) 662-5200. ■

Sask. Pen. Warden retires

CSC’s longest serving warden, Jim O’Sullivan, retired at the end of March after almost 31 years with the Service — including 21 as warden.

His departure marks the end of an era at Saskatchewan Penitentiary. His strong work ethic and high performance standards, both for himself and others, characterized his years of service and earned him the respect of colleagues and inmates alike. In 1992-93, the North American Association of Wardens and Superintendents named him warden of the year.

Jim’s unique style of leadership often placed him in the limelight as he represented the penitentiary through good times and bad. His honest and straightforward manner — tempered by a healthy amount of good humored Irish charm — made him one of CSC’s most respected spokespeople. His insight, intelligence and decisiveness have been evident throughout many tough and demanding times, from hostage-takings, riots and escapes to responding to questions from an increasingly critical public.

Jim is a credit to the Service and he will be missed. Our good wishes go with him, his wife Laurie and their six children in their future endeavors. ■



COMMENDATION – Toronto police detective, constable Kim Valois, recently wrote to Deputy Commissioner Irving Kulik to commend the work of several of the region's parole officers.

Lorne Landry, Hamilton parole, Robert Campney, Toronto parole, Janet Ayerst, Barrie parole,

Gillian Troop, Ottawa parole, Ross Toller, RTC, Sheila Menard, Pittsburgh Institution and Gerry Minard, now at NHQ, were subpoenaed to testify for the prosecution in a dangerous offender hearing.

"They conducted themselves with the utmost professionalism," Kim wrote. "Their testimony was excellent and at times, compelling."

She also wrote that the judge in the case, J. MacDonald, commented on the honesty and credibility of the officers at the end of the hearing.

"Each officer was a pleasure to deal with and they are surely a credit to your office," Kim concluded.

Through the Devil's club

Azimuth Theatre, a non-profit organization from Edmonton, performed "Running through the devil's club" for offenders and staff in both Prairie and Ontario regions during March. The play tells the stories of five survivors of sexual abuse or assault.

Devil's club is a thorny bush from Western Canada. Cuts from its sharp barbs tend to fester, making the victim ill beyond the visible wound. The characters' emotional scars from the abuse and assaults also fester, appearing later in life through loss of self-esteem, anger, depression, substance abuse and troubled personal relationships. Each character symbolically runs through the devil's club to minimize their pain, and most find ways to begin their recovery.

After the play, audiences participate in discussions with the theatre company and specialists to express their reaction to the performance and the issues raised. Discussions at CSC performances revealed a lot of people got a better understanding of what victims of sexual abuse go through.

Congratulations to regional family violence program coordinators, Nancy Gitzel, Prairies and Gail McCarthy, Ontario, who brought the play to their areas. ■

JOYCEVILLE – CORCAN is making a third prototype for a high-tech hospital bed that is fully adjustable through electronic controls. The prototype will be field-tested at the Kingston General Hospital this summer and will go into production this fall. An earlier version already impressed hospital staff who examined it at the institution. The Trillium bed — the only bed of this type manufactured in Canada — is unique because it can be lowered further than any other bed on the market, to within fourteen inches of the floor.

According to Joyceville's Operations Manager, Dave Eves, the bed is a group effort. Bob Scott, the Chief Instructor of the assembly shop, his assistant Steve West and a small number of highly

motivated offenders are the main people involved. Central Area Engineer John Root provides technical support and the metal plant staff — Derrick Turner, Doug Cole, Ray Gobin, Steve Emmons, Al Mullins, Brian Leeder, Lanny James and Joe Majkut — have been involved at different points, along with the offenders who work in the metal plant.

Joyceville's Warden, Helgi Eyjolfsson, feels the project will create positive community relations. The fact that such a high-tech unit can be produced in a correctional facility will no doubt impress many people. And the offenders will certainly feel they have accomplished something worthwhile.

Metalcraft Inc. in Beamsville, Ontario, was involved in the initial development of the bed and later signed an agreement with CORCAN to bring the bed up to production.

FRONTENAC – In the Kingston township on March 11, CSC held an auction of surplus assets, from vehicles, to furniture, to typewriters. At the suggestion of Bernie Aucoin and Susan Sinclair, offenders ran the canteen. They donated the profits — \$375 — to the Kingston drop-in centre, an affiliate of the Kingston Psychiatric Hospital. It helps patients released from the hospital who require post-treatment care and assistance to get their lives back on track.

Staff from the centre were very impressed with the compassion and generosity of the offenders who volunteered their services for this worthwhile cause. The auctioneer said the day left him with a totally different perception of CSC and offenders. ■

ACROSS CANADA



EAST-WEST DISTRICT - The PRER pilot project (personnes à risque élevée de récidive/people with a high recidivism risk) involving the Quebec East/West district and the criminal information branch of the Sûreté du Québec has been called a great success a little less than two years after its implementation. In fact, a significant number of cases have been the subject of an intervention during supervision (for example, suspension of parole or extension of the supervision period.)

To increase public safety, the following offenders are monitored in a more structured way under the program: violent offenders and sexual offenders who have been made the subject of a community residential facility residence requirement; offenders who have been granted one-chance statutory release; and offenders who show indicators of disorganization or whose acting out could lead to serious physical violence or serious harm. With respect to drugs and major infractions, the program is also aimed at offenders who are involved in major crimes or who are recognized members of organized crime.

In addition to contributing to crime prevention, the checks made on the offenders in the program make it possible to prevent disorganization in parolees by being proactive: locating the subjects, verifying compliance with parole conditions and establishing whether the subjects in the program are associating with criminals.

The PRER has encouraged development of special contacts between the officials involved as well as quality exchanges. It has also improved how we carry out our mission for all parolees.

For more information, please contact Jean-Marc Guimond at (514) 432-3737.

VICTIMS - "Association québécoise Plaidoyer-Victimes" has established an inventory of Quebec resources that help victims of crime. Its purpose is to promote access to victim services by identifying available resources — more than 430 direct assistance organizations — by administrative regions in Quebec and by describing the services they provide.

Supplying organizations and individuals working in the field with a complete practical listing of Quebec resources, it serves as an effective reference tool, improves the quality of information available and helps ensure that victims are directed to services suited to their needs.

The cost of this document is \$25 (plus \$4 for mailing). For more information, please contact the "Association québécoise Plaidoyer-Victimes" at (514) 526-9037. ■

Did you know...

The recipients of the first CSC Multiculturalism Award, who have demonstrated their commitment to improve race relations, are: Jean-Paul Pierre and Pierre Dubois, Quebec region; Rodney Foster, Ontario region; the Phoenix Multicultural Council, Prairie region; Ram Kisun, Pacific region and Marcel Kabundi, NHQ. ■



DORCHESTER - Lower functioning inmates often fall through the cracks in the prison education system. But Dorchester Penitentiary's basic skills/challenges program offers them meaningful education and work opportunities.

This unique program pairs lower functioning individuals — who make up 20 to 30 per cent of the prison's population — with inmate tutors. The tutors act as both instructors and mentors for the students, taking their responsibilities beyond the shop and back to the cell ranges.

The program developed from a New Brunswick Community College idea introduced into Dorchester's school about five years ago. Gary Jonah, the instructor who heads the program, and psychologist Jeff Earle expanded the program to include group discussion sessions and training in basic skills from personal hygiene to communication. Then, in 1994, they added tutoring.

Gary says having tutors lets them take about three times as many students in the program — up to 20. And it gives the tutors meaningful employment. "The experience is as beneficial to them as it is to their students," he says.

Students must be referred by a psychiatrist, psychologist or a case management officer. If accepted, they join the group when there is an opening.

ACROSS CANADA

The selection process for tutors is more rigorous and involves a recommendation by prison personnel, a psychological screening and scrutiny by Gary. Once in the program, tutors meet each week with Gary and the psychologist, where every aspect of their behaviour is up for discussion — their conduct must be above reproach. They also review students' progress and tutors get direction on how to handle specific problems.

In addition, staff — psychologists, teachers, testing personnel, psychiatric nurses — meet once each week to discuss the students' progress. And a weekly group session is held with all students, tutors, the psychologist and the instructor.

For more information, please contact Gary Jonah at (506) 379-2471, ext 2512.

DORCHESTER — When you really need help, it often comes from the most unlikely source. Students and staff at Marshview Middle School and inmates and administrators at Dorchester Penitentiary will agree.

Marshview's Principal Diane Murray-Barker says the school was in a dreadful state of disrepair, with no money for work not considered essential. Dorchester's warden, Gary Mills, decided it would make a great work release initiative.

Under the supervision of contractor Bill Springer, three inmates worked over the summer in 1994, improving playgrounds and repainting areas inside. Currently, three inmates are repairing holes in walls, fixing up the office and continuing with general painting and upgrading.

Bethany Pooley, a grade 8 student and president of the

student council, says the project "makes us realize not everyone inside the penitentiary is all bad, all the time. Some people deserve a second chance."

Being accepted at face value is exactly what prisoners want, says Jimmy, one of the participants. "I never think of being released without worrying about how I'll be accepted on the outside. This program has answered a lot of questions for me."

Jimmy says participating comes with pressures, too. They are conscious of the trust the warden places in them. And other inmates make them acutely aware of their responsibility to ensure the success of the project so that future initiatives will not be jeopardized.

SYDNEY PAROLE — About 100 members of Eskasoni, a First Nations community located in Cape Breton, Nova Scotia, learned more about the criminal justice system during a day-long workshop organized by CSC and the Community Legal Issues Facilitator (CLIF) project.

Workshop panels included the role of police and courts, alternative measures in the legal process, aboriginal projects, the CLIF and Elizabeth Fry programs. They also discussed federal and provincial corrections. John MacDougall, Area Director, Sydney parole office, described the parole process and Danny Smyth, programs chief for Westmorland Institution, talked about institutional programs. As well, Board member David MacKeen explained the role of the National Parole Board.

Thank you to Marie Fennell, Sydney parole office, and Amelia Jesty, CLIF project, for their efforts in organizing this workshop.

SPRINGHILL — Vincent MacDonald, District Director of Nova Scotia parole recently honoured four offenders on day parole from Springhill Institution for saving a life. Merlin Murphy, Wade Parsons, Kirk Peters and Clair Wilson performed CPR on a resident of the Sunset Residential and Rehabilitation Centre, where they were involved in a work program.

On the same occasion, Sunset officials thanked Donald Feltmate and Merlin Murphy for raising money from fellow inmates to equip the vocational program with new sensory stimulation equipment. ■



MEETING — On May 9, 1995, Commissioner John Edwards met with NHQ staff to update them on the implementation of the Long Term Organizational Plan and present most of the new organization charts.

He said the objective for 1998/99 will be 218 people in the corporate office, plus 23 corporate advisors and staff. As an interim objective, there will also be 121 people working in clustered services, but this will decrease over time. He noted that the number of permanent and term employees at the end of April was 399 — a drop of 65 since January 1994.

"I am pleased with the progress we have made," the Commissioner said. "This is due in no small part to the efforts and contributions of every person in this hall."

However, he noted that the reductions in staff are happening

faster than the reductions in the workload. "While I am concerned, I am not surprised," he said, adding it was known at the start that the transfer of responsibilities would take time.

The Commissioner also announced the names of the support staff selected for the 15 month informatics training program. CSC developed the program, in conjunction with the Institute for Government Informatics Professionals, to help support staff who showed potential to upgrade their skills so they can compete for jobs in that growing field.

Afterwards, the Commissioner, Dyane Dufresne and Andrew Graham spent 45 minutes answering questions from the staff. ■

Sex Offender Conference

National Standards Presented

continued from page 1

Other speakers discussed treatment issues, including medical interventions like hormone therapy, as well as the necessity for treatment targeting the specific needs of aboriginal and low-functioning offenders.

After the main conference, CSC held a closed session for staff. The group of 100 practitioners approved in principle a set of standards developed by the working group on the national strategy on sex offenders, led by Dr. Sharon Williams, Corporate Advisor, Sex Offender Programs. The standards include guidelines governing ethical issues, research, evaluation and the assessment and treatment of sex offenders.

After further consultation with staff and service providers to refine the guidelines, the committee will create a plan for their implementation.

Details are in the conference report. For more information, please contact Dr. Sharon Williams at (613) 545-8248. ■

Movin' in, movin' on, movin' up Retirements

Atlantic:

Nova Scotia District Parole: **Vince MacDonald**, 29 years.
Dorchester Penitentiary: **Herman Bulmer**, 29 years. Springhill Institution: **Lawrence Capon**, 26 years.

Quebec:

Archambault Institution: **Gilles Brault**, 31 years; **Pierre Bourdon**, 25 years; **Jean-Claude Béchard**, 19 years. Ste-Anne des Plaines Institution: **Pierre Boulianne**, 29 years; **Rosaire Langlois**, 31 years. Port Cartier Institution: **Céline Laflamme Vidykhan**, 7 years. Cowansville Institution: **Bertrand Lauzier**, 29 years; **Roger Rousseau**, 30 years. Federal Training Centre: **Roland Ahier**, 35 years; **Robert Dumontier**, 30 years. La Macaza Institution: **Gérard Fiers**, 13 years. Leclerc Institution: **Claude Cazaux**, 19 years.

Ontario:

Joyceville Institution: **Joan Niles**, 26 years. Millhaven Institution: **H. Entrup**, 39 years. Collins Bay Institution: **M. Hill**, 42 years. Bath institution: **R. White**, 40 years. Kingston Penitentiary: **Harvey Leonard**, 15 years; **Stewart Lowe**, 27 years.

