



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

Volume 21 No.1



Spring 1996

CORCAN Construction

CORCAN Construction is hammering away at success. And so far, the newly-developed business line of products and services has not gone unnoticed. CSC Commissioner John Edwards presented an appreciation award to the CORCAN team at the annual NHQ awards ceremony in January.

Ray Saunders, Terry O'Neill, Henry tenDen and Rob Kisielewski from CORCAN received the award along with Habib Chaudry, George Centen, Sylvie Desmarais, Malcolm MacPherson and Chris Posner from CSC, for their work with the CORCAN business line. Although CORCAN Construction only began operating across the country this year, it has already become an innovative business and correctional concept.

CORCAN Construction is primarily a rehabilitation program for offenders, but its goal is to become a profitable business line that efficiently and effectively serves government and non-profit clients.

With projects from small renovations to a waste separation facility, CORCAN provides inmates with marketable skills, while supplying important services to CSC and the government.

By the end of 1995/96 more than \$6 million worth of construction projects will be completed and more than 400 offender jobs will be created. And CORCAN is on target to more than double these numbers for 1996/97.

Continued on page 7

A perfect record!

All 401 inmates granted temporary absences during the holidays this year returned as required.

Accountability and Performance Measurement officials say this has never been achieved before, according to available past records.

Last year, 334 inmates were granted holiday season temporary absences with a 99.4 per cent successful return rate.

The Sector added thanks to the institutions who entered their data very quickly. ■

Testing helps control TB

Tuberculosis (TB) became a big issue in CSC about a year ago, when the media reported that the Service was facing an outbreak of TB — the disease most people thought had been all but wiped out.

CSC moved quickly, working with Health Canada to address the issue and quell the concerns. Since then, all staff and offenders have been offered TB testing. So far, only three inmates — one each in Millhaven, William Head, and Archambault institutions — have been diagnosed with active TB. There are no confirmed cases of active TB among staff.

Canada and the Union of Solicitor General Employees. They make decisions about the program and how it is run.

The program involves a national screening program — including guidelines for TB testing, data collection of past TB history, and protocols for TB treatment. CSC and Health Canada are developing a computerized data collection system to maintain test results and produce national, regional and institutional TB summary reports. A TB education package — including a video — is also available in all CSC facilities and parole offices.

Continued on page 8

Last April, CSC and Health Canada signed a *Memoranda of Understanding* to implement a national TB prevention and control program in institutions and parole offices. The program is monitored by a National Steering Committee with representatives from CSC, Health

Inside This Issue

- 2 Commissioner's Column
- 3 Across Canada
- 7 Inmates hit the books
- 8 Understanding Tuberculosis
- 9 AN EYE ON...Terry Lumb (CAC)
- 10 Outsider's Views
- 11 Differential Supervision
- 11 Census
- 12 Statistics...in brief



Correctional Service
Canada

Canada



Commissioner's Column

OF GOOD THINGS AND BAD THINGS

The 10,500 public servants in the Correctional Service of Canada are, overwhelmingly, decent people doing a very difficult job. As the stream of visitors from other countries do not hesitate to acknowledge, we are, in many respects, one of the best correctional services in the world. And we have been achieving a lot in recent years:



- escapes from minimum security institutions have been dramatically reduced, from 202 in 1993/94, to 98 in 1994/95, and just 44 after 10 months of 1995/96.

- serious community incidents committed by federal offenders on conditional release have dropped dramatically this year. After 10 months, there were 133; in the whole of 1994/95, the figure was 256.

- we have handled a rapid increase in overcrowding in our medium and maximum security institutions very well. While, no doubt, tension has increased, the number of serious institutional incidents has not — in fact it has tended to decline.

- we have resolutely tackled complex problems, such as drugs in prison.

- we have steadily strengthened our risk assessment tools, our information systems, and so forth.

However, through the evidence and arguments presented before the Arbour Commission of Inquiry, we have learned, very painfully for quite a number of us, that we — at all levels — do seem to make too many errors of omission and commission. It would be comforting to think that these errors were limited to matters arising in the Prison for Women during 1994 but, based on three years of reading investigations, audits and other reports, I am convinced this is not so. Two areas of particular concern are:

We are in many respects one of the best correctional services in the world.
And we have been achieving a lot in recent years...

- *failure to adhere to rules* imposed by the law and regulations, or by administrative means, such as Commissioner's Directives, regional instructions, standing orders and local orders. We need to determine why this is. Is it due to:

- an organizational culture that sees rules as being flexible?
- inadequate training?
- poor supervision?
- unrealistic standards which can breed disregard?
- an excessive number of rules, beyond anyone's capacity to remember them?

We can seek to change laws and we can change our own administrative policies, but until they are changed we do not have the discretion to depart from them.

- *failure to do good paperwork* - For example, memoranda containing inaccuracies, forms not filled in or not completed fully and justification for actions not in conformity with the rules. Like many other professional groups — such as social workers, police, and teachers — we may resent the time needed to do the increasing volumes of paperwork, since it takes us from face-to-face contacts. But modern demands for public accountability do not give us any real choice. We can seek to find ways of reducing paperwork (and there may well be some current requirements that are unnecessary or unduly complicated), but until we do find ways to reduce it, we must do paperwork responsibly.

I am placing a high priority on making progress in these two areas over the coming weeks, and expect to be able to announce what we should do as soon as I have been able to discuss these matters with CSC management and union leaders. Any ideas from any reader would be welcome via electronic mail or correspondence. ■

John Edwards



ACROSS



CANADA



PACIFIC

PACIFIC – Offenders and staff in the Pacific region are excited about a new “booster shot.” But this booster doesn’t have needles — it’s a new refresher course for cognitive skills.

The skills offenders learn in the cognitive skills training program act like an immunization to the factors that lead to crime. And just like all immunizations, they need a “booster shot” to maintain these behavioural changes.

Just over a year ago, Pacific region staff and regional living skills coordinators developed Boosting Cognitive Skills to meet this need. It’s a 10-module program that reviews the skills taught in the original program emphasizing self-monitoring techniques and the practical application of the skills to daily living. Offenders learn to monitor their thoughts and behaviour by completing daily “Cog Logs” and doing other exercises that make them apply cognitive skills directly to their immediate personal situation.

Three pilot projects were started last May to test the workability and effectiveness of the new program. Tina Mathieu, a community cognitive skills coach from Fraser Valley District Parole Office, ran two groups, one of eight offenders at Ferndale

Institution and another smaller group at Sumas Community Correctional Centre. Dave Stephens, a community cognitive skills coach from the Victoria Parole Office, conducted one-on-one sessions with several parolees.

The coaches were surprised and pleased that the offenders would readily share problems and were instrumental helping each other to correct false assumptions, control emotions, lessen negative thinking and suggest creative alternatives to problems.

Both staff and offenders expressed enthusiasm for the new program — and are showing their interest by submitting many referrals for participation in the program. The region has now trained all its cognitive skills coaches in the delivery of the Boosting Cognitive Skills Program.

For more information, please contact Joanne Reynolds, Regional Living Skills Coordinator, at (604) 870-2553.

FERNDALE – Along with a few girl guides and a local biologist, inmates from Ferndale Institution helped to bring salmon back to their backyard. They helped fortify the ecological system of a backyard stream in Abbotsford, B.C., by planting trees, shrubs and plants along the creek’s bank. The plants’ root system provides support for the stream banks and the plants also provide shade for the salmon during the summer months. The inmates’ work centered on stabilizing the banks and building weirs and pools to create and enhance a habitat for the fish.

MISSION, ELBOW LAKE – In the spirit of Christmas, Mission and Elbow Lake Institution inmates donated \$600 to the Women’s Resource Society. The Society distributed toys and other items bought with the money to young victims in the Abbotsford and Mission area. The inmates raised the money through personal donations, bingo games and the sale of socks and towels within the institution. The inmates are also making furniture for the Society to use in its facilities in both the Abbotsford and Mission communities.

Prison officials say the donation allows the inmates to show they still care about their communities and the feelings of young victims. ■

PRAIRIES



SASK. PEN. – Marge Nainaar is at the head of the pack and she has the award to prove it. The Citizens’ Advisory Committee local chairperson received the Wolf Award December 9 at Saskatchewan Penitentiary during their Christmas Around the World festivities. Marge received the 45cm high sculptured wolf for promoting multiculturalism and racial harmony. It was given to her by the Chamber of Commerce and the Phoenix Multicultural Society.

ROCKWOOD – Rockwood Institution received the Grand Champion Silage Ribbon for their entry in the Legume Category at the Canadian Western Agribition held in Regina Nov. 25 to Dec. 1. Along with the 1st place ribbon, Rockwood received \$150 and their sample sold in the sale of champions for \$1200.

Rockwood also received two additional first place finishes in the corn silage and other silage classes. These were also awarded \$150 each and a red ribbon.

The Agribition is a showcase for livestock, grain, forage, machinery, and other agricultural products throughout Canada and the United States.

Congratulations to the Agribusiness staff and inmates at Rockwood!

For more information please contact Blair Coggan, CORCAN Agribusiness, at (204) 344-5111.

BOWDEN – Inmates at Bowden Institution tried to overcome language and skill problems through the Skill Building and Language Barriers Program completed last year. Under the national framework of Alcohol, Drugs and Personal Choices, the program was developed for individuals who had difficulty keeping pace in the regular program setting and were unable to assimilate or retain the information presented.

Staff facilitators Garry Pierce and Dave Wielinga spent more time with individuals rather than a large group. Different approaches like videos, flip charts and games were used to ensure that the information was received and understood. The participants felt comfortable in the setting and readily participated in the activities. Inmate peer facilitators were also brought in to help. Inmates who

were experiencing language difficulties in a regular group setting had the help of Inuit interpreters.

Comments from both staff and inmates were positive. Many said this was the first time they had ever completed a program and received a certificate. They felt good about themselves and were actively seeking other treatment programs.

For more information please contact Hugh Graham at (403) 227-3391 ext. 422.

BOWDEN – Bowden's Warden challenged the inmates to make furniture that was strong and durable, but still looked good. The inmates responded. They did it all — from design and construction to paint and seat cushions — and the complete project by CORCAN is a success. Comfortable, durable and attractive, Bow V furniture is now available for all institutions. It's made of the highest quality material and upholstery and comes in a variety of colours.

For more information please contact Barry Forhan, Assistant Warden Management Services, at (403) 227-6022.

OPENINGS

It was a busy fall for several new institutions in the Prairie region. Three new and diverse facilities opened their doors with successful opening ceremonies.

GRANDE CACHE – On Nov. 16, 1995, CSC held official opening ceremonies for the Grande Cache Institution, located in Northern Alberta. A ribbon cutting ceremony kicked off the day of celebration.

In 1994, the provincial government announced the closing of the Grande Cache Correctional Centre because of budget restraints.

Negotiations then began between provincial and federal authorities and in July 1995 the facility was leased to the federal government for 25 years. Grande Cache Institution will provide an additional 440 beds to ease the problem of overcrowding in the Prairie region.

For information, contact Floyd Wilson at (403) 827-4200.

EDMONTON – The next day, November 17, 1995, the Edmonton Institution for Women held its opening ceremony. Along with many dignitaries, more than 500 invited guests from the community witnessed the opening of this unprecedented facility. The Honorable Herb Gray, Solicitor General of Canada, said in his welcoming message, "The Edmonton Institution for Women would not be here were it not for the interest and support of a number of people in the City of Edmonton, a community where all levels of government, volunteer organizations, businesses, private sector services and ordinary citizens were willing to work together in partnership to share, to listen, to dialogue and to learn."

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

HEALING LODGE – Eagles soared over the opening ceremony August 24, 1995, of the Okimaw Ochi Healing Lodge — an omen for the success of the first facility with programs designed by and for aboriginal inmates and staff. The Healing Lodge near Maple Creek, Saskatchewan, held more than 1,500 people who watched Elders, guests and the Pipestone Drum Band celebrate the opening. There was a flag song, a victory song and an honour song before the traditional feast. Solicitor



General Herb Gray attended and remarked, "This facility, the first of its kind in Canada, is truly unique not only to the Correctional Service of Canada but also internationally. It will most certainly be looked on by others around the world as a landmark initiative."

For more information please contact Norma Green, Kikawinaw, at (306) 662-4700. ■

ONTARIO



ONT. MEDIUM – The planning team of the New Ontario Medium Security Institution, near Gravenhurst, Ont., have reaped the benefits of consultation. While time consuming and at times challenging, the team found that involving the public increased understanding and acceptance — and also improved the facility's design and operating concepts.

Right from the start, Joe Beatty, the original CSC Project Manager for the facility, laid the groundwork for this process by encouraging participation in public information sessions. The present project team, led by Warden Fraser McVie, has followed this example and made an effort to involve the local community in decisions like the choice of sites, the institution's design and its operating parameters.

The project team reports that the consultation process provided an opportunity to test their ideas and concepts against public norms and expectations. It also helped identify opportunities for developing partnerships with community

educational institutions, service groups and local businesses which are interested in becoming directly involved in providing services or programs in the facility. A public information session for contractors and suppliers, held in October, produced a list of suppliers and services for the project. Further public sessions on hiring and procurement are planned. The Warden and the project team — in cooperation with area community colleges, universities and the Muskoka Board of Education — have started a series of presentations on CSC career opportunities, and are working to make law and security courses more available to interested Muskoka students.

A Public Advisory Committee (PAC) is now developing a mandate to move from the PAC to a Citizens' Advisory Committee (CAC) for the complex in the future. The PAC chairman, Ron Clifford, attended the CAC national conference in Winnipeg as well as the regional conference in Kingston, returning from both with a renewed enthusiasm for managing the correctional issues surrounding this project.

The PAC/CAC members will be offered risk management training to educate them about correctional practices and enhance community partnerships, and to allow everyone to communicate in the same language about correctional practices.

The project team expressed their gratitude for this public involvement with a sod turning ceremony in October. Local dignitaries, politicians and CSC officials joined to formally mark the beginning of the construction. The Warden and his team look forward to further involvement in the public consultation process as the project proceeds. ■

QUEBEC



DRUMMOND – Drummond Institution was recently awarded the regional environmental merit prize for its environmental protection initiatives. It is the first time that the prize has been awarded in the Quebec region.

Drummond received the award for initiatives in the areas of recycling (paper, cardboard, fabric, metal, etc.), and conservation of energy and drinking water. The institution has also converted almost 50 per cent of its vehicle fleet to dual-energy (natural gas and gasoline) and a fork-lift which operates entirely on natural gas. For the past three years, the institution has also been making its own compost, which is used to enrich the humic layer on the grounds of the institution.

JOLIETTE – Joliette Institution will be operational in June, 1996 and the first inmates will arrive in August, 1996.

Planning and implementation are already well advanced thanks to the hard work of the team, which is working at Quebec regional headquarters until the facility is habitable. The team members are a dynamic group with diverse and interesting work experience and academic backgrounds that will help promote a multi-disciplinary approach. They are all very excited about their role in the national intervention strategy for federally-sentenced women.

The Joliette Institution team is working primarily in the following areas: staffing, administrative systems, communication with the public and media, the preparation of 50 files of FSW at Tanguay House under federal/provincial agreement for transfer to Joliette, procurement, liaison with the project officer at headquarters about construction, overall correctional operations planning and program planning.

The contract to construct the main building was awarded to a company from the Laval region, *Le Consortium MR Canada Ltée*, in September and construction began last October. The facility will have a total capacity of 76 inmates.

For more information, contact Martine Savard, Joliette Institution, at (514) 967-3336.

LECLERC – Following a media day on December 7, 1995, *Le Journal de Montréal* devoted two pages of its weekend feature to daily life on the inside. There were reports on the various aspects of integrating ethnic groups, the current climate in the institution and suicide prevention methods.

For the first time at Leclerc Institution, journalists had access to the private family visiting units and were able to interview an inmate finishing a stay there. There was also a report on the urinalysis program, in which 247 tests had been conducted over a four-month period. Approximately 15 per cent of the tests were positive and led to disciplinary measures and a ban on contact visits. The introduction of the ion-scanner in December has also made it easier to control drug availability in the Institution. The scanner is a computer that can detect the presence of drugs on clothing or hands.

BLOOD DONOR CLINIC – The annual CSC Quebec region blood donor clinic was held on Dec. 6, 1995. This year, Lucie McClung, Warden of Montée St-François Institution, acted as honorary president for the clinic, which collects more than 400 units each year. The event was a complete success — good reason to be proud.

MINIMUMS – Wardens of minimum security institutions met in the Quebec region last November to discuss a number of correctional matters as well as share operational practices in order to find efficiencies.

The meeting focused on the sharing of information in many areas such as recent policy reviews, performance measurement, new security technologies and CSC-conducted research and investigations.

The highlight of the meeting was a look at how the Quebec region promotes the involvement of inmates in the community. Field visits focused on community programs administered by Montée St-François Institution, the Federal Training Centre and the East/West Parole District.

TIME OUT PROGRAM – Parolees in the Quebec region may now benefit from a program of structured, short-term clinical interventions in order to get back to the community and avoid reincarceration. The *Time Out Program* was established at the Federal Training Centre and to date, more than 80 offenders have benefited from it.

This program represents yet another alternative to incarceration and is the result of a joint venture between the Federal Training Centre and the East/West Parole District.

For more information, contact Pierre Viau, Warden, Federal Training Centre, at (514) 661-7786. ■

ATLANTIC



COMMUNITY INITIATIVES – The Atlantic region is a leader in community crime prevention initiatives.

The Cole Harbour Project — an RCMP pilot project — is a community policing initiative involving 40-60 volunteers who are working with RCMP in the community in a decentralized, traditional “walking the beat” style of policing.

Another community, Eastern Passage, N.S., also enjoys the benefits of community policing. The community has input in decisions like deciding who their community constable will be, and the location of the community office.

New Brunswick is moving towards justice services which are fair, citizen-centred, easily accessible and community-focused. The New Brunswick Integrated Justice System will provide access for all players in the criminal justice system in the management of the justice system, program delivery, corporate management and office automation. The province will work against the challenges of diverse independent agencies, increased workloads and limited resources. CSC is helping New Brunswick government officials meet its goals. The two governments have met several times and continue to work in close partnership. It is expected to take four years and \$46 million to implement the program, with payback after 10 years.