Prairies:

Bowden Institution: **Ove Sorensen**, 19 years; **Elizabeth Spearing**, 8 years. Drumheller Institution: **Harold Joa**, 27 years. Edmonton Institution: **Fred Schiweck**, 15 years. Stony Mountain Institution: **J. Patton**, **C.B. Barker**; **E.G. Carlton**; **V. Zadworny**; **G. Gusta**; **G. Mottley**. Saskatchewan Penitentiary: **Jim O'Sullivan**, 31 years. RHQ: **Lucille McDonald**, 17 years; **Hans Wiebe**, 37 years; **Arno Bablitz**, 21 years.

Pacific:

DC, **John Duggan**, 9 years. Mission Institution: **Norman Blamire**, 44 years; **Robert Chalmers**, 31 years; **Tony Douglas**, 19 years; **James Elliot**, 29 years. Mountain Institution: **Remie Brule**, 27 years; **Jennifer Moynan**, 10 years; **Wilbert Rilling**, 30 years. Kent Institution: **Anita Petersen**, 14 years. Matsqui Institution: **David Taylor**, 18 years.

NHQ:

O. Brazeau; **L. Chadwick**; **D. Davis**; **R. Brady**; **J. Lumsden**; **J.C. Michaud**; **R.J. Canart**; **G. Cochrane**; **G. Dagenais**; **A. Gaudet**; **M.G. Slater**.

Appointments/Transfers

Deputy Commissioners

Pieter deVink, currently Deputy Commissioner, Prairie region, will replace **John Duggan** as Deputy Commissioner, Pacific region. **Pieter de Vink** will be replaced by **Rémi Gobeil**, currently Deputy Commissioner, Atlantic region. The changes will be effective on July 14. A competitive process has been launched to replace **Rémi Gobeil** in the Atlantic.

Wardens

Christine Manuge, Truro FSW; **A. Stevenson**, Bath Institution; **Heather Bergen**, Saskatchewan Penitentiary; **W.J. Scissons**, Collins Bay Institution; **Bill Peet**, Riverbend Institution.

Putting the Spotlight on Community Corrections

The work of gradually releasing offenders, making sure they do not present a threat to anyone and helping them adjust to life beyond prison walls is called community corrections

During a community corrections workshop held in the Miramichi area of New Brunswick on March 16, CSC launched a new partnership with the provincial government. According to Atlantic region Deputy Commissioner Rémi Gobeil, it puts the Miramichi region at the forefront of community corrections.

The partnership aims to promote innovations in community programs that will further reduce the risk posed by offenders on conditional release and improve the safety of the community. It includes groups that help address problems contributing to criminal behaviour.

Through the agreement signed by Rémi Gobeil and N.B.'s Assistant Deputy Minister, Provincial Community and Correctional Services, Nora Kelly, an offender risk and needs assessment instrument will be piloted on all federal and provincial offenders released in the Miramichi community.

The local parole office has agreed to provide the support required, including training partners and analyzing information that will lead to focused community programming for offenders.

About 80 people from both the criminal justice community and the community at large attended the workshop. The keynote

while District Director Marcel Chiasson focused on how to engage community partners in the correctional process.

Hot off the press!

CSC has a new booklet called *Protecting Society Through Community Corrections*. It looks at what community corrections is all about — the goals, how they are achieved and who is involved.

"The work of gradually releasing offenders, making sure they do not present a threat to anyone and helping them adjust to life beyond prison walls is called community corrections," begins the booklet.

It outlines the types of conditional release and explains why they are important for

protecting public safety — including the ideas of managing risk and balancing the rights of the offenders, victims, staff and the public. It also discusses correctional plans and the importance of supervision, programming and public

involvement in community corrections. As well, the commitments of CSC community corrections towards the public, staff and offenders are clearly outlined.

For a copy of the booklet, please contact Francine Lortie at (613) 992-8417.



speaker for the event, Dr. Paul Gendron from the University of New Brunswick, talked about "What we know and what needs to be done in the area of offender rehabilitation." As well, Dr. Larry Motiuk, NHQ, touched on the seven targeted domains of the Offender Risk and Needs Assessment instrument,

The common theme of the presentations was the need for community involvement in the rehabilitation process of the offender. New Brunswick Solicitor General Jane Barry agreed, saying, "it is imperative that we involve the community more."

"It is imperative that we involve the community more."
Jane Barry
Solicitor General,
New Brunswick

For more information, please contact Marcel Chiasson at (506) 851-2596. ■

EAP has a listening ear

Annual report shows successful year

CSC's employee assistance program is a growing success. The 1993-94 annual report, released in March, shows 22 per cent of employees used the program, twice as many as the year before.

Part of the reason for this success are the 270 staff members who volunteer as peer referral agents. Christine Ouellet, the national coordinator of CSC's EAP, says they are "the cornerstone of the program."

They volunteer because they care about their co-workers. Through training, they learn to evaluate employees' problems and direct them to the most suitable resources in the community or within the Service. They're not counselors, but "a listening ear."

According to the annual report, more than half (708) of the requests in 1993-94 were for information. Another 372 people had family

If you need a listening ear . . .

It's easy to get in touch with a referral agent—you can get their names from personnel. Go see them in their office or stop them in the hall.

The two of you can talk, maybe even go for coffee or for a walk. They may refer you to a resource in the community. But if they do, they'll still be there for support and encouragement if you need it.

problems, while other problems included financial difficulties, conflict with colleagues or management and problems with physical or mental health.

As well, 31 people came to the EAP because they needed help dealing with past or present family violence. EAP developed a partnership with the family violence initiative and during the year most agents took part in a session, on top of other training, to learn how to help in this situation.

Last year, the EAP decided to take a proactive role in employee welfare. Their objective was to hold activities to promote a healthier lifestyle and give employees a more positive attitude. They set up workshops and events across the country, like a special weekend, wellness days and workshops on topics like stress management, drug awareness and laugh therapy.

For more information, please contact Christine Ouellet at (613) 996-9423. ■

The CCJA: 75 years of good work

The Canadian Criminal Justice Association has been a powerful voice in the justice field — under many different names — for 75 years.

It began as the Canadian Prisoners' Welfare Association in 1919. Unlike most other organizations of the time, which concentrated on religious conversion and aftercare services, it also worked for penal reform — improving prison conditions — and opposed capital punishment.

The association helped organize the first penal congresses, bringing together progressive, welfare-oriented practitioners to debate humane developments in penology as early as 1929.

In 1936 the name changed to the Canadian Penal Association,

but the focus on treatment of offenders and abolition of the death penalty continued. Despite financial woes, the CPA held three more congresses. Then, in 1956, the CPA and the Delinquency and Crime division of the Canadian Welfare Council merged to form the Canadian Corrections Association.

The association established a journal in Canadian criminology in 1957. This led to funding for original Canadian research in penology and helped create criminology departments across the country.

The next twenty years saw the association at its height of influence. Not surprisingly, this corresponded with the development of probation and parole systems across Canada. But

at the same time, it was never effective in preventing major prison construction, especially during 1960-1975.

In 1984 the association again changed its name, this time to the CCJA. The organization continues its commitment to improving the criminal justice system and providing a forum for discussion. Besides the congress, they are organizing a national forum on incarceration for September 8.

About three-quarters of the association's members work in the criminal justice field and many are front line staff. Other members are from community organizations, victims, offenders and academics.

A history of the association is being released at the congress. ■

Review of American jurisdictions

Last December, two teams of CSC staff visited a number of U.S. prisons to gather information on how they are trying to stop drug use. Paul Oleniuk, Assistant Deputy Commissioner, Prairies, Art Majkut, Warden, Stony Mountain Institution and Harold Golden, RHQ Pacific, visited two Oregon state facilities. Helgi Eyjolfsson, Warden, Joyceville Institution, Linda McLaren, NHQ, Bonnie Smith, RHQ Ontario, and Denis Cloutier, RHQ Quebec, visited five Federal Bureau of Prison sites and one state facility in Pennsylvania.

Many American prison officials suggest the most significant gains made in stopping drugs from entering institutions occurred when they expanded their focus to include visitors. Once inmates and visitors realized they would be prosecuted and/or dealt with severely through internal sanctions, drug trade dropped off considerably.

Some of the most successful drug prevention initiatives include video cameras that zoom in on suspicious inmate/visitor activity (CSC is installing these in all visiting areas this year), consistent suspensions of visitors possessing contraband and controls on what inmates bring to and from visiting areas.

To make it easier to detect drugs in institutions, strict rules limit personal belongings — inmates can only bring some religious items and books from home, and although some have access to computers, they can't

Many American prison officials suggest the most significant gains made in stopping drugs from entering institutions occurred when they expanded their focus to include visitors.

own them or have them in cells. U.S. staff also use drug detector dogs, special search teams and sophisticated telephone monitoring systems to intercept drug traffic (similar to the one CSC uses in some Ontario facilities and is expanding for national use.)

U.S. officials (and those in European countries like Holland) see urinalysis testing as an excellent tool to control drug use. The Federal Bureau of Prisons randomly tests five per cent of its general inmate population each month. After a positive test, an inmate goes on a suspect list and can be re-tested for up to one year. Testing is also a significant factor in all case management decisions. In Oregon, urinalysis testing extends beyond inmates to security staff at the entry level and staff on special assignments like the drug control team.

The big difference between Canadian and American jurisdictions is the balance between drug enforcement and rehabilitation programming. CSC emphasizes programming and sanctions are tied to the goal of rehabilitation — an offender who tests positive wouldn't be supported for conditional release until they complete drug rehabilitation programming. The same offender in the American jurisdictions would be refused

The big difference between Canadian and American jurisdictions is the balance between drug enforcement and rehabilitation programming ... Which is better? Balance is the key. Both strict enforcement and strong programs should be the goal for CSC.

support for conditional release simply as a punishment. (But they recently started to move toward a more program-based approach.)

Which is better? Balance is the key. Both strict enforcement and strong programs should be the goal for CSC.

A Canadian best practices report will be available at the end of the month. For a copy of either report, please contact Marcy Grossman at (613) 996-4501. ■

MAOR reductions on target

CSC is well on its way to meeting its budget reductions — to eliminate \$85 million by 1997/98. As of 95/96, \$65 million has been saved.

A recently released report discusses the progress of the 11 major projects of the Management, Administrative and Operations Review — CSC's main method for achieving the reductions.

One of the bigger projects is the Long-Term Organizational Plan. Under LTOP, institutions and districts will be more involved

in corporate functions like developing policies and programs. As well, many functions, like finance, will be clustered where it is more cost-effective. As a result, national and regional headquarters staff will decrease by about half. The plan is in the transitional stage of finalizing targets and writing job descriptions for the remaining positions while the reductions are on-going. When it's all done there will be approximately 218 people in the national office, plus 23 corporate advisors and staff. As an interim objective, 121 people will

work in clustered services at NHQ, but this figure will be reduced as re-engineering projects are implemented. Each regional headquarters will have about 31 people plus those in clustered services.

The MAOR report also highlights other cost-reduction projects including contract use, health care services, aftercare, the organization of parole districts and institutions, the provision of technical services and human resources.

For more information, contact Dan Rowan at (613) 995-4111. ■

Financial planning tips

A look at cashflow and budgeting

by David Acheson, a Chartered Financial Planner with the Civil Service Co-operative Credit Society, Limited

Uncertainty in the workplace, early retirements and the desire for financial independence are just some of the reasons financial planning is increasingly popular.

Measuring cashflow and budgeting successfully are critical in achieving financial objectives and may be the most important elements in successful planning. While challenging, they provide important information. It is best to be honest with yourself and record your real spending habits. The following tips may help you achieve financial independence.

Set up a spending plan: "Where does the money go?" comes up because of spending on a day-to-day basis without any sort of plan. Establish and prioritize your short and long term goals. Then review your present spending pattern and make adjustments where possible.

Set up a cash reserve: Financial experts recommend every family have a cash reserve of at least three months expenses to meet unexpected costs.

Develop large expense provisions:

We all have large, predictable obligations that can cause financial chaos if you've neglected to accumulate sufficient funds. Divide your large annual expenses into 12 equal instalments and save for them over the course of the year. Do the same thing to save for larger purchases.

Limit your use of credit: Credit's pitfall is that families over-extend themselves and become obligated to larger payments than they can afford. A consolidation loan may help to improve cashflow. Remember that credit terms differ, so shop as carefully for credit as you do for goods and services. Keep track of expenditures made with charge accounts or credit cards, and have a definite target date for paying the debt off before credit is used.

Use windfalls constructively:

Most families tend to spend the extra money on luxuries without considering the benefits of various financial uses. For example, paying

down a mortgage by a thousand dollars can save significant interest. Pay raises are more common; adding all or a portion of the net raise to your savings before you get in the habit of spending the increase will help you save.

Eliminate spending leaks: The convenience of quick access to our money through ATM's has made impulse buying and frittering away small amounts here and there a dramatic drain on our resources. Write down every cent you spend for a week and take a good hard look at your spending leaks. Using an allowance can help minimize this problem.

Make saving a habit: "Pay yourself first." It is never too early to begin saving for your financial independence. Don't be discouraged if the amount you can save is small. Five dollars saved every week will be more than \$500 in less than two years.

For more information, contact David Acheson at (613) 560-6675. ■

Statistics . . . in brief

Major security incidents

Looking back over the last five years, it appears the occurrence rates of many major incidents are relatively constant. In many cases, differences reflect changes in the numbers of offenders more than changes in the number of incidents.

Chart A shows the rate of incidents per 1,000 inmates for the last five years. The rate of

major security incidents is relatively constant despite our growing inmate population.