A Program Resource Centre opened in Charlottetown, PEI in November. Atlantic's Regional Deputy Commissioner, Alphonse Cormier and Assistant Deputy Commissioner, Jim Davidson attended the opening. The centre will provide programming for federal and provincial offenders to promote law-abiding behavior. Cognitive living skills, sex offender assessment, family violence, substance abuse, anger management and educational and employment assistance will be offered. The centre will be operated by the PEI Health and Community Services system, with additional funding for three years provided by CSC. ■



RESEARCH – Correctional Research and Development is trying to help NHQ staff keep on top of correctional issues. Sector Sound Bites, special bi-weekly noon-hour presentations, have been running in NHQ since the beginning of November. The topics cover everything from the inmate survey to substance abuse. All CSC staff and staff from other departments are welcome to attend these informal information presentations.

Pam Lefaive, who helps organize the Sound Bites, said the response has been great. "We get about 30 people each time, and the feedback has been all positive."

CRD hopes staff can gain extra knowledge about new developments and research in corrections.

For more information, please contact Susan Caldwell, project officer, at (613) 943-1920.

AWARDS – Staff from NHQ were honoured at an awards presentation ceremony January 11 at the National Archives building in Ottawa. More than 100 NHQ staff received special framed awards for their achievements in everything from 25 years of service to preparing an international conference of Chaplains.

Pierre Allard received a special Commendation Award for his contribution to the International Conference of Prison Chaplains. Jim Murphy received a Merit Award and a new watch for his work with community corrections. Karen Kelly and Alain Dagenais from Technical and Information Management Services also received Merit Awards, while the Merit Award for Environment went to Ernie Hughes for his push to move CSC vehicles toward natural gas. As well, Appreciation Awards were presented to Christine Lindsay and Gerry Lewis for training staff in first aid and CPR, to Peter Maitland for his help with the new Mission document and to Adriana Newbury for her help as a policy analyst for the amendments to Bill C-45. Margaret Fortin received a Merit Award for her work in training CSC staff in information technology support.

A number of others were recognized for their years of service. Gordon Cochrane received a 35 Year Service Medallion and Retirement Award. And Ernie Hughes, Albert Guibert, John Lancaster, Jean-Marc Plouffe and Alex Burnett received 25 Year Service Plaques. ■

CORCAN Construction, continued from page 1

Rob Kisielewski, CORCAN's performance monitoring analyst, said CORCAN's success is just the beginning. "We hope CORCAN can be a blueprint for future, cost-

Hitting the books!

Results from the annual year-end educational program are in and things are right on track.

More students enrolled in CSC's educational programs in 1994-95, with the equivalent of 3,359 full-time students, a four per cent increase. An average of 43 per cent of inmates participated in education programs, either full-time, part-time or through correspondence.

Education programs are available at all maximum, medium and minimum security institutions. Inmates acquire skills and education helping them to contribute to their overall programming. Programs range from adult basic education — the most popular — to vocational and university education.

CSC also works with the Learning Disabilities Association of Canada to make sure offenders with learning disabilities are identified and assisted. While only five to ten per cent of the general population have a learning disability, the rate in prison populations may be as high as 77 per cent. While learning disabilities are primarily difficulties with academic skills, people with learning disabilities often also have problems with social skills or impulse control, attention disorders, extreme restlessness or hyperactivity.

effective government programs," he said.

For more information, contact Ray Saunders, CORCAN General Manager, at (613) 947-3921. ■

Testing helps control TB

continued from page 1

CSC visitors, volunteers and contractors are not included in the regular testing program. Because they are not normally in the institutions for extended periods, they have a low risk of possible exposure. They do receive information on the risk of possible exposure to TB before entering CSC institutions. As well, wardens have the discretion to request TB tests for individuals on a case-by-case basis.

If staff or offenders are concerned about the health of a visitor or any one else who has extensive contact with offenders, like permanent contract teachers, the warden can decide whether they should be tested before they can access the institution.

For more information please contact Lucie Poliquin, Health Services, at (613) 995-3098. ■

Have you seen?

POLICY BULLETINS:

CD 200, Internal Regulatory Documents and Guidelines.

For information, contact Marlène Roy at (613) 995-6212.

CASE MANAGEMENT BULLETINS:

#35 C-45 Bulletin, General Changes Impacting on CSC

#36 Bill C-45 Bulletin, New Detention Provisions

#37 Bill C-45 Bulletin, Residency on Statutory Release (Subsection 133(4.1))

#38 Bill C-45 Bulletin, Sentence Administration Issues

For information, contact Linda Roy at (613) 947-6428.

UNDERSTANDING TUBERCULOSIS

What is TB?

TB is a communicable "airborne" disease which normally affects the lungs. It is not easily spread and requires close, personal contact for the transmission to occur. TB infection may be spread to other people who share the same breathing space with someone who has TB. Coughing, sneezing, laughing and shouting all spread TB. It is not transferable through dishes, cutlery, drinking glasses, handshakes, clothing or food.

What are the symptoms?

Fever, fatigue, night sweats, weight loss, appetite loss, general ill feeling. Symptoms of TB of the lungs are chronic cough, coughing up blood and chest pain.

Is it curable?

Yes. TB bacteria can live in the body without making you ill. This is called TB infection. If TB bacteria become active and start multiplying, you will likely have symptoms, and can transmit it to others. The good news is that TB infection can be prevented from becoming active TB, and active TB can be cured with medication. It takes at least six to nine months to kill TB bacteria.

Who is at risk?

Anyone can get TB, but those working in institutions and those who work closely with others have a higher risk of exposure to TB bacteria.

What can be done?

Early, effective intervention to limit the risk of transmission to unaffected persons in CSC institutions will reduce the likelihood of further outbreaks. Management and reduction of the risk of TB transmissions in CSC institutions and parole offices can be achieved through well-known, well-established and effective TB control and prevention activities.

Why test for TB?

Those who acquire TB in CSC institutions may eventually be released and become a source of infection for the general population. Such prevention activities have been identified as one of the most cost-effective of all public health interventions.

For further information on TB, please consult your physician. ■

AN EYE ON...

When Terry Lumb joined his first Citizens' Advisory Committee (CAC) in 1985 at the suggestion of a colleague, he was already dedicated to helping people make their lives better.

An adult educator in Winnipeg, he spent many of his days helping disadvantaged people. But he thought the work of CACs and corrections sounded "interesting."

Today, Terry is the newly-elected National Chair of the Citizens' Advisory Committee's National Executive, and it's obvious he'll be an unstoppable force.

Already the Regional Chair for the Prairie region, Terry was elected at the CAC's National Conference last September in his hometown, Winnipeg.

He recently met with his fellow Regional Chairs — including new additions Robert Ciupa from Ontario, Judith Higginbotham from the Pacific region and Beverley Marshall, who replaces Terry in the Prairies, as well as returning chairs Walter Brown from the Atlantic region and Cécile Charlebois from Quebec — January 13-14 in Ottawa.

Terry says he has thought about the challenges ahead of him as National Chair and he plans to make public education and community safety priorities.

"We need to do a lot of work at the community level, increasing both an awareness and a realistic understanding of corrections," Terry says.

"I recognize that the majority of offenders come back into the community, and I'd like to help them do so in a positive way. At the same time, I want our communities to be safe. That's certainly a priority of CACs."

More specifically, Terry outlines his three main objectives for the future.

"First, I'd like to see more committees in every part of the country. We need an active CAC in each institution and district parole office. As well, we need

more members, who represent a broader representation of different groups in Canada. Another priority is to work even more closely with CSC. Collaboration and consultation are areas we want to see built even more."

Terry has always been involved in the field of education. A teacher, he moved to adult education and is now Manitoba's coordinator of Continuing Education in Winnipeg.

A lifetime of teaching adults to learn taught Terry a few things, too.

"There are so many success stories. To me, it's about empowering individuals, and I get a lot of satisfaction from doing that."

Terry says his involvement with corrections gives him that satisfaction and rewards him other ways as well.

"It's given me a different perspective. I've learned a great

deal and broadened my understanding of corrections. I do a lot of reading and even watch the Internet for anything on criminal justice."

Terry hopes to be involved with CACs for a long time to come. When asked about the best part of his ten-year experience, he jumps right in.

"That's easy. Meeting people from all parts of Canada. It's great. Whether it's national conferences or regional meetings, meeting fellow Canadians has really broadened my horizons. I've gained a lot from it." ■



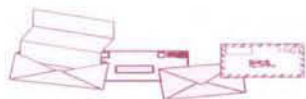
Terry Lumb

CAC National Chair

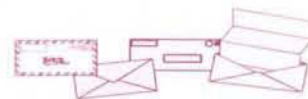
**Satisfaction
Guaranteed**

"There are so many success stories. To me, it's about empowering individuals, and I get a lot of satisfaction from doing that."

**Terry Lumb
CAC National Chair**



VIEWS FROM OUTSIDE



Greetings from ...

Australia

**It seems corrections officials
Down Under like the way we do
things in the Great White North.**

A visit from senior Australian prison officials last September brought CSC a letter full of appreciation and praise. Peter Hoare, Assistant Commissioner Support Services, in his letter to Commissioner John Edwards, said "Canada in many respects is at the 'leading edge' of current correctional thinking."

Peter and his assistant Doug Anderson visited CSC and toured Kingston Penitentiary to learn about our experiences in

retrofitting older institutions. They learned a lot and said they, "Will need to modify our strategy for replacing and upgrading our older and less efficient institutions to ensure we avoid the potential 'pitfalls' observed and benefit from innovations noted."

During the tour, the pair were also impressed by the "modern and cost-effective correctional management programs" they found. And they said they saw "good interaction between staff and inmates," much like they have at home.

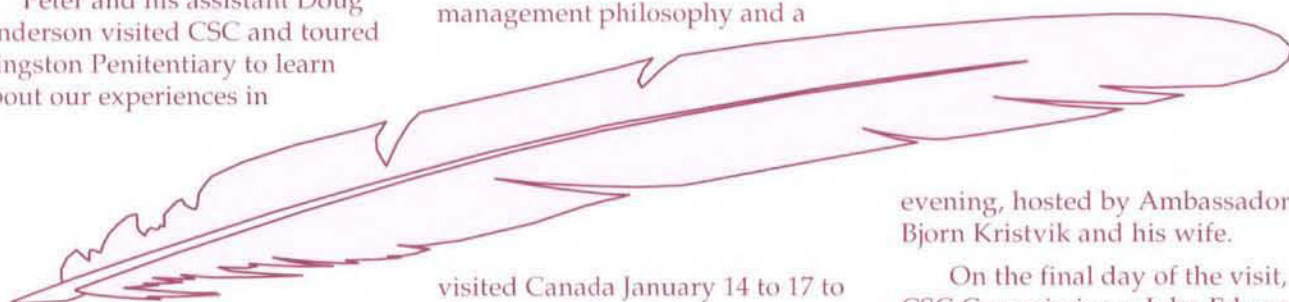
At the Commissioner's request, the pair sent a list of their first impressions of CSC's strengths and weaknesses.

They said CSC has, "committed, pro-active and responsive management," and a "relatively flat organizational structure with effective communication." They were also impressed by what they saw as a "firm but fair" offender management philosophy and a

"system that is committed to reducing overcrowding." The final strength they noted was "a workforce that is both professional and enthusiastic in carrying out its duties within a very difficult and demanding business environment."

Our weaknesses were a perceived need to strengthen links between financial planning, use of resources and organizational achievements. They suggested we adopt a "whole-government approach" to resource management. They also noticed CSC does not have a formal process for the use of information technology at the corporate level. As well, they said that "staffing levels would appear to be generous and infrastructure costs high" compared with their system.

A special thank-you went to Moe Royer, who "went out of his way to attend to our every need." ■



Norway

**Put another feather in CSC's
international reputation cap.**

Norwegian Justice Minister Grete Faremo, and other officials — Mieland Oystein, State Secretary Minister of Justice, Erik Lund-Lsaksen, Director General and Rune Fjeld, Project Director —

visited Canada January 14 to 17 to observe and discuss our correctional system.

After meeting senior CSC officials, the Norwegians took a trip to Kingston to tour Millhaven and Joyceville institutions. They were particularly interested in the cognitive skills and substance abuse programs, and even took part in program sessions with the offenders.

The Norwegian visitors, CSC officials and officials from other departments attended a dinner at the Norwegian Embassy that

evening, hosted by Ambassador Bjorn Kristvik and his wife.

On the final day of the visit, CSC Commissioner John Edwards held a breakfast meeting with Mrs. Faremo and her officials.

Moe Royer, International Visits Coordinator, said, "It went extremely well. Her final thoughts were on wanting to commit to continuing discussions with the Commissioner, particularly on our programs. They are very impressed with how we deal with our programs."

He stressed the high level of cooperation with the Departments of Justice and Foreign Affairs, and the Norwegian Embassy. ■

Looking closely at Differential Supervision

In 1994, the Auditor General asked CSC to use consistent definitions to identify and communicate the risk posed by offenders, and to develop a list of supervision practices for different categories of offenders. We were asked to use such practices consistently in our day-to-day operations.

As a result, CSC has begun discussing matching supervisory techniques to specific groups of offenders. The

Differential Supervision Project, led by the Corporate Advisor, Community Corrections, will bring together a

number of experienced parole officers, clinicians and researchers to form a working group.

The core assumption of the project is that there are several distinct types of offenders — and that the variety of problems they present require specific interventions. Therefore, members will define the different kinds of offenders in the community and identify strategies for dealing effectively with each group. Offenders may be categorized by crime type

— property offence, drug offence, violent offence — by demographic variables — culture, gender, age, — or by psychological characteristics — mental disorders, motivation for treatment, potential for violence. The aim of the working group will be to form professional standards of supervision to complement the present Standards of Supervision already in use. These will be based on the premise that the nature of our contact with offenders is as

The aim of the working group will be to form professional standards of supervision . . . based on the premise that the nature of our contact with offenders is as important as the frequency of our contact with offenders.

important as the frequency of our contact with offenders.

As staff are exposed to different kinds of supervisory

techniques, CSC in general will be more effective with a larger variety of offenders. And greater consistency may lead to better accountability. At the very least, the project will create an inventory of “best practices” for community supervision.

Look for more about this project in Let's Talk's summer edition.

For more information, please contact Michel Larivière, Project Officer, at (613) 947-0586. ■

Counting all Canadians — May 14th is Census Day!

On May 14, Statistics Canada will ask 11 million households and 300,000 farms across Canada to complete their census forms and mail them back.

But, unlike the rest of the population, inmates in correctional institutions don't fill out their own forms. Instead, census managers will contact prison administrators before census day and gain access to administrative records. They will use this information to complete the necessary questions, minimizing inconvenience to both staff and inmates.

Statistics Canada conducts a national Census of Population every five years. This year, it will be held three weeks earlier than previous years. The questions are designed similarly to the questions five years before, so Stats Canada can easily compare one year to the next.

The census data is often the only reliable source of information on groups like immigrants, occupational groups and lone-parent families. As well, the census

provides valuable data about Canada's latest economic, demographic and social trends. New questions this year deal with unpaid work, child care, senior care and assistance, aboriginal identity and mode of transportation to work.

The biggest users of census results are federal government departments. Data is used for legislative measures like, the Unemployment Insurance Act, the Official Languages Act, and CRTC Regulations. Census information is an important decision-making tool for provincial and municipal governments, business, industry associations, academia, media, researchers and individuals, too. For example, census information is used to plan important public services like health care, education and day-care.

The first 1996 Census data will be available in early 1997, and the rest released that fall. ■

Remember — Count Yourself In!

Statistics... in brief

Cog skills – Better chance for success

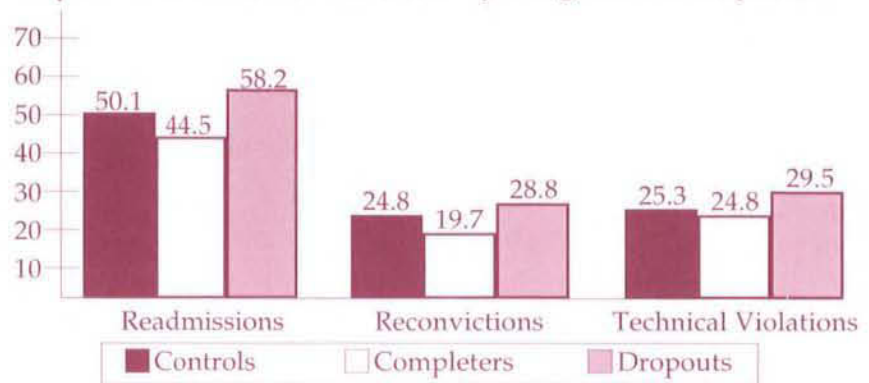
The results of a study by the Correctional Research and Development branch on the impact of cognitive skills training* show that inmates who participate in programs like Living Skills have a better chance of success when they are released. (See graph 1)

The study examined 2,125 released offenders — some who had gone through the program and some still on a waiting list — in one of the largest controlled studies assessing the results of correctional intervention.

Research found the results "encouraging." There was a 13.8 per cent increase in the granting of discretionary release after completing the program. Overall, there was a net reduction of 20.5 per cent in the reconviction rate for Cognitive Skills graduates.

The results were even more impressive when the offenders went through the cognitive skills program in the community, suggesting offenders gain more when they learn in the settings where they most need to apply the skills — on the street. (See graph 2)

Graph 1 - Post-release Outcomes by Program Participation

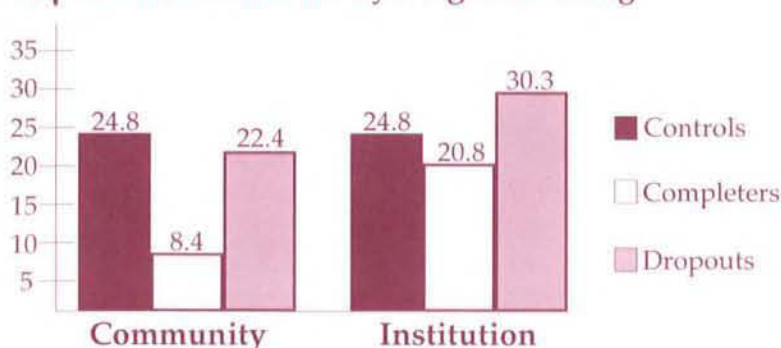


The program was also more effective with sex offenders, violent offenders and drug offenders and less successful with break and enter and robbery offenders.