The number of inmates incarcerated in federal institutions has increased from 11,337 in 1990 to 14,223 in 1995.

Chart B shows the rate of incidents in which offenders on conditional release in the community are implicated.

The actual number of incidents in the community has remained relatively constant. However, since the community population, including provincial offenders supervised by CSC, has decreased over the last five years, from 8937 in 1990 to 8436 in 1995, the rate per 1,000 has increased.

Chart A – Rate of institutional incidents per 1,000 offenders

	90-91	91-92	92-93	93-94	94-95
Staff Murder	0	0	0	0	0
Inmate Murder	0.55	0.33	0.49	0.46	0.42
Hostage Taking	0.36	0.32	0.16	0.46	0.14
Major Disturbance	0.36	0.41	0.49	0.31	0.21
Suicide	0.92	1.29	0.89	1.82	0.99
Major Staff Assault	0.36	0.16	0.49	0.08	0.35
Major Inmate Assault	4.13	5.04	4.34	4.27	4.01
Major Inmate Fight	0.46	0.56	0.90	0.30	0.35
Escape Max Security	1.02	0	0	0	0
Escape Med Security	1.79	0.88	1.36	1.29	2.16
Escape Max Escort	0.46	0.17	0	0	0

Chart B – Rate of community incidents per 1,000 offenders

	90-91	91-92	92-93	93-94	94-95
Murder	2.16	3.09	2.11	1.69	1.90
Attempted Murder	2.05	2.47	1.70	0.90	1.54
Sexual Assault	5.28	4.90	4.29	4.28	5.81
Major Assault	4.31	4.00	3.50	2.69	2.96
Hostage Taking	0.55	0.62	0.10	0.40	0.59
Unlawful Confinement	1.08	1.23	1.89	0.90	0.36
Robbery	7.84	6.57	8.77	10.16	13.39

Vol. 20, No. 2



June 1995

Let's Talk is published quarterly by the Communications Branch of the Correctional Service of Canada.

Editor-in-Chief - Jean-Marc Plouffe

English Editor/Writer - Barb Wheatley

French Editor/Writer - Nathalie Clément

Julie Renaud

Design - Barb Wheatley

Article Coordination - Barb Wheatley

Translation Services - Ministry Secretariat

Printing - CORCAN (La Macaza Institution)

Articles may be reprinted in whole or in part with credit to the Correctional Service of Canada.

Direct comments or submissions to:

Let's Talk / Entre Nous
Correctional Service of Canada
340 Laurier Avenue West
Ottawa, Ontario K1A 0P9

Phone: (613) 995-5364

Fax: (613) 947-0091

Distribution: 1 (800) 665-8948

ISSN 0715-285X

© Correctional Service of Canada 1995



Printed in Canada on Recycled Paper

Let's Talk

Volume 20 No. 3  September 1995

Senior staff will need degrees

If you're hoping to become a warden in the future, you better check out your academic credentials. Starting in 1998, only people with university degrees specializing in a corrections-related field will be considered for a number of senior positions.

Currently, when staffing warden, district director, deputy warden, executive director and associate director positions through competitions, CSC accepts an educational equivalency for candidates who do not have a university degree with specialization related to the duties of the position. This equivalency is a combination of education, professional training and experience. But the introduction of technology and the increased complexity of these positions' duties mean they need to be performed in the future by employees who have extensive relevant experience and an excellent academic background in the social sciences.

At their meeting last April, the Executive Committee decided the educational equivalency will still be accepted for three more years to give employees time to upgrade their education. After April 1998, only candidates with a university degree with specialization related to the duties of the position will be accepted.

For more information, please contact Jean-Paul Bélanger at (613) 995-6472. ■

Needed: A little nurturing and attention

Institutions, prisons, correctional facilities. Whatever you call them, they are the dominant force in CSC's collective psyche. But the often overlooked community side of the organization — everything related to CSC's supervision of offenders on parole or statutory release — is beginning to come out of the shadows.

It's not surprising this community role has taken a back seat to the institutions, since most of CSC's money and staff go to work in institutions. In 1993/94, it cost an average of \$45,753 per offender in institu-

tions, while the cost per offender on parole was only \$8,527.

In the past, what happened in the institutions also got most of the press. But this has changed. In the report, *The Balancing Act — Managing the Release of Dangerous Offenders*, John Braithwaite commented on this shift, saying, "Corrections... is much more subject to attack for events that occur within the community than anything that transpires within an institution. The critical incident in the community brings corrections too close to home for most citizens."

Continued on page 8

National survey targets inmates

During the next few months, offenders throughout CSC will be completing questionnaires about institutional life. The results, which should be available by April 1996, will provide valuable information about inmates' attitudes toward programs, treatment, health and security.

The survey was based on the recommendation of the Expert Committee on AIDS in Prison for a comprehensive study of inmates' drug use and sexual behaviour, and also Section 74 of the Corrections and Conditional Release Act, which requires CSC to seek inmate input into correctional matters.

It was piloted late last year with 40 offenders in the Quebec and Pacific regions.

In general, there was a high level of co-operation. Most importantly, the pilot showed that the inmates were willing to respond candidly, even when sensitive issues like drug use and sexual behaviour were raised.

For more information, please contact David Robinson, Senior Project Manager, Research, at (613) 996-5222. ■

Inside This Issue

- 2 Commissioner's Column
- 3 Across Canada
- 7 Coming up!
- 8 Community Chaplaincy
- 9 Recent court decision
- 9 Watch what you heat!
- 10 Senior management conference
- 11 Corporate priorities
- 11 Mission review
- 12 Statistics... in brief



Correctional Service
Canada

Canada



Commissioner's Column

A federal Member of Parliament recently mentioned to me that he could see the difficulties we face because, whatever direction we take, some group or another will vehemently criticize us. This is the seventh federal government agency in which I have worked, and the subject matter here certainly generates much more conflicting and uncompromising views than any in the other six. I cannot help thinking of the many areas where we are being pushed both to do more and to do less.



Prisons are too soft	Prisons are too harsh
Conditional release essential to reduce recidivism	Parole does not work
Programming does not work	Programming does make a difference
Release early	Throw away the key
Too expensive	Not enough resources to do a good job
Too many rights for inmates	Too few rights for inmates
Don't tie staff down with paperwork	Need for better records to support public accountability
Local discretion improves decision-making.	More national standards required.

We will never satisfy both sides of these debates. In many cases, what is most appropriate is to find a balance; in other cases, there is little doubt about what is best from a correctional point of view regardless of the vehemence of those who disagree. Generally, we should try to get the facts and then make decisions, based on the facts and on what we believe is good corrections. Two examples may clarify what I am getting at.

Sex Offender Treatment: The proportion of inmates who have committed sex offences is rising faster than any other group. We have rapidly increased the numbers who can be treated from 200 in 1989 (all inside) to some 1,700 today (with 600 being in the community.)

How well has this programming been working? To find out, we called together a major conference in Toronto and a report is being released that will help guide our actions over the coming years. We have also exposed 1,900 staff to the risk assessment training, one module of which has been on sex offender assessment and treatment.

Protection against AIDS: Most inmates eventually get released. If they have HIV on release, they will likely infect others. We should do what we can to protect inmates from infection and thereby increase public safety. We are trying to do this through two strategies:

- discourage dangerous behaviors through better detection, deterrence and access to programs such as substance abuse; and we have been making some good progress in the past year or so;
- make what behaviours that persist less dangerous.

The difficult question on the second is how far a correctional agency should go. I think the rational answer is: as far as one can without undermining the security of the institution and the correctional goals we seek to achieve.

To my knowledge, the issuance of condoms does not seem to have undermined such overriding priorities. Nor has the issuance of better information to inmates on ways to minimize risks of infection. Nor will access to anonymous HIV testing. The general consensus among ourselves in CSC (and elsewhere) is that needle exchanges would be too risky in our institutions, even if many of our cities have them.

We are, however, moving towards the issuance of bleach. It was recommended by the Expert Committee on AIDS and Prisons 18 months ago. Since then, we have explored experience elsewhere, such as B.C. which has such a policy and, after reviewing it recently, reconfirmed it. There has been no evidence of bleach being used as a weapon and medical specialists have told us that, even if it were, the strength of bleach we will be using would not likely cause any lasting eye damage. As we implement, we will also monitor closely to make sure unexpected, and negative, side-effects do not arise.

A handwritten signature in cursive script, appearing to read "J. L. Edwards".

Correction

In the June 1995 Commissioner's Column, the number of CSC staff who have taken risk assessment training was reported incorrectly. As of April 1995, approximately 1,900 CSC staff had participated in the training.

ACROSS CANADA



PACIFIC

MISSION – Karen Maxwell, social and cultural development officer at Mission Institution, recently won an American Correctional Association "Best in the Business Award" and was featured in an article in *Corrections Today*. The article stressed the importance of her helping offenders reintegrate into the community, noting that, from escorts to attending social events, she does a lot of her efforts on her own time.

"She is a dedicated employee who truly enjoys working in a correctional setting and encourages inmates to lead more pro-social lives," said Sandra Burton, Mission's deputy warden, in the article.

Congratulations Karen!

WILLIAM HEAD – Staff and inmates at William Head Institution worked together to rescue four boaters, including two small children, from a stormy Pacific Ocean. Late in the afternoon on May 30, they spotted what seemed to be two adults in a canoe in Pedder Bay adjacent to the institution. It seemed the canoeists were having problems but when staff checked with them, they said they were simply resting from paddling against the wind. The wind had been strong in the morning and had been steadily increasing throughout the day.

A short time later, despite some furious paddling, the wind forced the canoe along the bay and out toward the open water. By this time,

a small craft warning was in effect and the Pearson College Search and Rescue Response was called. To the staff and inmates watching, the situation had become acute. They rushed to a point near the mouth of the bay and two of the rescuers waded out into the water with the end of a rope. They were able to get the rope to the canoeists as the wind forced them past the shore and the inmates and staff quickly pulled the boat to safety.

When the canoe reached the shore, two small children were huddled in its bow. The adults were very distressed over what had nearly happened and grateful for the timely help they had received.

WILLIAM HEAD – *Out of Bounds*, the inmate-produced newspaper at William Head Institution, recently received a double edition of good news. The National Prison Arts Foundation declared *Out of Bounds* the best inmate newspaper produced in federal institutions across the country. The paper received a cheque for \$200 and a framed certificate in recognition of the accomplishment. As well, HIS TITLE John Costello and two inmates met with Canada Post officials and got the postal rates for *Out of Bounds* reduced from \$1.80 to \$0.54 per paper.

ELBOW LAKE – People across British Columbia enjoyed warm, dry weather this spring, but this wonderful weather also caused a rash of forest fires which destroyed thousands of acres of timberland. Specially trained crews from Elbow Lake Institution were dispatched to several fires throughout the Pacific region to provide fire-fighting assistance to the B.C. Ministry of Forests.

Since it opened in 1977, Elbow Lake has been training and providing fire-fighting crews. The institu-

tion has a unit crew, comprised of two staff members and 19 inmates, as well as two smaller crews each comprised of one staff member and 10 inmates. There is also an additional fire-fighting crew and a five man camp set-up crew available should they be needed.

For more information, please contact Steve Bonnett at (604) 796-2101.

MISSION – Mission Institution held its 15th annual Community Sports Day for the mentally and physically challenged on July 7. One hundred and ten athletes participated, along with 66 staff from group homes.

An important key to the success of the sports day was cooperation and communication between staff and the more than 80 inmates who participated. As well, many businesses contributed by donating ribbons, prizes and food. The Mayor of Mission, a council member and local media attended the event. ■



PRAIRIES

BOWDEN – Earlier this year, several staff approached the warden about morale and the pressure the over-population is causing for all staff. As a result, a committee was formed to identify ways to boost spirits in the institution.

They've come up with a number of ideas, from a slo-pitch tournament throughout the summer, to barbecues, bowling and golf tour-

naments and even an old-time country hootenanny. They also started job shadowing, where staff spend half a day shadowing someone from another department to increase understanding of the pressures faced by all. And one day in May, three tuxedo-clad staff members hosted a mixer meal. They rearranged the tables, brought in music, and when staff arrived in their usual groups for lunch, they were seated with new dinner companions.

All the events so far have been very successful and Bowden plans to continue these efforts.

ROCKWOOD – From June 20-23, eight inmates at Rockwood Institution, along with Elder John Stonechild, participated in a group fast held on the institution's Sacred Grounds. During the four-day fast, nothing was consumed except water.

They held a cleansing sweat the first day and several other sweat and pipe ceremonies over the next three days. The fast concluded with a pipe ceremony led by visiting Elder Barbara Daniels.

As well, Elder John Stonechild held a naming ceremony for Correctional Officer Wayne MacDonald. He was given the Aboriginal name of "Calling Water" in honour of his continued interest in learning about Native culture.

STONY MOUNTAIN – Thirty offenders, joined by their chaplain and two volunteers, participated in this year's March for Jesus on May 27. Despite the limits of the prison exercise yard, they had a sound system, song booklets, balloons and flags. The general consensus among participants was that it was a bonding experience for the group as well as a public testimony to their religious beliefs.

SASK. PEN – Fifteen runners and a bus driver from Saskatchewan Penitentiary participated in the annual Law Enforcement Torch run in Saskatchewan on June 14, running the fifty mile leg of the journey from Rosthern to Saskatoon. The run ended in Weyburn at the opening ceremonies of the Special Olympics on June 16.

The torch run has taken place on the highways of Saskatchewan each year since 1988 to raise funds for the Saskatchewan Special Olympics Society. At the same time, it brings positive publicity to the agencies represented. Sask. Pen. staff are heavily involved each year both in the running and in collecting pledges and donations for the athletes taking part in the Special Olympics. In addition to Sask. Pen. staff who have traditionally contributed the largest contingent of runners, other peace officers involved represent the various police services and RCMP from throughout Saskatchewan, the provincial correctional facilities, CSC parole, the department of environmental resources management, the federal park wardens service and the highway transport patrol.

SASK. PEN. – A barbecue social for 84 inmates and their support people from the community who visit through the "Person (Two) Person" program was held on June 12. A total of 137 people attended. This program, involving volunteers from surrounding communities, is aimed specifically at inmates who lack other means of family support.

DRUMHELLER – Staff at Drumheller Institution now have access to competition posters and information bulletins through the computer network. A directory for staff was set up in the "Z" drive of the computer and members of the employment equity advisory commit-

tee ensure competition posters and other articles are put into the system and updated as needed. Staff are able to read or print any item of interest, anytime during the day. Notice of competition posters are still located in all previously designated locations but the computerized system provides staff with further access. ■



COLLINS BAY – Collins Bay Institution's education program has successfully launched the first "Careers Exploration" co-op education course in the Ontario region. Andy Morgan, Chief of Education, and his staff, in conjunction with Jim Kennedy, CORCAN construction, and his site supervisor, worked as a team to facilitate the program's delivery.

The main goal of the careers exploration course, which began early in 1995, is to give the student the opportunity to develop job hunting and job maintenance skills while working on completing their high school requirements. Successful students receive three full credits towards the Ontario secondary school or high school diploma.

This course consists of a three month in-school session and a three to five month on-the-job training program. The participants reap the benefit of close supervision by a professional teacher as well as the keen interest and expertise of a professional tradesperson. Robert Peelar, the first graduate, worked on the construction of a private family visiting unit at the institution and was very enthusiastic. As a result of his

success, the staff involved are eager to move into the second phase of programming, which will include other CORCAN shops as well as food services.

Previously, Millhaven Institution, under the direction of Peter Pain, Chief of Education, and with the cooperation of Mac MacLean, CORCAN Operations Manager, had three offenders complete the program using vocational credits in manufacturing technology as the in-school component. ■

QUEBEC



FEDERAL TRAINING CENTRE – The STOP program at the Federal Training Centre provides a treatment environment for all drug addicts who are determined to break free from their dependence on drugs.

The desire to change is deliberately put to the test over a minimum period of nine months. The toughness of the test is designed to build strength — not muscular strength, but strength in terms of a questioning of the values commonly encountered in the prison environment. The aim is to get the participants to think, to be more introspective and to use their intuition and power to make personal choices. The talk is not about rights, but about responsibilities.

The therapeutic work is done exclusively in groups. Through interaction with each other, the members of the group come to confront a multitude of problems: emotional dependence, weak impulse control, difficulty in resolving conflicts, distress regarding relapses, ambiva-

lence regarding freedom, transfer of dependence, cognitive distortion, unsuitable defence mechanisms and a number of other emotional problems.

A maximum of 20 voluntary participants are supported by a team made up primarily of correctional officers, who are trained to evaluate the forms of resistance and the ruses and evasions particular to offenders.

As far as the results are concerned, staff involved say the primary goal — namely, reduction of the recidivism risk — is being reached.

With respect to relapses in consumption, which generally lead to reincarceration, it is appropriate to question the way in which relapses are managed; it would be ignoring the reality of the therapy process to associate indiscriminately each case of relapse with a higher risk of recidivism. Nevertheless, the team is already applying new intervention strategies aimed at both relapse prevention and provision of assistance in connection with reincarceration.

For more information contact Solange Keighan, Co-ordinator, at (514) 661-7786, ext 4671 or 4843.

LECLERC – Under the ECHO Program at Leclerc Institution, urinalysis tests have been conducted on participants since 1990. During the period from April 1, 1994, to March 31, 1995, of the 238 tests required at Leclerc Institution, 78 inmates refused the tests, 131 tested negative and 29 tested positive.

A training program was provided to the local coordinators, the collecting officers and the independent chairpersons. The case management officers, correctional officers and program staff are also informed regarding the urinalysis program.

When the test is positive, the following steps are generally taken: counseling, expulsion from the substance abuse program, transfer study and disciplinary offence report. The parties involved work in close co-operation with the independent chairpersons to ensure that the sanctions imposed for refusal to provide a sample are as of the same severity as those imposed for drug consumption.

The staff members believe that urinalysis is proving to be a very reliable tool for the detection of drug use by offenders, that random control does have some dissuasive effect, and that this is truly helping with verification of compliance with a condition that drugs not be taken.

COWANSVILLE – On June 27, two sweat lodge ceremonies led by elders were held for Cowansville Institution staff, with a view to increasing awareness of Native culture.

All participants were pleased with the event and say they now have a better understanding of Native spirituality. They also appreciated being able to talk freely with the elders regarding a number of cultural and spiritual issues.

Given the participants' enthusiasm, the organizers plan to hold more awareness-raising ceremonies beginning in September. If knowledge and a sharing of Native culture can help bring our peoples closer together, we will have done our part, they say.

LECLERC – On June 11, to mark National Public Service Week, Leclerc Institution welcomed nearly 260 visitors, family members and friends of employees. The purpose of the visit was to enable people who live with or are close to staff members to better understand the environment in which the staff work.

Staff members served as guides, leading groups of visitors through various sectors of the institution. The perimeter intrusion detection system and the dissociation unit attracted much interest. Inmates who are participating in the ECHO program joined the visitors in their unit. ■



APPOINTMENT – Alphonse Cormier is the new Deputy Commissioner, Atlantic region. A native of Memramcook, New Brunswick, Alphonse has an extensive career in the Public Service. Since 1974, he has been an employee of the Department of Fisheries and Oceans, most recently as the Regional Director General for the Gulf Region.

Welcome to CSC and good luck, Alphonse!

HALIFAX AREA – Parolees in the Halifax metro area are learning about the benefits of a healthy lifestyle. The Healthy Lifestyle Program promotes a way of living conducive to physical, emotional and mental well-being through five half-days of instruction.

Initiated by the local Citizen's Advisory Committee, the program is funded by the Nova Scotia Department of Health's Community Health Promotion Fund and is administered by Peter Grandy, Acting Director of the Carlton Community Correctional Centre.

Volunteer Hema Chopra coordinates the activities of the program which include: educational sessions

on health needs like nutrition, use of leisure time and sexual behavior; recreational activities to encourage physical fitness and socialization; and a resource library which provides an overview of health and leisure activities available in the metro area.

Approximately 20 parolees have participated in the four sessions offered since the program began in January. Suitability for the program is determined by the correctional staff and participation may be voluntary or through correctional treatment plan referrals.

The next session is in September with additional modules and, hopefully, volunteers involved in the delivery. For more information, please contact Peter Grandy at (902) 426-2601.

TOUR – Five members of a Rotary International exchange group from Japan toured Dorchester Penitentiary and Westmorland Institution on June 2. Part of the exchange included a tour of educational facilities; they visited elementary and high schools as well as the university in the community and focused on the institutional school programs at Dorchester and Westmorland. They also visited the living units, the Regional Treatment Centre and the core program facility. Impressed with our facilities and the programs

offered to offenders, the participants found it was a very educational experience.

KENTVILLE PAROLE – It's most unusual to hear a thank you for a job well done. Many would agree with this statement, especially as it relates to our work with offenders.

Recently, Heather Boates, a parole officer in Kentville, received a call from the sister of an offender who thanked Heather for attempting to have her brother sent directly to Dorchester Penitentiary as he was in need of medical care. She went on to say how pleased she was with the treatment her brother received during his stay at the hospital in Dorchester and said staff offered service beyond the call of duty.

Congratulations to all involved!

DORCHESTER – "Special" is one word that speaks volumes about an educational program at Dorchester Penitentiary that is breaking new ground in the Atlantic region. The prison's special education component is designed to address the needs of inmates who require individualized attention not normally found in a classroom setting. It is unique within the Atlantic region.

Most students in the program do not work well in a group and

How to submit to *Let's Talk*

- Articles (with appropriate contact names and numbers) should be forwarded by E-Mail or on a 3.5" diskette (Microsoft Word).
- Feature stories should not exceed 500 words.
- Make sure all names are spelled correctly!
- Deadlines for submissions to upcoming issues are: Oct. 16 for the December issue; Jan. 15 for the March '96 issue; and April 15 for the June '96 issue.

For more information, please contact the editor of *Let's Talk* at (613) 995-5364, or by fax at (613) 947-0091. ■

may have a low attention span or be learning disabled. Utilizing creative teaching techniques and special teaching tools is a hallmark of the program.

"The aim is to do whatever is necessary for learning to occur. Rather than grade level equivalent, the entire program is based on finding a way for each student to learn," says Pauline Belliveau, the special education resource teacher who operates the program. She does this by creating an individualized education plan for each student.

Most of the special education work Pauline does is on a one-on-one basis. This approach builds trust and provides flexibility. She finds that, as a rule, one hour of individual education is better for her students than a half-day in the classroom.

Many of the inmates in special education have deep-seated problems — emotionally and/or mentally. They simply cannot function in a group setting. If it weren't for this program, she says, there would be no educational option for them. They would fall through the cracks in the prison education system, just as many of them did in the regular school system on the outside. ■



ESCAPES — In 1994/95, the number of escapes from minimum security institutions dropped by over 50 per cent compared to the year before. The Commissioner recently updated the Solicitor General on the reasons the minimum security wardens have identified for this dramatic change. Here's what he said:

The urinalysis program was identified as having had a positive effect on the number of escapes. It has reduced the drug flow and trafficking in institutions and resulted in the decrease in consumption by inmates (many escapes have been linked to being under the influence) and a decrease in associated problems, such as drug debts, from which offenders have been attempting to flee. The emphasis on program interventions with drug abusing offenders was identified as generally decreasing inmate anxiety about possible involuntary transfer to higher security. (This can, however, be a double-edged sword as two recent escapees left because they were anticipating a positive urinalysis result.)

Risk assessment training and better procedures for identifying "minimum security inmates" (and the rigorous application of these criteria) have improved offender assessment significantly. Emphasis is being placed on ability to manage the offender safely, rather than to automatically fill an empty bed.

Institutional staff are being made aware of the circumstances of and recommendations arising from inquiries resulting from escapes from minimums; significant effort has gone into identifying what similarities exist with their own situations and adopting measures to counter these.

All institutions have implemented a mechanism for the rapid identification and close monitoring of problem and potential problem inmates. These are then discussed at regular (weekly) meetings to ensure information is widely shared and appropriate interventions are used.

Although there are a number of security measures which have been adopted by some institutions, such as increasing the number of counts and installing alarms on cell blocks and units to control movement at

Coming up!

CAC Conference

The Citizen's Advisory Committee is holding its national conference from September 28 to 30, in Winnipeg, Manitoba. It's called "Going Back to the Community," to emphasize the importance of CAC members' liaison role with the community. One member from every CAC across the country will be participating, as well as the national executive.

Custody and caring

The fourth national conference on the nurse's role in the criminal justice system will be held Nov. 2 and 3 in Saskatoon, Saskatchewan.

The conference will address issues affecting nurses working in the federal and provincial correctional systems, mental health facilities, universities and colleges, as well as other interested professionals.

It's presented by the University of Saskatchewan's College of Nursing, in collaboration with the Prairie Regional Psychiatric Centre.

For more information, please contact Norma Fulton, Director, Continuing Nursing Education at the University of Saskatchewan at (306) 996-8360. ■

night, responses from all institutions reflect a much greater emphasis on involvement by staff with the offenders. This has had the dual effect of identifying early when the offender is encountering problems and providing an excellent source of preventive security information. ■

Nurturing community corrections

Continued from page 1

A review by the Auditor General also pointed to problems in CSC's community function and commented on the lack of attention it gets from senior management. In response, CSC has started putting more emphasis on community corrections. In the last year, many things have changed.

"The more you talk about community corrections, the broader it gets — not just across CSC, but across the whole community," says Gerry Minard, Corporate Advisor for community corrections, a position created late last year. According to the Commissioner, the advisor must "ensure that community corrections is given the attention and nurturing it requires." So if Gerry, who previously was district director of Eastern and Northern Ontario Parole, has his way, everyone will be talking about community corrections.

As corporate advisor, Gerry chairs the National Community Corrections Council, which includes a district director from each region, the Senior Deputy Commissioner, a National Parole Board representative and a representative from the institutions. Gerry sees the council

"The more you talk about community corrections, the broader it gets — not just across CSC, but across the whole community." — Gerry Minard

as "a vehicle that allows us to meet, review policy and manage projects, and look at the broader perspective of community corrections."

Gerry and the council, along with the personnel in the field, are working on a number of projects. An important one is formula funding, which will start for fiscal year 96/97. Under it, community corrections resources will be distributed based on the number of offenders in each region. (Currently, it's based on past-use.)

Another change is the community offender management system, which will be ready this fall. It modifies the community risk/needs management scale to examine the seven domains research has shown must be addressed to reduce the rate of recidivism. The changes bring the community risk re-assessment in line with the intake assessment. At the same time, the new system will provide a database showing what the offenders' needs are by office, district or region.

The council has also formed a working group to define groups of high risk offenders and set out the strategies for effectively dealing with each group — how frequently they will be contacted and what kinds of programming they will receive. Another proposal will establish a periodic category of supervision — four times a year — for low-risk, low-need offenders. They are also coordinating the development of the community portion of the drug strategy and looking at the use of volunteers in community corrections.