Overall, results show evidence that state-of-the-art correctional planning can reduce recidivism. ■

*Cognitive skills is an intense 36-session, 2-week program that involves how offenders make life decisions, solve minor problems and react to immediate personal situations. Often, offenders solve problems in haphazard ways because of impulsive decision-making, narrow thinking, poor inter-personal skills and a lack of long-range goals.

Graph 2 - Reconvictions by Program Setting



Volume 21, No.1



Spring 1996

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

Managing Editor - Les Shand

English Editor/Writer - Barb Wheatley / Kellie Major

French Editor/Writer - Julie Renaud

Layout - Eclipse Design - Chris Nugent

Translation Services - Ministry Secretariat

Article Coordinator - Barb Wheatley / Kellie Major

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 1996



Printed in Canada on Recycled Paper

Let's Talk

Volume 21, No.2



Summer 1996

CSC Climbs on the "Web"

On March 19, CSC went live on the Internet.

Arden Thurber, Assistant Commissioner, Correctional Research and Development, announced CSC's website home page.

As of April 9, more than 13,000 visits have been made to our site and more than 2,000 of these visitors downloaded information.

From the CSC homepage, users can access information from the Commissioner's Office, Correctional Research and Development Sector, Intergovernmental Affairs and the Corporate Advisor, Community Corrections. Other sectors will have information available soon.

All issues of *Forum* are available through the site, which users can download or read. Both individual articles and entire issues can be accessed.

During the month of May 1996, all research reports, briefs and family violence literature will be added to the site. All publications are available in both official languages.

As well, several "hotlinks" to areas of related interest to corrections like Statistics Canada are available.

To access the CSC site point your browser to <http://csc-scc.gc.ca>.

For more information contact Ray Belcourt at (613) 996-7133. ■

CSC WELCOMES COMMISSIONER

On April 30, Solicitor General Herb Gray announced the interim appointment of John C. Tait as Commissioner, CSC. The appointment will continue until a new Commissioner is announced.

Mr. Tait is a former Deputy Minister of Justice and a former Deputy Solicitor General. He joins CSC from a position as a Senior Advisor to the Clerk of the Privy Council. ■

LIBRARY
SOLICITOR GENERAL CANADA

JUL 15 1996

BIBLIOTHÈQUE
SOLICITEUR GENERAL CANADA
OTTAWA (ONTARIO)

CITIZEN OBSERVERS:

Bringing the community into corrections

It's the kind of volunteer work you hope you never have to do. But for a group of ordinary citizens from the Winnipeg area in Manitoba, observing life inside a federal prison during a crisis, such as a hostage-taking or riot, is a necessary and helpful task that they have accepted as part of a unique and very successful volunteer Citizen Observer Program, at CSC's Stony Mountain Institution (SMI), Prairie region.

The Citizen Observer Program was established following the tragic murder of two Correctional Service staff at SMI, in 1984, as a joint initiative with the local Citizens' Advisory Committee (CAC) and CSC. The purpose of the Program is: to provide independent observers who can act as impartial witnesses during a crisis; to provide a stabilizing presence for both staff and inmates during the aftermath of a crisis; and, in general, to help bring the community into corrections.

Bobbi Ethier has been the head of the 100-member committee of Citizen Observers in Winnipeg for six years. The high school vice-principal explains that the observer volunteers take annual training, even though they may only be called into the institution occasionally. For many, the training sessions are their first look into a federal institution. Training includes special instruction, by correctional staff, on how to take objective notes on what they witness, as they may even have to testify at inquests and trials. Bobbi says the training

Continued on page 8

Inside This Issue

- 2 Commissioner's Column
- 3 Across Canada
- 6 Aboriginal Sex Offender Conference
- 6 Hope at Sunset Home
- 7 Gangs and Organized Crime
- 8 Working Together for Safer Communities
- 9 Lifer's Group Success Story
- 9 Restorative Justice
- 10 Views from Outside
- 11 CAC Survey Says...
- 11 Spring Free from Racism
- 14 Standards set for Correctional Officers



Correctional Service
Canada

Canada

Commissioner's Column

"Values and Ethics of the Public Service"

Since I am Acting Commissioner of Corrections for only a short time, I asked myself what message I could share with the Correctional Service of Canada to help us to face future challenges.

I decided that there were two things to do: first, to show my deep respect for the Service and its mission in everything I do; and, second, to pass on insights from my past role as Deputy Minister of Justice and my current role as Chair of the Deputy Ministers' Task Force on the Values and Ethics of the Public Service. This is one among a number of Task Forces, designated by Jocelyne Bourgon, Clerk of the Privy Council, to examine issues relative to the future of the Public Service. The focus of these paragraphs is on the second.

The Public Service of Canada has a public trust and a mission to support Ministers within the law in upholding the public interest. The Task Force believes that the following core values derive from that mission:

- Canadian democratic values, such as respect for the Constitution, the law and the authority of Ministers;
- ethical values, such as integrity (a focus on doing what's right and on honesty to oneself and to others) and concern for others (respect for the public, inmates, our collaborators and all employees), and;
- values related to a search for excellence and effectiveness.

These values are especially important for the Service, with our responsibilities for public safety and the welfare of inmates. They are reflected in CSC's own Core Values.

But writing values down is not enough. Bringing them to life requires hard work and determination, every day, every month and every year. It requires the finest human qualities, beyond what any mere written statement can prescribe.

Based on what the Task Force has learned about the Public Service in general, I believe that CSC



has to spend more time focusing on our Core Values, understanding how they apply, aligning our rules and policies to them and to the law, teaching them and living them.

We must respect our values. But everyone makes mistakes. When we do, we in CSC should be the first to recognize our mistakes and to put them right. We must

accept our responsibility and do so with an open mind and a deep commitment.

I have already met many members of the Service, recently and over the years. We have wonderful people. We just have to work together to bring out the best in each other and in ourselves. ■

I have already met many members of the Service, recently and over the years. We have wonderful people. We just have to work together to bring out the best in each other and in ourselves.



John C. Tait

ACROSS



CANADA

PACIFIC



William Head Inmates Give Back to the Community

For the past year, long-term inmates at William Head Institution have been helping the Kludahk Outdoors Club of Sooke, B.C., with work on an overnight hiking shelter on South Vancouver Island, along the 3,000-foot San Juan Ridge which runs parallel to the coast.

The inmates hand-peeled the specially selected logs for the project, learned how to notch the timber to build walls and built the roof for the structure. The structure was then dismantled and helicopter-lifted to the foot of the San Juan Ridge where it was reassembled and finished.

For more information, contact Michael Gallagher, Warden, at (604) 363-4642.

Jailhouse Jazz

A jazz band from Victoria performed at William Head's chapel in March, to mark the release of two compact discs the band had recorded at the chapel in January. The CanUs Jazz Band felt the 86 year-old chapel's acoustics were perfect for their music after they gave inmates a performance there last fall.

For more information, contact Marvin Goertz, Chaplain, at (604) 363-4642.

Partners In Learning

Ferndale Institution, along with local literacy associations, two school districts and a college are out to change the lives of high-risk high school students in the Fraser Valley.

An inmate at Ferndale came up with the idea to help youth who are at risk of getting into trouble avoid the same mistakes that lead him to commit crimes.

Several inmates from Ferndale, along with a citizen escort, visit high school law classes where a prevention program is offered. They also visit at-risk students and participate in a "read to me" tutoring program. Since its inception in 1988, some inmates involved in this program have been released back into the community, where they continue in the program.

For more information, contact Ron Wiebe, Warden, (604) 826-5519. ■

PRAIRIES



Change of Command

Three Prairie institutions held Change of Command ceremonies for new Wardens at Rockwood, Stony Mountain and Grande Cache Institutions in February.

At Rockwood, new Warden Laurette Burch was installed and the institution bid farewell to Dave Mills.

Stony Mountain welcomed Dave Mills as the new Warden, and said good-bye to Art Majkut, who has accepted an assignment as Special Advisor to the Assistant Commissioner, Information Management and Technical Services, NHQ, to help undertake a national review of CSC's Offender Management System.

And, Wendell Headrick was installed as the new Warden at Grande Cache Institution replacing interim Warden, Doug Black, who was appointed as Warden, Mountain Institution in the Pacific region.

Exemplary Service Award

The Lt. Governor of Manitoba, the Honourable W. Yvon Dumont, presented Exemplary Service Medals to seven Prairie region CSC staff in January. Dennis Teitsma and Gary Attenborrow, from the Winnipeg Parole Office and Ted Lasiuk, Vic Sinclair and Ken Thomson from Stony Mountain Institution were presented with the award. As well, Russ Muth and Oslen (Steve) Belle, from the Winnipeg Parole Office received Exemplary Service Bars for ten years of additional service.