Gerry knows raising the profile of community corrections is a continuous job. But he thinks it's worth it, especially considering cost savings of maintaining offenders in the community. He points out that even if some more money was needed to keep certain types of offenders in the community, it would still be well worth it. "It's a matter of shifting resources," he says.

For more information, contact Gerry Minard at (613) 992-4801. ■

Community chaplaincy provides down-to-earth support

Imagine a support system for offenders released into the community that is completely run by the community. Imagine it gives them counseling and programming, both one-on-one and in groups. Imagine it also includes food banks, shelters and clothing depots — and training and employment services. Now, call this "dream" community chaplaincy.

"Fifteen years ago, it was smiled at," says Rev. Pierre Allard, Chaplaincy Corporate Advisor. While

community chaplaincies have been around for more than 15 years in some areas, the last few years have seen them increase in both quantity and profile.

"There's much wider acceptance," agrees Chris Carr, Associate Director of Chaplaincy, of the 23 community chaplaincies running across the country. "A lot of people are interested." Both men are hoping the community chaplaincies will get an even higher profile because of the increased attention CSC is giving community corrections.

A report released earlier this year takes the first comprehensive look at the community chaplaincy program. It indicates they play an important and impressive role in corrections.

The concept behind community chaplaincies is to link ex-offenders and their families with community resources. They perform a wide variety of functions to help offenders reintegrate into the community and to maintain any spiritual commitment made inside.

Continued on page 12

Recent court decisions

A B.C. Supreme Court justice has ruled that CSC did nothing wrong in transferring an inmate to a maximum security institution against his will. The inmate, who was transferred because he was under investigation for a murder at medium security institution, had asked the courts to reverse the transfer on the grounds that CSC had acted unreasonably by not doing additional investigations and answering all his questions specifically.

In his decision, the Honourable Mr. Justice Bouck stated that while some situations may require a detailed explanation from CSC officials, not all do. "First and foremost [CSC officials] are busy administrators. They are not trained lawyers or judges with little else to do but spend their days writing decisions. They are not administering the criminal law."

He observed that the offender had been moved to ensure the orderly administration of the institution. He said the courts will not interfere in an administrative matter unless it was done improperly, which he said was not the case.

"A prison is a complex institution," he observed. "Inmate secrecy, deceit and a code of silence are part of every day life within the institution. Inmate loyalty is usually given to those who control the inmate power structure. Very rarely is there explicit evidence of misbehaviour coming from credible sources within the inmate population."

"Prison authorities must act on the best information available," he continued. "Sometimes it is unreliable and an individual inmate is wrongly charged or wrongly transferred. But given the nature of the inmate population and the necessity of preserving order there is often no other alternative."

"Perhaps the petition was not dealt with perfectly. But the law does not demand perfection. Very rarely do any of us perform anything perfectly. Courts must always be vigilant in protecting the individual rights of an inmate who is dealt with in an unreasonable manner."

"On the other hand," he added, "we should realize the difficult situations that confront prison officials." ■

Watch What You Heat . . .

Watch what you heat, prevent home fires. The theme for Fire Prevention Week 1995, October 8 to 15, reminds us to be careful of fire hazards both at home and at work. In CSC, we provide a workplace for some 8,000 staff and home for more than 14,000 inmates.

"While we have a good record in preventing fires in our workplace, it's the home environment — the living units — where there is a lot of room for improvement," says Randy Gaw, Chief Operational Fire Safety for CSC.

CSC's fire losses for the fiscal year 1994-95 show a total of 68 reported fires totaling \$32,248. These numbers are in line with our multi-year average of 60 to 80 reported fires which usually result in losses of \$25,000 to \$50,000.

Of the 68 fires, 49 were the result of arson and totaled \$31,003 in losses to buildings (\$26,615), contents (\$3,873) and others (\$515). Three quarters of the arson fires occurred in the living units. Understandably, the arsonists used items available in the cell to start the fire, including bedding, clothing, reading materials and entertainment equipment.

"It is vital that administrators control the quantity and type of cell contents permitted through Standing Orders and regular inspections to limit the amount of

combustibles and ignition sources available," says Gerry Hooper, Assistant Commissioner, Technical and Information Management Services.

The installation of smoke detectors and automatic fire sprinklers in living units has helped, even though the presence of kettles and toasters in cells can lead to nuisance and false alarms. Staff report a reduction in the number of cell fires and attribute this to the presence of the automatic sprinklers. If a sprinkler head is activated by heat or vandalism, lots of cold water (about 20 gallons/minute) is discharged into the cell. This wets everything in the cell and sometimes the cells below.

There have also been several cooking fires in private family visit facilities when occupants left stoves unattended while food was frying. These fires damaged the stoves and adjoining kitchen cabinets. A similar fire in a sprinklered minimum security living unit caused the sprinkler under the range hood to operate. Damage in this fire was less than \$200.

We have the technology to make buildings safe from fire, but it's the people who present the challenge. Take this year's Fire Prevention Week message to heart — and take it home. ■

Watch what you heat — prevent home fires!

Looking at today and tomorrow

The senior manager's conference was a success again this year. In three days, the participants covered a whole spectrum of topics — from broad strategic issues, including the mission review and identifying corporate priorities, to items of concern about day-to-day operations, like the inmate canteens. They were also treated to a number of excellent workshops, including crime prevention, restorative justice, high-risk offenders, and keeping kids safe from sex offenders. "The workshops were too good," observed Commissioner John Edwards. "I regret I was only able to go to one at each time."

In opening the conference, the Commissioner talked about some of the events of the last year. He congratulated all wardens and their staff for handling "such an incredible increase in inmates . . . so well that the rate of serious incidents per 1,000 inmates has been generally stable."

Noting CSC will likely face many challenges in the coming year, the Commissioner touched on one in particular — the management of federally sentenced women with the closing of the Prison for Women in Kingston. He said it will include four challenges: opening the new institutions on time; keeping Prison for Women as calm as possible this year; preparing the inmates to move; and reducing the federally sentenced

women's population so the new prisons aren't overcrowded when they open.

Not surprisingly, the topic of overcrowding kept coming up. "The answer is not simply to build more and more prisons," said Solicitor General Herb Gray. Instead, he stressed the importance of ensuring public safety, adding that "underlying the effective use of alternatives (to incarceration) is the need for sound risk assessment."

As well, the Commissioner made a presentation on the correctional review — examining what use

Canada should make of incarceration. He discussed a number of factors affecting the incarceration rate. "At the simplest level, we have of course known that admissions have been rising and releases have been falling. But as we dig ourselves out from the confusion arising from implementation of the Corrections and Conditional Release Act and the Offender Management System, we are getting a clearer idea of what has been happening."

He noted that warrants of committal surged in the early 1990s but dropped in 1994/95 and that while

revocations have tended to increase, total admissions fell in 1994/95 for the first time in many years. On the release side, he noted that the proportion of offenders out in the community was not far off the historical norm of about 38 per cent; however, day and full paroles were down from two years ago, while detention cases were up.

He announced the establishment of a task force to look at why day and full paroles aren't granted on their eligibility dates and what changes might reduce delays without affecting public safety. "One thing I am not interested in doing is setting numerical targets for additional releases," he stated. "We must simply assure ourselves . . . that releases are delayed only for reasons of public security."

The Commissioner also said he doubted that any other correctional service spends as much on programming, but expressed concern as well. "The more we develop programming, the more demand there is for such programming to be taken."

Other sessions during the conference included environmental scanning, with a presentation by Tom McCormack of Strategic Projections about Canada's changing demographics

and another by Michael Adams of Environics about social attitudes, as well as presentations by each of the corporate advisors about their areas of responsibility. ■

The Commissioner congratulated all wardens and their staff for handling "such an incredible increase in inmates . . . so well that the rate of serious incidents per 1,000 inmates has been generally stable."

The topic of overcrowding kept coming up. "The answer is not simply to build more and more prisons," said Solicitor General Herb Gray.

Establishing corporate priorities

For the first time, CSC used high-technology to give all senior managers a chance to help identify the strategic issues that are a priority for the Service — well, almost. A glitch caused some problems, but in the end, even without the technology, the exercise was a success.

They began rating 25 issues identified through an earlier brainstorming exercise by using a computerized voting system on a scale of one to five, with five being extremely important. But the glitch meant that instead of instantaneous results, several staff had to work well into the night inputting the results of voting done on paper.

The quick change in format still allowed each person to have equal say. "We saw the product of thousands of years of correctional experience coalesce around the issues," said Tom Epp, Acting Assistant Commissioner, Correctional Policy and Corporate Planning. And he noted there was very high agreement among the managers as to the importance of each issue.

The first issue, with more than 70 per cent rating as extremely important and another 20 per cent rating as

very important, was managing high risk offenders. "That's an amazing concentration of corporate will," observed Andrew Graham.

Not far behind were effective human resource management and effective offender program design and delivery. Rounding out the top five were the issues of public expectations / education / confidence and population management.

The managers also voted on how much control they think the Service has over each issue, again on a scale of one to five, with five being the most control. These measures are also very important, as they indicate the will and capacity in CSC to do something about the issues. The most controllable issues were identified as effective

offender program design and delivery (#3 in importance) and making our policies stick (#7 in importance).

The results of the voting were used in finalizing the list of priorities for the 1995/96 accountability contracts and will be used to create a finalized listing of corporate priorities for strategic planning to be done at an executive committee meeting sometime later this year. ■

The Top Five

1. Managing high risk offenders
2. Effective human resource management
3. Effective offender program design/delivery
4. Public expectations/education/confidence
5. Population management

Reviewing the mission

After careful review, it looks like CSC's mission statement will stay as it is, but the core values and explanations will be changing in various degrees.

"We started looking at changing the mission statement," said Andrew Graham, Senior deputy commissioner, "and after dancing all around it, we got back to where we began. We realized how strong it was."

Andrew was talking about the early work in the review, done by a correctional council composed of staff from each region. Their goal was to revise the document to incorporate the Corrections and Conditional Release Act and other changes that have happened in the six years since the document was first written.

"The challenge for the correctional council was to provide meaningful change to the document without eroding its foundation," said Lorraine Casey, Regional Administrator, Policy and Planning, Atlantic region,

and member of the council.

The changes they agreed on were drafted into a new document, which was presented at the conference. In it, the core values, while similar in intent to the original, were clarified and re-focused. As well, the guiding principles were replaced with a commentary to elaborate on each value.

The senior managers broke into groups for in-depth examinations of each revised core value and came up with many recommendations. The importance of the mission became apparent both through what people said and by the diligence of the senior managers as they examined the draft.

The correctional council met in August to incorporate the suggestions into the document. Their final document is expected to be discussed and approved at the September executive committee meeting. ■

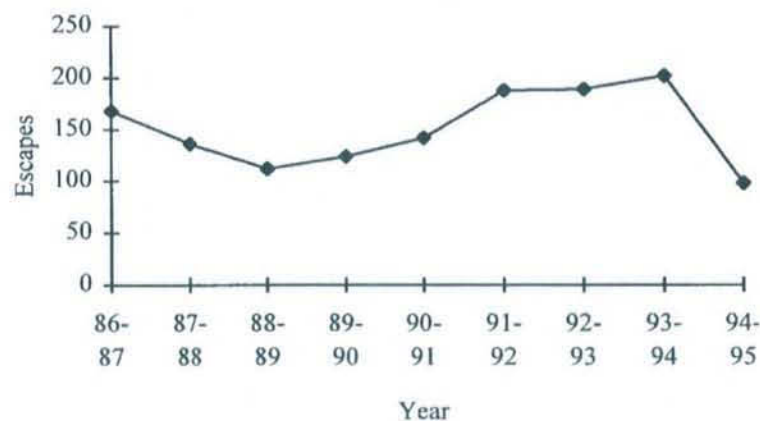
Statistics... in brief

Escapes from minimum security

As we showed you in the last issue, the number of major security incidents, like murders, assaults and hostage takings in our institutions has remained relatively stable in the last years, despite the growth in the offender population.

One type of incident which has decreased is escapes from minimum security. In 1994/95 there were less than half as many as the previous year — down to 98 from 202.

Escapes from minimum security



Some possible reasons for this are discussed on page 7 in the NHQ section of Across Canada. ■

Community chaplaincy

Continued from page 8

As community groups, the chaplaincies can work with offenders beyond their warrant expiry dates, a function becoming increasingly important as offenders are released later in their sentences.

With the exception of Toronto, which has a CSC chaplain who coordinates smaller groups, the community chaplains are not CSC staff. Community members who want to work with offenders form a board to run the chaplaincy

and then set up an alliance with CSC, which provides a small percentage of their funding.

While the community chaplaincies have come a long way, Pierre and Chris have even more goals. They'd like to work closely with the community corrections council and develop links with victims' groups and police, as well as stronger ties with other churches. Most of all, they want to establish community chaplaincies in Montreal and Vancouver. ■

Volume 20, No. 3  September 1995

Let's Talk is published quarterly by the Communications Branch of the Correctional Service of Canada.

Managing Editor - Jean-Marc Plouffe
English Editor/Writer - Barb Wheatley
French revision - Julie Renaud
Layout - Barb Wheatley
Translation Services - Ministry Secretariat
Article Coordinator - Barb Wheatley
Printing - CORCAN (La Macaza Institution)

Articles may be reprinted in whole or in part with credit to the Correctional Service of Canada.

Comments or submissions may be directed to:

Let's Talk / Entre Nous
Correctional Service of Canada
340 Laurier Avenue West
Ottawa, Ontario K1A 0P9

Phone: (613) 995-5364
Fax: (613) 947-0091
Distribution: 1 (800) 665-8948

ISSN 0715-285X

© Correctional Service of Canada 1994



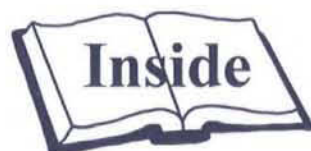
Printed in Canada on Recycled Paper

Let's Talk

Correctional Service
of Canada



Volume 20 No. 4
Winter 1995/96



Correctional officers getting physical

The correctional officer pushes hard against the machine, moving it from side to side. She runs and vaults over a waist-high wall, then continues up and down a small flight of stairs.

No, it's not some strange institutional crisis. It's the new correctional officer physical abilities test (COPAT). And while it's not a real emergency, it was designed to mimic what the officers have to do when they respond to a situation in real life.

The test is part of the Bona Fide Occupational Medical and Physical Requirements (BFOR) for correctional officers. These are a set of standards CSC developed in consultation with the Human Rights Commission and Health Canada, and with extensive input from the correctional officers themselves. They are designed to reflect the minimum occupational standards necessary for the safe, efficient and reliable performance of the job.

Starting in January, every new recruit will have to pass the bona fide occupational requirements, including both medical and physical tests.

Because CSC has never had a set of consistently applied medical and physical standards, the organization could be, and was, challenged through the Human Rights Commission for being discriminatory if they screened out a recruit who was, for example, visually impaired. But the Commission considers bona fide occupational requirements to be fair, since they are set objectively and apply to everyone.

Starting in January, every new recruit will have to pass the bona fide occupational requirements, including both medical and physical tests. Current correctional officers 1 and 2 will have to pass by April 2000. The current standards were designed on the basis of requirements for people working in male institutions, and both male and female officers must pass the same test. Once the new female facilities are open, CSC will examine whether different standards are needed for staff in those institutions.

The use of the standards will make CSC's institutions safer. According to the research done during the development of the standards, 50 per cent of current correctional officers would now have physical difficulty responding to an emergency situation — placing themselves, colleagues, inmates and the public at risk. (Continued on Page 7)

Commissioner's Column.....	2
Across Canada	3
Inmate suicide report	8
Custody rating scale	8
An outsider's view	9
CACs	10
West meets east	10
Song, dance and reconciliation.....	11
Bleach kits	11
Statistics in brief	12

Community corrections

More attention is being paid to community corrections, perhaps more than any time in history. Many changes are beginning and others can be anticipated.

There has been some shift in public concern away from institutions and towards community corrections.

Increasing resources are being devoted to community corrections. For the current fiscal year, an additional \$1.6 million was devoted to community operations.

The Auditor General devoted a chapter in his 1994 report to community corrections. While noting that "Correctional Service of Canada is generally recognized as a leader in corrections management," he concluded that the management of the Correctional Service of Canada was unduly preoccupied with institutional matters, resulting in inadequate management of its community corrections responsibilities.

A senior community corrections official, Gerry Minard, was appointed Corporate Advisor, Community Corrections, reporting directly to me.

A Community Corrections Council, made up of representatives from all regions, was established under Gerry's chairmanship to identify issues of concern and to recommend ways of addressing these.

The Council is finalizing a proposed resource allocation formula to determine what resource level each office needs based on a set of workload determinants. Other areas being examined include supervision, defining models of intensive supervision, community drug strategy, and risk re-assessment.

We are monitoring community results more closely. Some are very

encouraging, such as the dramatic drop so far this year in the number of serious offences committed by offenders on conditional release, probably due in part to the risk assessment training last year. We will soon have reliable data on the rate of unemployment among offenders available for work; I suspect this information will be somewhat depressing.

We are working more closely with resources in the community — collaborative ventures with police, provincial authorities, volunteers, community chaplaincy, and so forth.

There is widespread recognition that programming in the community is generally more successful than programming in institutions; hence offenders who can be safely managed in the community should receive programming in the community.

The chairman of the National Parole Board believes in parole, knows us very well, and is anxious to see our two organizations working well together.

As the new facilities for federally-sentenced women become operational, the priority will begin to shift towards ways and means of getting more effective community support for our women offenders. The better the support, the better the release plans, and the sooner releases can be made confidently.

We recognize that like many front-line jobs in the public service, the work of case management officers has been undervalued. We had hoped this would be corrected through the general overhaul of the public service classification system; however, this is on hold. This is not the easiest time to make adjustments, but we are looking for an

approach that has some chance of being approved, perhaps something akin to what was done through the correctional officer conversion.

Other brief mentions:

A task force of regional and national headquarters staff, with additional representation from Union of Solicitor General Employees, Immigration, NPB, and the RCMP, has been developing a strategy to combat the activities of gangs in our institutions. A Commissioner's Directive has been drafted and sent out for consultation, and an action plan to implement all aspects of it is being finalized.

Overcrowding and the level of double-bunking has been declining in recent months. The inmate population was down about two per cent over the first six months of 1995/96, and our capacity is increasing with new units in institutions, with the short-term accommodation program, and with the acquisition of Grande Cache. While some institutions still have very high overcrowding, the proportion of offenders above the rated capacity has declined from 18 per cent in March 1995 to 12 per cent in early November.

By the time this article comes out, the flow of federally-sentenced women out of the Prison for Women will be well underway, beginning, I hope, a very different history from what we have experienced since 1934.



ACROSS

C A N A D A



Coming up tulips

RHQ – Everything is coming up tulips for Judy Croft, Regional Administrator, Accountability and Performance Measurements. Or at least it will be next spring, when the tulip garden she won blooms.

Judy won the 400-bulb garden in a national essay contest celebrating the 50th anniversary of the liberation of Holland. Princess Juliana of the Netherlands gave the first gift of 100,000 tulips fifty years ago to thank Canadians for hosting the Dutch royal family during the war.

The tulip garden was planted in Agassiz for the whole community to enjoy.

Fore!

FERNDALE – On August 11, thirty seniors used Ferndale Institution's golf course to raise money for the Canadian Cancer Society. They raised \$600 at the event, which featured a nine-hole tournament and was followed by lunch in the visiting area.

Ferndale's Warden, Ron Wiebe, extended an invitation to numerous agencies in the Abbotsford/Mission area to use the golf course for fundraisers, and this was the first group to take advantage of the offer. Otherwise, 20-30 seniors use the golf course three mornings per week at no charge, although next year there may be a \$2 fee, with the money going to charity.

The golf course was built and is maintained by the inmates. Hans Mills, coordinator of social development, says this gives them an opportunity to learn skills like greenkeeping. The inmates are allowed to use the course in their leisure time.

For more information, please contact Hans at (604) 826-5410, ext. 118.

Program update

MOUNTAIN – John McCallum, Offender Substance Abuse Program group facilitator, and Marion Tait, an adult basic education specialist, have recently helped write an update of the OSAP core program in co-operation with John Eno and the team at NHQ.

They've adapted the program to fit the needs of the adult basic education inmates. In essence, they took the regular OSAP curriculum and stretched it out so each session of the manual was actually delivered over a number of days. The first time the program was delivered this way, it took about three-and-a-half months, but Marion and John believe future programs could be delivered in about two-and-a-half months.

The work will continue, finalizing the various components of the program to make it appropriate for various groups. As the handouts and pre- and post-tests are written, they will be sent to National Headquarters for a final rewrite and then made available to others.

Ted Francis, OSAP groups facilitator at Mountain, says this long-term OSAP program for the adult basic education inmates is a positive step. "Making the programs meet the actual needs of the inmate taking the program is the real challenge, and the real fun, within our department," he says. "Marion and John really did a marvelous job." For more information, please contact Ted Francis at (604) 796-1475.



Flight For Freedom

SASK. PEN – Bea Fisher, a teacher at Saskatchewan Penitentiary's Special Handling Unit, received the Canada Post "Flight For Freedom" literacy education award on World Literacy Day, Sept. 8. Governor General Romeo LeBlanc presented the award at his residence in Quebec City.

The Prince Albert Library Board nominated Bea for her work in the prison and the community. At the SHU, Bea developed Programs in Adult Learning, a series of 218 videotaped lessons on the core subjects of the adult basic education program. These lessons were broadcast over closed-circuit television to reach the inmates in the SHU who could not attend school full-time because of their association restrictions.

For the last three years, Bea has been participating on a Prairie region correctional curriculum committee investigating and developing a correctional teaching methodology and curriculum.

In the community, Bea acted as coordinator for a UN community literacy project in 1990, and for two years after, chaired the workplace committee for the Literacy Network in Prince Albert.

Bea said receiving the award was an overwhelming experience she will never forget.

Congratulations, Bea!

Mental Health Help

EDMONTON – An innovative model for providing services to mentally ill inmates is underway at Edmonton Institution. It's a two-phase strategy designed to meet the challenge issued by the 1991 Task Force on Mental Health to provide specialized, institution-based services for mentally ill inmates.

The first phase is a gradual cell by cell exchange which is underway to form a specialized 24-cell unit of mentally ill inmates. This unit will provide an intermediate level of mental health treatment between housing in the general population and external psychiatric hospitalization.

The unit has several distinguishing features. It is part of the community of inmates and those who are able to function in the general population will be returned there. The unit is staffed by a multi-disciplinary team who are not rotated to other posts in the institution. As well, the unit offers resources to help inmates achieve their correctional plan — including vocational, educational and occupational therapy services.

The second phase of the model involves links with community agencies in order to facilitate discharge planning, sharing of resources and follow-up for inmate monitoring and program evaluation. With closer ties between the unit team and community resources, staff are anticipating a higher number of successful conditional releases into the community.

For more information, please contact Bill Green, Assistant Warden correctional strategy, at (403) 472-6052.

Going green

RPC – The Regional Psychiatric Centre in Saskatoon is cutting down on paper waste. They made a major investment in duplexing units (double-sided printing) for laser printers, especially those connected to Offender Management System micro-computers and those in high-use administrative departments.

The centre has also introduced an electronic local forms program with a local forms icon similar to the national

forms program. Staff now use their computers to fill out and forward these forms. The only forms not being considered for this are those filled out by patients.

For more information, please contact William Shrubsole, Director Management Services at (306) 975-4155.

Psychology for Success

EDMONTON – For the past four years, Chaplains Mel Kornfeld and Bernie Bryden of Edmonton Institution have delivered a program called Psychology for Success. The program stresses the importance of forgiveness. While this topic arouses mixed comments and feelings in a prison setting, reconciliation is impossible without it.

The program is conducted in a small group setting led by the chaplains. It has 27 modules which are delivered in half-day sessions over a three week period.

Psychology for Success is very popular with the inmates — about 1500 have taken it, and there is always a waiting list.

For more information, please contact Mel or Bernie at (403) 472-6052.

Awards

Recently, the Lieutenant Governor of Saskatchewan presented service awards to 20 Prairie region staff members. The following staff received the Corrections Exemplary Service Medal: RHQ: Reverend Arno Bablitz; Sask. Pen.: Allan Briere, Terrance Hall, Kenneth Johnson, Debra Juker, Louis Kurytnik, Barry Read, Douglas Stewart, T. Victor Taylor, Joseph Yuzik; Oskana C.C.C.: Dina Dennis, Robert Newman; R.P.C.: William Hayes; Riverbend: Kasper Hordyski, Sharon Woloszyn.

As well, Thomas Breckner, R.P.C., James O'Sullivan, Sask. Pen., Gary Skotheim, Riverbend and Ivan Moxness and Paul Oleniuk, RHQ, received bars denoting additional 10 years of service.



RTC accredited

RTC – The Canadian Council on Health Services Accreditation recently granted the Ontario Regional Treatment Centre a three year accreditation with review. The accreditation is awarded on the basis of standards for all hospitals, and can be awarded for up to four years. Ross Toller, Associate Warden, says it's unusual to receive such a long accreditation the first time. It means the council is confident enough in the standard of service the centre is providing to not survey again for three years.

In its report, the council states that the centre "is providing excellent mental health care for clients in the federal correctional system. . . This centre has managed very well to find the fine line between treatment and correction for a difficult population."

But the work isn't over for the centre's staff. They are in the process of implementing a number of recommendations that appeared in the report, and have formed a continuous quality improvement committee which is responsible for guiding the centre's future progress.

"It means more work, but it's really not seen as hard work, but a new state of mind," says Ross. "And more importantly, staff see it as a significant accomplishment that's very positive."

For more information, please contact Ross at (613) 536-6900.

Networking knowledge

PITTSBURGH – Thanks to a year-old program started by substance abuse counselor Steve Dine, inmates at Pittsburgh Institution are getting the chance to go into the community to try to prevent others

from making the same mistakes they did. **LINKS** — Letting Inmates Network their Knowledge of Substance use — is a community service temporary absence program. All of the inmates involved, who must have completed a substance abuse program, receive regular urinalysis testing.

Offenders in the program visited approximately 35 organizations during the past year. In total, more than 200 agencies, such as young offender detention centers, group homes, adult treatment facilities, youth groups and high schools, received an introductory letter and pamphlet outlining the program's goals and objectives.

The inmates try to explain why they got started with drugs and crime and how this has affected their adult lives. They try to tailor the discussion to the ages of the participants and the atmosphere of each visit. Many of the organizations provide a list of topics to be discussed, while others like a talk show format and some rely on the inmates to present material based on their client's backgrounds.

For more information, please contact Alex MacNair, Assistant Warden Correctional Programs at (613) 536-6372.

Outdoor classroom

BEAVER CREEK — A 25-hectare outdoor classroom proved to be a fertile learning site for 24 Beaver Creek inmates. Working through CORCAN, the inmates cleared trees for the construction of a medium security institution adjacent to Beaver Creek Institution. Not only did the inmates finish the job a week ahead of schedule, their safety record was better than what would normally be found on most commercial sites.