It's a Dog's Life

Drumheller Institution has a new furry friend. Cody, a Black Labrador Retriever from South Dakota, arrived at Drumheller late last fall to help correctional officers there detect drugs in the institution.

Terry Yemen, Drumheller's Coordinator of Correctional Operations, tracked down a drug dog through a dog trainer in Texas. Once Cody was "found" Terry flew to Houston, Texas to begin training with Cody. Each day, Terry and Cody started training at 6 a.m. to beat the Texas heat. They trained at several Texas penitentiaries.

Since returning to Drumheller in late November, Cody and Terry train every day and have been very successful in detecting drugs at the institution.

Volunteer Thank-You

Volunteers who generously give their time and energy to the Regional Psychiatric Centre, Prairies, were honoured with an Appreciation Banquet on March 28. Marcel Chiasson, Executive Director, addressed the gathering and spoke about the important role volunteers play in a patient's recovery program. Volunteers were presented with certificates and mugs by staff and patients. Mr. Chiasson also made a special presentation to the local Citizens' Advisory Committee.

Case Management Conference

Prairie region Case Management staff gathered in Edmonton for a conference in March, representing 25 operational units in the region. Some of the topics included the drug strategy, working with sex offenders, family violence, risk assessment, Aboriginal programs, gangs and holistic treatment for offenders. At the same time a workshop on Asian gangs was held for 20 CSC staff and other working partners including police, customs officers and military personnel. For more information, please contact Glenn Beatty at (306) 975-5306. ■

Erratum

Let's Talk would like to apologize to the staff of CORCAN Industries, Bowden Institution, regarding an error in the Across Canada, Vol 21, No.1. *Let's Talk* incorrectly reported that the inmates of Bowden Institution designed and constructed BOW V Furniture. In fact, it was the instructors of Bowden's CORCAN Industries – Rick Stoesz, Lloyd Lane, Ben Ostrem, Darrell Pallo, Terry Hill, Graham Speers and Alvin Brubaker, who completely designed the furniture, while the inmates helped with the construction. *Let's Talk* wants to give credit where credit is due. The BOW V furniture is a success, thanks to the hard work of staff at CORCAN Industries, Bowden Institution. For more information, contact David Beardsworth, Operations Manager, CORCAN, at (403) 227-3391. ■

The fully-automated unit will be fed about two tonnes of compostable waste per day, reducing the prison's waste by half.

Everything from food scraps to shredded cardboard and wood chips will be eaten up by the composter and super-heated to clean them of impurities. The mixture moves through the composter, where it is mixed and turned, and finally exits on a conveyor belt which filters away particles. The process takes about 28 days.

Inmates will help run the composter, encouraging them to learn about recycling.

Helping kids

Warkworth Institution also gets high marks for helping students at Beckwith Public School, recently.

Inmates helped to build a balance beam, and a special desk for a student who has spina bifida. The idea came from Chris McLaughlin, a teacher at the school who talked to Nick Robinson, who plans projects for the inmates at the medium-security prison. The instructor and the inmates built the equipment on their own time as a trial piece. The desk and balance beam have roused the interest of the Ontario Ministry of Education and Training, who asked Robinson to make a presentation to 15 Directors of Special Education in Ontario. There are some 1500 students in Ontario who need specially-adapted furniture in schools.

For more information on these projects, contact Andy McIntosh, Assistant Warden, Management Services, at (705) 924-2210. ■



Warkworth

A composter the size of a boxcar, located at Warkworth Institution, will be providing rich compost for the institution's lawns and vegetable gardens.

QUEBEC



Joliette

In preparation for the opening of the new Joliette Institution for women in the Quebec region this fall, several programs have been developed to help women offenders help themselves.

Because many women offenders have suffered emotional, sexual and physical abuse, a basic program for survivors of traumas and violence has been developed as well as a life skills program. Through these, inmates learn problem-solving, negotiating techniques and social skills.

Specific programs will range from substance abuse to parenting skills. Joliette also plans to deal with family violence issues, through a program developed by a counselor with the provincial network of women's shelters for victims of domestic violence. This program will help trace behavioural patterns and encourage women to stop acting like victims while teaching them to re-empower themselves. Institutional staff believe understanding the root causes of violent acts can be the first step towards changing unwanted violent behaviors.

As well, Joliette Institution staff will try to address transition issues, in dealing with the inmates' arrival to the new facility. The Independent Living Skills program will be provided to the inmates who will be transferring to the Joliette Institution from the Prison for Women in Kingston and

Maison Tanguay. The program will teach them how to prepare menus on a fixed budget, cook meals for small groups and about nutrition and health.

For more information please contact Marie-Andrée Cyrenne, Warden, at (514) 967-3350. ■

ATLANTIC



Joint research project

CSC and the New Brunswick Solicitor General's Department recently signed a contract to collaborate in a research project involving New Brunswick sex offenders. The research, the first of its kind, will identify the characteristics and needs of sex offenders in the province.

The study, when compared to federal research, will yield valuable information about which interventions and resources will have the greatest impact. The Muriel McQueen-Fergusson Centre for Family Violence at the University of New Brunswick in Fredericton, will carry out the study. The project will take six months to complete. For more information contact Raymonde Marcoux-Galarneau, Regional Advisor, Sex Offender Programs, Atlantic, at (506) 851-2845.

Hockey Fever?

St. John's, NFLD. Correctional Officers who have caught hockey fever now have something to look forward to after the playoffs. St. John's is hosting a National Correctional Officers Hockey Tournament, April 9-13, 1997.

Teams are registered from across Canada, and there is still room for three or four more. The fee is \$350.00 per team. For more information, please contact Myles Hayden (709) 729-1200. ■

NHQ

Appointment

There's a new doctor in the house. CSC welcomes Dr. Robert Climie as the new Corporate Advisor, Health Services. Dr. Climie comes to CSC from the Medical Health Services Branch of Health Canada, prior to which he had served a long and distinguished career in the military.

In Memory

It is with great sadness that CSC reports the death of Allan Schoenherr, Senior Account Manager for CORCAN. Allan died suddenly while on a business trip to Kingston, Ontario, on April 25.

Allan began his work with the Correctional Service in 1982 as Director of the Automated Document Processing Division in the Inmate Employment Branch. With his extensive experience in the private sector, Allan was able to build the ADP Division into an employment program for 175 inmates in twelve major federal institutions. Later, he became Assistant Director of Marketing and Sales in the Occupational and Development Programs Sector, and when CORCAN acquired its Special Operating Agency status, Allan became the first senior account manager.

Allan, who was 50, is survived by his wife Helen, and his two children Cindy and Kurt. ■

ABORIGINAL SEX OFFENDER CONFERENCE

Increasingly, the proportion of Aboriginal sex offenders in CSC institutions is rising. Because of the unique and often complex factors that can affect these offenders, CSC's Aboriginal Advisory Committee has been advocating special treatment program for Aboriginal inmates.

Recently, CSC and Simon Fraser University jointly planned and held a conference on the unique problems of Aboriginal sex offenders, in Winnipeg, March 21-23.

The purpose of the Aboriginal Sex Offender Conference was to pool knowledge about Aboriginal sex offenders and to identify the best options for their treatment. The conference generated a number of recommendations for CSC's management of this group.

Perhaps most moving, were presentations by two Aboriginal sex offenders, who provided some insight into why Aboriginal healing methods are more attractive and relevant to Aboriginal offenders. The inmate presenters described their experience of offending and healing in terms which led many listeners to conclude that something far more compelling and positive than

avoidance of sexual misconduct was guiding their healing and growth.

The conference discussed how some Aboriginal communities have decided to deal with sexual misconduct by their members — directly using treatment models from their own experiences. Some of those models may inform the Service's emerging Aboriginal sex offender treatment strategy in the future.

Other presenters at the conference included Howard Adams, President of the Vancouver Metis Association. He spoke about the common roots of Aboriginal people in Canada and how Canadians are now familiar with some of the

Aboriginal healing is holistic and does not restrict its attention to only targeting a deviant behaviour.

more notable negative results of the colonization of Canada, such as abusive experiences by Aboriginal children in church-run residential schools. Mr. Adams also mentioned the difficulties some government policies

played in the disruption of Aboriginal social and economic systems.

A full record of the Conference's proceedings is being prepared by CSC's Aboriginal Programming Division. For more information contact Millard Beane, Aboriginal Programming at (613) 995-2557. ■

HOPE AT SUNSET HOME

Often, it's the process of helping others that can turn an offender's life around.

Since 1973, through a project administered by the Truro Parole Office, Sunset Home, a residence for more than 100 mentally and physically handicapped individuals in Pugwash, NS, has come to rely very much on the commitment and help of volunteers, among them day parolees from Springhill Institution.

The day parolees, carefully selected to reflect the positive attitudes that are needed for such important voluntary work, work regular daytime

shifts in various Sunset Home departments and contribute to building maintenance, laundry, construction and dietary services. As well, many choose to work directly with Sunset Home residents, helping them with personal care, grooming, recreation and outings. Often, a deep bond develops between the volunteers and the residents, which helps the resident in the development of life skills.

For more information contact John Mont, Truro Parole Office, at (902) 597-8363. ■

CSC Focuses On Gangs and Organized Crime

Gangs and organized crime are growing problems that have affected the quality of life of the population of Canada as a whole. Their involvement extends across provincial and national boundaries, encompassing a growing range of criminal activities.