Fifteen inmates obtained their professional cutter certification from the Ontario Training and Adjustment Board and four qualified as certified skidder operators, giving them much-improved employment prospects when released. To date, three inmates have made positive transitions as a result of their new job skills. A native inmate was granted parole after twenty-one years and is now felling trees on a northern reserve. Another is working for a Toronto transport firm. And

a third has an offer to work at a saw mill, which will begin upon his release.

George Centen, CSC project leader for the new institution, was very impressed by CORCAN and the inmates' achievements. "They did a splendid job and made believers of all, including the consultants and Public Works," he wrote in a note to Ray Saunders, General Manager, CORCAN Construction. "I look forward to a continuing involvement with CORCAN Construction."

United Way

FRONTENAC — On September 30, Frontenac Institution hosted CSC's 2nd annual garage sale and raised \$16,000 for the United Way. Coordinators Jan Smiley and Gerry Wimmer would like to thank all staff who helped out on the day of the sale or during the months of planning. A lot of time and energy went into this event!

It's length, not quantity!

An American study suggests a country's rate of incarceration is determined by the length of sentence given out, not the number of people sentenced to prison. As a result, the study suggests that while alternatives to incarceration may have some impact on lowering a jurisdiction's incarceration rate, it will be of less magnitude than altering sentence lengths.

At the same time, the study contends that prisons aren't necessarily the solution to crime. "Once prisons are built, they are in many respects a self-perpetuating entity. . . and their continued use over time contributes to a culture that makes their use seem logical and rational. Although few [people] would argue with the necessity for a certain level of imprisonment in society, it is far from clear that incarceration is the only, or best, means of either preventing or controlling crime."

The study, which was reported by Marc Mauer of the Sentencing Project in the March 1995 issue of the *Prison Journal*, was based on a survey of 52 countries.



CSC and the UN

HAITI — Recently, Jean-Paul Lupien, special advisor to the Deputy Commissioner, Quebec region, was invited by the United Nations to join a team to help reform Haiti's prison system. Under the United Nations Development Program, Jean-Paul went to Haiti in July 1995 to assess the situation.

In Haiti, there are 1800 inmates in 16 prisons and the national penitentiary in Port-au-Prince alone accommodates 760 inmates. The inmates were supervised by military personnel until June 1995, but since then, the staff has been composed of civilian employees who manage and supervise the penitentiaries.

Those incarcerated in penitentiaries under the authority of the Administration Pénitentiaire Nationale (APN) include both accused awaiting trial and convicted offenders who are serving their sentences. Only 200 of the prisoners have been tried and sentenced; the others are awaiting judgment, which could take close to two years. Incarcerated women, men and youth are under the jurisdiction of the APN, which is also responsible for youth protection. There is no parole or probation system.

Jean-Paul went to Haiti on October 23 and is to stay there for 19 months in order to undertake the prison reform project. He is accompanied by a French counterpart and three training instructors, including Vital Filion, currently a case management officer at Leclerc Institution. Their mission is to help the Haitian correctional service develop operational directives in compliance with the United Nations minimum criteria related to respecting human rights. We wish them good luck.

Inmate donations

COWANSVILLE – On September 17, the Cowansville Institution residents' committee gave the Terry Fox Foundation a cheque for \$800. More than 300 residents helped raise funds.

This contribution is in addition to the sums of \$1,000, \$1,600 and \$1,200 collected over the past three years. This is an excellent example of the residents' involvement in the community.



The Rural Solution

GRAND FALLS, NFLD – While staff in Newfoundland were frustrated by the absence of services for sex offenders outside the St. John's area, they didn't let it stop them. Instead, Lori Griffin and Heather Yetman developed the service themselves. The Rural Solution: The Group Approach For Intervention With Sex Offenders (GAISO) incorporates the main issues pertaining to sex offender treatment, providing a simple yet comprehensive model for treatment that is cost-effective.

The offenders must volunteer for the program. But unlike many programs, GAISO accepts people in denial. Believing that intervention reduces the rate of recidivism, the program's originators hope to reach as many sex offenders as possible, regardless of their attitude afterward.

GAISO is a 10-week program offered semi-annually to groups of five to nine offenders. It is operated by nine leaders in a leader/co-leader fashion, because time constraints prevent one person from conducting the entire group. Each leader is responsible for one session and is the main facilitator in that session. The co-leader is responsible for the following session.

The first sessions deal with basic sexual knowledge, including appropriate people, places, times and consent, as well as responsibility for one's actions. These are followed by sessions on the effect sexual assault has on the victim and the families of both the victim and offender. Later sessions focus on relapse prevention skills and the establishment of support networks. The final meeting includes review and an evaluation.

Offenders are tested on this information before and after the program. So far, of about 60 offenders in nine groups, all have had more insight into their sexually deviant acts after the program. No one has completed the program in the same state of denial as when entering and, to the best of the course administrators' knowledge, none of the graduates have reoffended.

For more information, please contact Lori Griffin at (709) 489-5124.

Peer Education

DORCHESTER – AIDS New Brunswick, a community-based organization, has been contracted by CSC to conduct an AIDS peer education and support program at Dorchester Penitentiary. The 15-month "C.A.N." Project (Cons Aids Network Peer Education Project) is aimed at developing, implementing and evaluating a sustainable peer education and support model in which inmates provide others with the necessary information, motivation and skills to prevent HIV and other communicable diseases, and provide support to those living with HIV/AIDS. It's the first peer education and support program being tested in Canada. If effective, it may be adapted for use throughout the country.

Inmates interested in becoming peer educators will be selected according to specific criteria and go through a four-week training program. One inmate will be hired to coordinate this project and will receive four additional weeks of one-on-one support training.

The program will be evaluated through the administration of a knowledge, attitude and behaviour questionnaire prior to and two months after the start of the program. A training manual will also be prepared to provide other community-based organizations and prisons with guidelines regarding setting up and implementing peer education and support programs. In addition to suggested facilitation strategies, the manual will include a number of overheads, hand-outs and exercises developed specifically for this project.

Reaching out

The CSC National Advisory Committee on Persons with Disabilities formed in 1990 to advise CSC on people with disabilities and provide a voice for persons with all types of disabilities. The group looks at physical and operational accessibility issues and works with CSC units to meet Treasury Board accessibility requirements.

One of the committee's most important activities is getting in touch with all staff with some form of disability. Self-identification is a vital step. If you would like to talk about how CSC can improve your work environment or that of your employees, please contact any one of our members by phone or e-mail.

Atlantic: Paul Jamieson (902) 426-1838 ext. 3408

Quebec: Robert Stedman (514) 661-9620 ext. 2670

Ontario: Wayne Ross (416) 954-3093 or Stewart Patrick (705) 687-6641 ext. 2210 or (519) 894-2011

Prairies: Shirley Spurgeon (Chair) (306) 975-5040

Pacific: Bob Locke (604) 363-3766

National Office: Helen Friel (613) 947-0954 or Michelle Bertrand (613) 996-3058

For more information about this project, please contact Caroline Ploem, AIDS New Brunswick, at 1-800-561-4009 or (506) 459-7518.

Breakfast time!

SPRINGHILL – On October 13, Spring House held its 4th annual fundraiser breakfast and raised \$1,140 towards the operation of the house. Local businesses and organizations donated the food, the inmates cooked the breakfast and institutional staff served approximately 280 people. The money will go towards the operation of the house, which is a home away from home for the families of Springhill Institution inmates when they visit. Spring House, which is run by the Christian Council for Reconciliation, received more than 1,800 visitors in 1994.

Recycling pays

DORCHESTER – Inmates at Dorchester have proven that recycling pays off. As part of their green plan, they started recycling pop cans in early 1994. All the money went into a special bank account dubbed "Cans for Kids." By the end of the last fiscal year, they had collected more than \$3000 which they donated to the IKW Children's Hospital in Halifax.

Policy Bulletins:

Have you seen ...

In order to help make sure all staff are aware of policy changes, *Let's Talk* will be listing recently released policy bulletins in this new column. If you have any questions, please contact Lynda Roy at (613) 947-6428.

- #32 - Foreign National Offenders
- #33 - Revised SIR Scale (SIR-R1)
- #34 - Release Decisions and Correctional Planning



Adopt a chaplain

This summer, staff at NHQ gave a wonderful gift to a third world chaplain. When they heard that the International Prison Chaplains Association didn't have enough grant money to sponsor all the chaplains who needed financial assistance to attend the conference, they decided to "adopt a chaplain."

"A thousand, thousand thanks," said Sister Eileen Dwyer during an open house held so the staff who helped sponsor her trip could meet her. "Words don't say what I really feel."

Staff had donated \$1,300 towards the airfare from the Kingdom of Tonga, the island in the South Pacific where Eileen works. The rest was given by local congregations. Staff also donated toiletries, books and suitcases that were made available to all of the chaplains. The suitcases were used to take back clothes donated by the St. Vincent de Paul Association, the Salvation Army and Correctional Service Canada employees.

Helen Friel, one of the fundraiser organizers, presented Eileen with a number of gifts to take back to Tonga, like a vegetable grater and some cloth for a dress for a female inmate. Helen said Eileen didn't ask for anything for herself. Nonetheless, Eileen was presented with a T-shirt, with a representation of the theme of the Chaplaincy conference hand-painted by Steve Sammon, the husband of one of the fundraisers.

"It makes us put things in perspective," says Helen. "It was a heart-warming experience."

Correctional officers, continued from page 1.

This also means some may not be able to pass the test in their current physical condition, but they will have four years and a lot of encouragement from CSC to improve. Dan Ferguson, senior project officer of the BFOR study, points out that many of the officers have said they would like to improve their physical fitness level. "We will guide and help them through," he says. "We'll suggest ways of improving."

Between 1999 and 2000, any incumbent who cannot pass the test because of a physical disability will be reviewed by a regional BFOR committee that will recommend possible accommodation to a non-correctional officer position.

Dan points out that the standards, while meaningful, are minimal and reflect occupational fitness, rather than overall physical fitness. But even so, some people don't like the idea. The Union of Solicitor General Employees, which represents the correctional officers, wanted the standards to apply only to new recruits. But if CSC had done this, the Human Rights Commission would not have recognized the standards as bona fide, since the underlying principle must be that they are necessary for anyone doing the job.

Dan hopes to ease the fears in the implementation of the requirements. Early in the new year, the COPAT equipment will be available in the institutions in order to demonstrate the test and allow correctional officers to unofficially try out the test. This should reduce the anxiety that may exist with the implementation of the new standards.

"When you say standards, people get very uptight," Dan says. "But we can do this in a positive way and make it an enjoyable experience." He suggests awards for passing the test and holding competitions between institutions.

By the way, if there's going to be any competition, you want the officer who was trying out the physical test on your team. She breezed through it. For more information please call Dan Ferguson at (613) 992-3268.

Report on inmate suicide

The 1994/1995 *Retrospective Study of Inmate Suicides in the Correctional Service of Canada* is complete. This is the final report on the 14 suicides that occurred from April 1, 1994 to March 31, 1995. Jane Laishes, of NHQ's Health Services, collected information on inmate suicides during this period and compared them with the suicides from the previous three years. Since 1992, inmate suicides in CSC have been thoroughly analyzed to determine trends with the goal of decreasing the number of suicides and improving CSC's response to future suicides when they occur.

In her study, Jane found that the most commonly hypothesized reasons for the 1994/1995 suicides were that the inmate felt he had nothing to live for, had family or relationship problems or had problems with or fear of other inmates. Substance abuse was also a factor in some cases and was the only motivational factor common to both this year and last year. Jane suggests

this has implications for suicide awareness training and supports the need to control illicit drug use in the institutions.

Among the 14 suicides, several notable features were reported. Four of the inmates were over 50 years of age; two had been diagnosed as terminally ill with less than two years to live. Three of the inmates were considered mentally challenged. And one inmate had murdered four people and then injected himself with the HIV-contaminated blood of one of his victims.

There were no recommendations in this year's report due to a lack of definitive trends. But the study's findings reflect the fact that suicide is highly idiosyncratic in nature and thus extremely hard to predict. Jane says this reinforces the idea that CSC needs dynamic prevention strategies. Both staff and inmates should have training in suicide prevention and good communication skills should apply to staff and inmates — peer support

programs may be one of the best resources.

The report also notes that a number of Boards of Investigation recommendations continue to be repeated, including the need to develop and follow guidelines, standing orders and procedures relating to suicide. The Boards also recommend improvements in communication, the quality and frequency of rounds and critical incident stress management.

Although it's too early to fully assess the effectiveness of the implementation of last year's *Retrospective Study* recommendations, it appears that several have led to improvements. The quality and timeliness of investigation reports have improved and every institution now has a staff member qualified to train their co-workers about suicide prevention. There is also some evidence to suggest improved staff responses to inmates considered suicidal.

For more information, please contact Jane Laishes at (613) 947-3929.

Placing inmates objectively

A new study, done by CSC's research division, illustrates the value of objective, research-based classification for inmate placement.

The study, by Luciani, Motiuk and Nafekh (1995) showed CSC's Custody Rating Scale is useful in monitoring and analyzing security placement decisions. CSC introduced the Custody Rating Scale to ensure the classification system was consistent and fair, and to help case managers with inmate placement. It was also designed to reduce the likelihood of overclassification.

As a result of the recent study, the Custody Rating Scale proved to be a useful population management device.

The study, which took six months to complete, looked at the placement of

6,633 inmates admitted to federal corrections who were assessed using the Custody Rating Scale. Of those, only eight per cent of the offenders were placed in maximum security institutions — close to the Custody Rating Scale's assessment of five per cent.