Gangs and organized crime not only poses a challenge for police and law

enforcement agencies who are responsible for investigating criminal matters, but also for corrections authorities who must control and manage gang/group members in prison and under supervision in the community.

Although CSC estimates only five per cent of its federal offenders are involved with this criminal activity, the use of fear, coercion and intimidation by gangs and organized crime members can present a serious threat to the safety and security of staff, inmates and the public.

Following several serious gang-related events, in 1995, at Stony Mountain, Donnacona and Leclerc Institutions, former CSC Commissioner, John Edwards, convened a national focus group to take a look at the problem within CSC — and to do something about it.

The focus group, led by Dyane Dufresne, Assistant Deputy Commissioner, Ontario Region, is made up of CSC administrators from across the country and several justice partners including the National Parole

Board (NPB), Immigration, the RCMP and the Criminal Intelligence Service Canada. The group has formed five working sub-groups to address gang-related issues such as; operational strategies, staff training, developing specific community supervision and communication strategies, and gang and organized crime profiles. The work of

A safe environment free of fear, intimidation, coercion and negative influence is a fundamental condition for the successful reintegration of offenders into society as law-abiding citizens.

the focus group is progressing well. Although some tasks are large, all items on the action plan should be completed by the end of the year. To date, a Commissioner's Directive (CD) on the Management of Gangs and Organized Crime (#576) has been approved, in April, clearly stating the Service's firm, no-tolerance, position on those activities. In the Directive, CSC has adopted definitions developed by the law-enforcement community about criminal gangs, developed criteria to identify and document gang members and associates, as well as identifying initiatives for staff training and support — which includes preparing a manual for staff and training beginning in the fall; Institutional Preventive Security Officers will receive specialized training in September. The CD also outlines specific strategies to better manage gang members and associates including, the profiling of criminal gangs within our system, the operational analysis of their impact, initial penitentiary placement levels, provisions for involuntary transfer, input into conditional

release decisions and provisions for detention or deportation.

The focus group has also developed a corporate message which will encompass the Service's belief that in achieving its Mission, it will not tolerate the violence and negative influence from gang and organized crime members or their associates in our institutions and in the community. And, that a safe environment free of fear, intimidation, coercion and negative influence is a fundamental condition for the successful reintegration of offenders into society as law-abiding citizens.

For more information, please contact Karl Niemann, RHQ Ontario, at (613) 545-8306. ■

How to submit to *Let's Talk*

Articles should be forwarded by Teamlinks, or on a 3.5" diskette (Microsoft Word).

Articles should not exceed 500 words.

Make sure all names are spelled correctly!

We may have questions about your submission, so please include your name and phone number.

Deadlines for submissions to upcoming issues are: **July 15** for the September '96 issue; **Oct. 14** for the December '96 issue; and **Jan.15** for the March '97 issue.

For more information, please contact Sylvie Brazeau, editor of *Let's Talk* at (613) 943-8578 or by fax at (613) 947-0091. ■

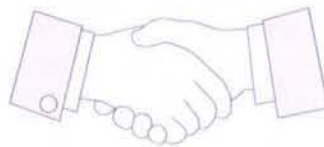
WORKING TOGETHER FOR SAFER COMMUNITIES

The seating was pre-arranged – giving citizens, police, parole officers, attorneys and judges a chance to discuss sentencing and community supervision issues face to face.

The exercise was part of a new approach to a Community Education Day, called *Working Together for Safer Communities*, held March 14, in Abbotsford, BC. The event was sponsored by the Citizens' Advisory Committee (CAC) to the Fraser Valley District Parole Office and the National Parole Board's Pacific region office.

CSC's Fraser Valley District Parole Director, Paul Jacks, wanted a workshop that would do much more than provide information to the public. He wanted to allow different communities in the District to have some input into community supervision issues, both during the sentence and after warrant expiry – and what a better opportunity than to interact with those on opposite sides of the criminal justice fence.

Among the more than 50 people in attendance, CSC's Assistant Deputy Commissioner, Pacific, Terry Sawatsky, joined NPB's Regional Director, Pacific, Fraser Simmons, a Vancouver RCMP Privacy Act Coordinator, as well as a Provincial Court Judge and a criminal defense lawyer as guest speakers. Other participants included a working group of city



councilors, police officers, victim services coordinators, Citizens' Advisory Committee members, community agencies and victim group representatives, including CAVEAT, along with some media.

Panel presentations, followed by question and answer periods, led to lively discussions, from different perspectives, yet with some similar approaches to sentencing and community supervision issues. For example, during a panel, featuring a Judge,

and both Crown and Defense attorneys; all voiced a consistent message to have the sentence fit the offender and to work toward restorative justice initiatives.

Participants remarked that they enjoyed the workshop, learned a lot from the discussions and found sitting with various criminal justice players a good learning experience.

The resulting recommendations included making Judges more aware of what programs exist for offenders, and that Judges follow-up on their own sentencing decisions to decide if it was appropriate. Most participants wanted to see legislative changes for post-warrant supervision, more community education, better treatment and rights for victims and more community-sponsored resources for offenders in the community.

For more information, please contact Tina Mathieu, Acting Community Development Officer, at (604) 853-7781. ■

CITIZEN OBSERVERS - continued from page 1

sessions normally attract 60-80 new volunteers.

Manitoba's Citizen Observer Program is the only one of its kind within CSC. "Part of our mandate has also been to encourage other CACs to begin similar programs of their own," Bobbi said. It is an excellent opportunity for the public to learn about the correctional system.

Those who work in corrections agree. Former Stony Mountain Warden, Art Majkut, said Citizen Observers serve as

neutral arbitrators to prevent staff from overreacting in tense situations and to keep false accusations from being leveled against them. As well, inmates seem to appreciate the chance for fairness and accuracy.

Recently, the Program's joint coordinators, the Stony Mountain Institution, the Manitoba/NW Ontario District Parole Office and their Citizens' Advisory Committees, began the publication (twice yearly) of a newsletter to help inform and communicate with the volunteer

members. The first issue highlights the results of a recent Citizen Observer questionnaire, and articles about volunteer experiences and the CAC organization.

This past year, Citizen Observers provided over 80 shifts at SMI, of about 4 hours each!

For more information, contact: Gord Holloway, District Director, Manitoba/NW Ontario District Parole Office, at (204) 983-4306. ■

Lifer's Group Success Story

Christmas is a chance for many offenders in CSC institutions to "give back" to the community.

Last Christmas, the Lifer's Group at Edmonton Institution demonstrated such Christmas spirit by raising money through Christmas cake and cookie sales and their own personal funds.

Jayla, a seriously ill little girl who was abandoned by her parents received clothes, toys, a teddy bear and a Sony Walkman from the Lifer's Group.

The benefit of such projects help inmates to feel good about themselves, create pride in the institution and most importantly, help people in the community, like Jayla.

Here is a letter from a new foster mother who knows first-hand what such generosity can do. ■

Dear Lifers Group,

My name is Marnie and I wanted to say thanks.

Thanks for the gifts, the notes and the card that you sent to Jayla this past Christmas. I have no way of telling you what a difference they made to Jayla. Christmas could have been very sad and lonely for her - it wasn't because you and others made it one of the most joy-filled. There were presents under the tree, there were people who cared, there was a Christmas dinner and people to share it with. It came because you cared. You helped to give her hope. I know this because I've seen it in her eyes when she told me. I've seen her carefully place her gifts in her new room. I've seen her smile. I wish you could.

Jayla has another family now. I promise we will not leave her. She has little brothers to play pogs with, sisters to share clothes and argue with, a big brother to protect her, and two parents who already care for her a great deal.

She also has her friends and family from before. You are among her friends.

Thanks for giving our "new" daughter hope and joy.

Marnie

Restorative Justice

Alternatives to incarceration are a hot topic in corrections as the justice system looks toward newer and better ways to make a difference in the way offenders are treated.

A CAC Chair from the Atlantic region looked into a mediation workshop sponsored by CSC, The National Parole Board (NPB) and presented by MOVE, a non-profit, community-based organization committed to the principles of restorative justice. She wrote to Commissioner Edwards about her experience.

Joanne Goodrich, CAC Chair, Westmorland Institution/ N.B. P.E.I. Parole Office, wrote that "the workshop was very effective in defining the distinction between retributive and restorative justice, and in emphasizing the importance of dialogue between the victim and offender which focuses not on punishment but on the repair of a social injury and on healing."

"Though not necessarily an alternative to incarceration, allowing an offender the opportunity to show responsibility for his/her offence by acknowledging it and asking forgiveness perhaps represents a more meaningful way to be accountable than years spent in prison."

Joanne reported that such mediations can be effective with lesser offences such as non-violent property crimes and vandalism. Even better, the mediations can be assisted by trained community volunteers.

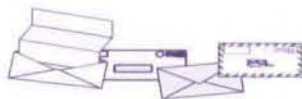
As well, with violent crimes, meetings between victims and offenders often allow expressions of hurt, repentance and forgiveness to be addressed.