But while the scale assessed twenty-seven per cent of the sample as minimum security inmates, significantly fewer inmates were placed in minimum security institutions.

While reasons for such gaps are not available, there may be very good explanations, like regional policies and protective custody.

In any case, risk assessments are made cautiously and conservatively and are based on how inmates adjust to the par-

ticular institution's environment, the risk of escape and concerns for public safety.

An earlier study done in 1989 reported similar results. At that time, 29 per cent of inmates were assessed as minimum security, and a very small number assessed as maximum security. Of the minimum security assessments, relatively few were actually placed in minimum security institutions.

The Custody Rating Scale is also useful in predicting the risk of institutional incidents such as fighting and assaults, and can be used to determine discretionary release. An offender with a high Custody Rating Scale score is less likely to gain release.

For more information, please contact Larry Motiuk, Director of Research, at (613) 995-4694.

An outsider's



A senior British official from Her Majesty's Prison Service recently visited CSC to look at how the cognitive skills program is managed and quality controlled. Overall, he was extremely impressed by what he saw.

"The total strategy of having prisoners seriously and meaningfully challenge their offending behaviour, using a family of cognitive/behavioural programs, seems so much like common sense," he wrote in letter to the Commissioner. "The quality of the staff, their dedication and commitment, was both infectious and invigorating.

"I have been working in prisons since 1978 and I have seen nothing to compare with, or match, what Correctional Service Canada has achieved. It is an achievement to be proud of and I would like the English Prison Service to follow the Canadian example."

I have been working in prisons
since 1978 and I have seen nothing
to compare with, or match, what
Correctional Service Canada
has achieved.

But he also noticed some areas where CSC could improve and identified two weaknesses in particular: local managers' support and quality control.

Managers' support

The commitment he saw in the institutional and regional staff who work with the program was not as evident with institution management. Support for the program varies greatly between institutions, with some having proportionately more trained coaches. In one institution, half-time coaches were pulled from the program and given other duties. "Those duties could have been undertaken by utilizing other staff but that would have required a little more managerial effort," he wrote.

In another institution, only support from the line manager, who reallocated resources, kept the program running. The line manager said that "senior management would not have been concerned if the program had not run."

The British official observed that the number of programs run should be proportional to the needs of the prison, and not a question of what priority the program has in the minds of prison management. His examples identify how important it is to have local management committed to providing adequate resources for the program. "Without management owning the program, the quality of delivery is invariably compromised."

He contends that the institution management should support cognitive skills programs because, not only can they help after release, they have an immediate impact on the prison. "It has been apparent in English prisons that prisoners who have completed the cognitive skills program behave more responsibly and [are] less of a threat to the good order and discipline of the prison."

Quality control

His second major concern was about quality control. Once a coach has gone through the training and been accredited, they are not reviewed again. "I have no doubt that the quality of the newly accredited coaches [is] second to none. However, it is possible . . . that some coaches will fail to deliver the program as effectively as they should as time goes on."

He observed two examples of this during his visit and suggests that the best way to avoid it is by regular and random sampling. But the regional coordinators, who are responsible for quality control, have too many other responsibilities and cannot regularly visit the institutions to perform checks.

He suggests quality control could be improved by taping the programs so the regional coordinator can make random checks without traveling. As well, Joyceville institution had one coach who acted as a supervisor and could also be responsible for site quality control.

"The need for quality control is not, I believe, in dispute," he wrote. "At worst, the quality control issue will cost in resource

My criticisms are few and minor
when viewed against what
has been achieved.

terms a minute fraction of what has already been invested into development and implementation of the living skills [program]."

Despite these criticisms, he remains very impressed by what he saw during his visit to CSC. "My criticisms are few and minor when viewed against what has been achieved," he concludes. "However, many problems start off in life as small concerns."

In the letter, he also commented on the offender intake assessment. He was very impressed by CSC's work to identify prisoners' needs and match them to proper programming.

Citizens go back to the community

The largest-ever gathering of Citizen's Advisory Committee members was held in Winnipeg at the end of September. More than 75 citizen volunteers from CAC's associated with federal institutions and parole offices across the country met for their 12th national conference, called "Back to the Community."

The conference dealt with the work communities do to help reintegrate former offenders back into society and delegates discussed current and planned CSC initiatives in community corrections. As well, they talked about how they could encourage more public involvement in crime prevention, including possible partnerships with other organizations, like the Federation of Canadian Municipalities

and the National Crime Prevention Council. Commissioner John Edwards and Willie Gibbs, Chairman of the

They talked about how they
could encourage
more public involvement
in crime prevention.

National Parole Board, also spoke at the conference.

Citizen's Advisory Committees were formed in 1965 to give citizens a role to play in the correctional process and programs. Currently, there are 60 CACs

across the country, which include more than 400 volunteers.

In a special presentation during the conference, the Commissioner gave outgoing National Chairperson, René Pelletier, a Certificate of Appreciation for all he accomplished during his two terms. René was a key participant in developing the CAC mission and resource manual, and spearheaded the first survey of the CAC membership.

Terry Lumb, the new National Chairperson, closed the conference by challenging the CAC members to go back to their local committees and decide how they might be able to develop a relationship with their communities, including listening to what their communities have to say.

West meets East: CSC goes to Japan

Terry Sawatsky, Assistant Deputy Commissioner, Pacific region, attended a conference of correctional administrators in September. The conference began in Tokyo, Japan, and then moved to Osaka. The Asian and Pacific Conference of Correctional Administrators included representatives of 22 different correctional systems from 19 different countries.

"Overall, I believe strongly that we have much to offer to this association and I consider it a real honor to participate," says Terry.

Each country presented four papers during the week-long conference, on topics like the classification of offenders, health care, contemporary issues in prison management and the impact of external agencies. Terry's presentations included risk management, AIDS/TB and CSC's drug strategy. He says all of the correctional services present were struggling with the media, with most recognizing that openness is

the only approach that works. As well, Terry said the Japanese correctional staff he talked to were very interested in CSC's risk assessment procedures and sex offender programming.

During the conference the
differences in the levels of
development became
extremely clear . . . some
countries need a lot of
support and assistance.

Terry adds that during the conference the differences in the levels of development also became extremely clear, noting that some countries need a lot of support and assistance. He suggests that in future conferences, CSC determine, "what we can contribute to

the participants so that we address their reality as well as our own."

During the conference, Terry learned a lot about corrections in Japan and says the Japanese prison system centers on hard work and extreme discipline, with few individual rights for inmates. "Inmates are not allowed to look up or talk at their work sites," he observes.

Ninety-five per cent of the inmates are employed, making items like aluminum picnic tables and grease guns. The amount of food and pay they get is based on the effort the job requires. During the evening, they participate in education or recreation activities, with lights out by 9 p.m.

Terry also points out that, in contrast to Canada and many other countries, including most of the countries at the conference, Japan's prison population has been declining for 40 years and currently operates at 70 per cent capacity. There are 45,000 inmates, most older than 40, and 17,000 staff.

Song, dance and reconciliation

You won't find many conferences where participants sing and dance with their hands in the air. But that's what almost 300 prison chaplains did when they got together for an international conference.

Both music and a dedication to helping prisoners and their families broke through language, religious and economic barriers at the third International Prison Chaplains Association (IPCA) conference.

From August 18-23, 276 prison chaplains from 79 countries met in Alymer, Quebec, for the largest-ever such conference.

"Never before have so many chaplains been together," said Peter Rassow, IPCA's chairperson and a chaplain from Germany, as he welcomed delegates. Participation more than tripled since the last conference, in 1990. IPCA was founded when 50 chaplains met in Switzerland in 1985.

This year's conference featured a theme of reconciliation and guest

speakers, presentations and discussions highlighted the theme. Each day started and ended with songs and music, a conference song book was an important handout and the conference had its' own choir.

There were four official languages — English, Spanish, French and German. And because of a large turn-out from Russia, conference officials added Russian at the last minute.

Because so many of the chaplains came from developing countries, the success of the conference depended largely on financial help from Canada. Although this helped many, 80 chaplains were still turned down.

"You have to remember if a country is poor, it's prisons are poorer," said Pierre Allard, CSC's Corporate Advisor of Chaplaincy and the new chairperson of IPCA's worldwide steering committee for 1995-2000.

Pierre said he was moved by the conference. "The spirit of unity and cooperation prevailed," he said. "And one of the highlights was the incredible feeling of cooperation from the various departments of CSC."

Not only were CSC departments instrumental in helping to organize the event, but employees also pitched in with money and luggage donations for chaplains in poor countries.

Pierre said a chaplain from Bolivia wrote recently asking for conference documents, because her own suitcases were so full of donated clothing for the children of Bolivian prisoners that she had to leave her material behind.

Pierre described the conference as "very colourful," especially the closing banquet held at the Museum of Civilization's Great Hall. Many of the chaplains wore traditional costumes, while they listened to musical numbers by conference participants.

Did you know . . . about bleach kits?

Inmates in all CSC institutions will have access to bleach for sterilizing needles as early as this April. Executive committee passed a policy last spring calling for the national distribution of bleach kits. Since then, a team from across the service has been working to develop an implementation strategy to do this most effectively.

Other systems

CSC is not the only correctional service giving inmates bleach kits. The British Columbia provincial correctional system has recently strengthened a 1992 policy requiring bleach to be made available to inmates. It requires all adult correctional facilities to "ensure that filtered household bleach is available and

accessible for inmate use." The bleach must be distributed in 30 ml bottles and be accessible in a way that ensures anonymity and minimizes risk of injury.

Jim Cairns of B.C. Corrections states there "have been no incidents of misuse presenting security breaches, no known damage to septic fields, or any evidence to indicate an increase in needle use" as a result of this policy.

Inmates in many other prison systems already have access to bleach for sterilizing needles. According to the Canadian HIV/AIDS Policy and Law Newsletter from July, which featured an article on CSC's AIDS programs, 16 of 51 prison systems surveyed in 1991 made bleach available to prisoners. "For example, in Spain a bottle of bleach is included in the

sanitary kit that inmates receive at entry into the prison system and monthly thereafter, and more is provided when needed. In Switzerland, first-aid kits containing small bottles of bleach have been given to inmates since June 1991. Bleach is also available in some prison systems in Germany, France, and Australia, in prisons in Belgium, Luxembourg and the Netherlands and in some African and at least one Central American system," the newsletter reports.

Watch for more

Watch for more on CSC's bleach kit distribution in an upcoming issue. For more information, please contact Anne Malo, National AIDS/HIV program coordinator at (613) 943-1919.



...in brief

In 1994 . . .

There were 2.63 million crimes reported (excluding traffic offences). This was 3.8 per cent fewer than in 1993 — the third year in a row there has been a decrease. The crime rate was nine offences per 100 people — 13 per cent lower than 1991!

The majority of crimes are still property crimes, but the proportion of violent crimes is increasing. Property crimes accounted for 58 per cent of all criminal code offences, but have decreased from their 65 per cent share in 1981. Violent crimes increased from eight per cent in 1981 to 11.5 per cent in 1994, mainly because of an increase in assaults.

Violent crimes:

There were 303,000 violent crimes, about one per 100 people. This was three per cent lower than 1993 — the largest decrease since the survey began in 1962.

More than half of violent crimes are common non-sexual assaults not involving a weapon or serious physical injury.

Sexual assaults accounted for 10 per cent of all violent crimes

Robberies also accounted for 10 per cent of violent crimes — 15 per cent lower than 1992.

Homicide accounted for only 0.2 per cent of all violent crimes. This is 19 per cent lower than 1992. The homicide rate was two per 100,000 people, the lowest in 25 years.

More than two-thirds of the victims of violent crimes knew their

assailants. Twenty per cent were spouses or ex-spouses, 11 per cent other family members and 40 per cent were acquaintances.



Property crimes:

There were 1.5 million property crimes in 1994, for a rate of just over five per 100 people. This rate was 15 per cent lower than 1991, but similar to the 1989 rate.

Almost half of all property crimes are thefts involving a value under \$1,000.

Motor vehicle was the only property crime that increased.

Break and enter accounted for 25 per cent of property crimes — 14 per cent lower than 1991.

Fraud accounted for seven per cent of property crimes — 28 per cent lower than 1991.

Other crimes

There were 805,000 other crimes for a rate of 2,750 per 100,000 people. Almost half of these were vandalism. There were 186,000 criminal code traffic offences. The number of people charged with impaired driving decreased for the 11th straight year.

There were 61,000 drug offences — 210 per 100,000 people.

There were 119,000 youth charged with criminal code offences. The charge rate was five per 100 youth — seven per cent lower than 1993.

(Provided by the Department of Justice)

Vol. 20 No. 4



Winter 1995/96

Let's Talk is published quarterly by the Communications Branch of the Correctional Service of Canada.

Managing Editor - Jean-Marc Plouffe
Editors/Writers - Barb Wheatley, Kellie Major

French revision - Julie Renaud
Layout - Barb Wheatley
Article coordinator - Barb Wheatley
Translation - Ministry Secretariat
Printing - CORCAN (La Macaza Institution)

Articles may be reprinted in whole or in part with credit to the Correctional Service of Canada.

Comments or submissions may be directed to:

Let's Talk/Entre Nous
Correctional Service of Canada
340 Laurier Ave West
Ottawa, Ontario K1A 0P9

Phone: (613) 995-5364
Fax: (613) 947-0091
Distribution: 1-800-665-8948
ISSN 0715-285X

© Correctional Service of Canada 1996



Printed in Canada on recycled paper.