As a Citizens' Advisory Committee member, Joanne knows about the community's role and responsibility in crime prevention. As well, she is also familiar with the general community mindset that says crime is between the offender and the state, and that offences are "fixed" by incarceration.

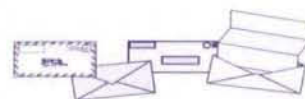
"The mediation/facilitation process, however, seems to better address the three elements most affected in any crime: the victim, the offender, and the community, and allows them all a more active role in repairing the damage done by the violation of one person by another. The word empowerment comes to mind as key to the success of the process."

Joanne said she would like to see such mediation implemented on a regular basis, so the justice community could try to change the misconception that incarceration is the only effective road to a healthier, safer society.

The workshop convinced Joanne that "victim/offender mediation represents a very concrete tool to effectively put the responsibility for healing society's injuries back into the hands of the community." ■



VIEWS FROM OUTSIDE



Greetings from ... Ireland

Three visitors from the Northern Ireland Prison Service – Ken Crompton, Geoff Huggins and Brian White – wrote to Commissioner John Edwards with reactions to the trio's visit to CSC in February.

"I should say, at the outset, that we liked what we saw in the Canadian Correctional Service. We were given the impression of a Service, which at all levels, has strong values, a very clear sense of direction and a deep sense of commitment. This impression was reinforced by the staff we met in institutions who were both knowledgeable of their work and enthusiastic about it."

The Northern Ireland visitors were interested in CSC's cognitive skills and drug programs.

They noted "an appropriate sentencing and parole framework which gives inmates a genuine incentive to undertake programs, a strong research base at headquarters which has validated the work being undertaken in prisons and in the community, a strong program to ensure that coaches are themselves thoroughly trained before being accredited."

CSC's drug programs interested the Northern Ireland visitors, even though there is no problem with intravenous drug use in Northern Ireland prisons, nor is there compulsory testing.

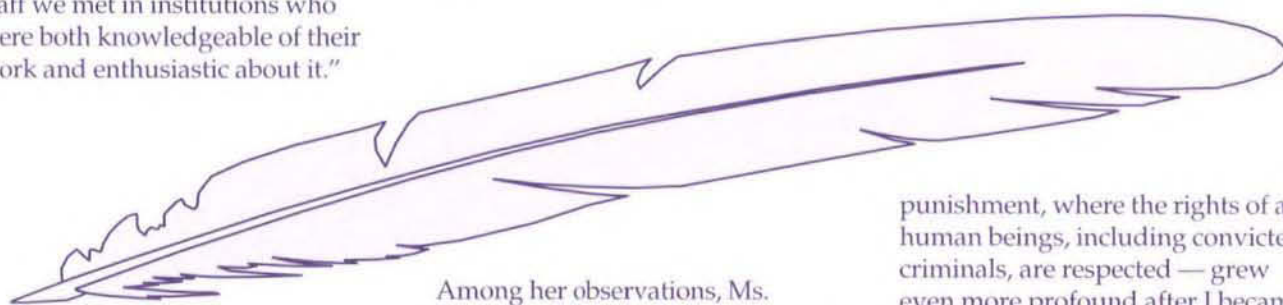
However, they stated, "we are conscious that we may need to move very quickly to take firmer preventative action."

The visitors were also surprised by CSC's use of guns and gas. The Northern Ireland Prison Service does not use guns in its institutions — except for one armed military guard at the entrance to the prisons. Escapes are "relatively rare" and the Northern Ireland Prison Service relies on police to capture escapees.

"Although the initial introduction of gas into our system could have major cultural and political ramifications, its use may be something that we would need to consider in the future."

The visitors also sympathized with CSC's financial constraints and expressed similar concerns about double bunking.

The Northern Ireland group thanked CSC for a "very successful visit" and indicated their desire to reciprocate with CSC staff in the future. ■



Russia

Last November, Marietta L Chudakova, a University of Ottawa visiting professor, was the first Russian to visit more than one prison in Canada.

After her visit, Ms. Chudakova wrote to Commissioner Edwards to thank CSC for showing her around the Canadian prison system.

She said she was left with "impressions, the impact of which, on a purely human level, remain with me to this day."

Among her observations, Ms. Chudakova said she was impressed with Millhaven Institution. "Millhaven is most certainly a model contemporary prison. There I saw truly humane treatment of people, who, though they committed serious errors in their lives, are nevertheless human beings. I was very impressed with the prison staff."

She went on to commend Commissioner Edwards and the staff of CSC for its work within Canada.

"My profound respect for Canada — a country which has existed for 25 years without capital

punishment, where the rights of all human beings, including convicted criminals, are respected — grew even more profound after I became acquainted with the work of your Ministry and with your efforts toward protecting society — while being able to reduce sentences, so that most offenders serve only part of their sentence in prison. We are trying to do the same, but our correctional system is not yet as well developed."

Ms. Chudakova ended the letter with the hope that she will be able to come and visit CSC again. She hopes CSC can help Russia move towards further improvements to its correctional system. ■

The Bahamas

Last February, Philip Turner, Superintendent of Prisons in The Bahamas visited CSC to gather information for use toward a new prison being built on The Bahamas' second most-populated island, The Grand Bahamas Island.

It was Superintendent Turner's second visit to Canada — the first was for another information-gathering six-month stay in 1993. When The Bahamas decided to build their new prison, Superintendent Turner decided to visit Canada again. "It is an honor to be here again. I have convinced others in corrections in the The Bahamas that Canada is the way to go," Superintendent Turner said. "I am very pleased to see the commitment to corrections

here in Canada. I'm encouraged by what I'm seeing and by the support I'm getting."

Superintendent Turner pointed out that the relationship between Canada and The Bahamas is not a new one. "It goes back to 1969 when we required CSC's technical knowledge and one of your officers came down and advised us on structures and layouts in terms of retrofitting our prisons."

Canada and The Bahamas share membership in the British Commonwealth, and Superintendent Turner pointed out that many of the laws in the two countries are very similar. As a result, many of the correctional legislation and policies are also similar.

"Canada has been very good in its research department. I can

cite your cognitive skills program, your unit management approach, your ratio proportion to your case management workers and the CORCAN programs, all of which are very strong." Superintendent Turner also said The Bahamas Correctional Service is impressed with the training programs and support for CSC staff.

"There's no doubt that Canada is considered the leader in corrections in the world. The Bahamas would like to have a part in continuing this relationship and to share our experiences."

For more information, contact Moe Royer, International Visits Coordinator at (613) 995-6799. ■

CAC Survey Says...

The face of CSC's Citizens' Advisory Committees (CACs) is changing and CAC members are enjoying their commitment to corrections more than ever.

According to a recent survey, 91% of CAC members describe their involvement with CACs as a "positive experience".

As well, the survey pointed out a change in the membership profile of CAC members. They are younger, have a higher education level than previous years and there are more women than ever before.

Last fall, the CAC executive conducted a survey of all CAC members to gather information about its membership and its organizational strengths, weaknesses and needs. The last CAC survey was conducted in 1991.

CACs across Canada have grown a lot in the past few years. There are now 64 committees, and 420 members.

For more information, please contact Marie-France Leduc, National CAC Coordinator, at (613) 992-8305. ■

Spring Free From Racism

March 21 marked the International Day for the Elimination of Racism and CSC employees joined in the celebrations. At Rockwood Institution, students at Rockwood's Education Centre were challenged to consider the causes of racism and then participate in discussions, essays, poetry writing, posters and displays. As well, Rockwood held a staff luncheon and an inmate book draw. At NHQ, "A Visit with the Jamaican Community", May 23, featured oral and video presentations on life in Jamaica. Participants were then invited to a local Caribbean restaurant. ■

Standards set for Correctional Officers

Amid shouts of encouragement, a CSC Corrections Training Program (CTP) candidate completes a final set of squats and thrusts. After a pause, during which the nurse checks his heart rate, he carries an 80-pound bag around a set of pylons. Yet another candidate has passed the COPAT – the Correctional Officer Physical

Abilities Test. "It's not as easy as it looks on paper," puffs a successful Curtis Jones. "But once you're in the course, it's over really quickly."

COPAT is part of CSC's Bona Fide Occupational Requirements (BFOR) for correctional officers – a new set of medical and physical standards being introduced to ensure that all correctional officers are occupationally fit. As of January 1, 1996, all candidates to the CTP must pass the COPAT before being accepted as recruits. Current correctional officers will have until April 1, 2000, to meet the standards. While the new candidates have only one testing session to successfully complete the COPAT, incumbents will have up to three sessions, starting in 1998/99.

The first groups of recruits went through COPAT testing in the Ontario Region in April. So far, of the 19 candidates who have been tested, 14 were successful.

"I haven't done much to prepare," said Josée, one of the candidates who had trouble with one activity. COPAT assessor

Suzanne Mackenzie, from the Regional Psychiatric Centre, gave her some helpful hints about increasing upper body strength so she'll be able to do it when she

"Correctional officers will be able to come out and try it, see what it's like, and find out what their weak areas are," ... "Then we'll provide the advice and help on what they can do to get through and pass it."

reapplies for the program. "I'll see you in a year – and I'll be prepared and I'll do it," were Josée's parting words. A number of women, including Suzanne, have passed the COPAT successfully. They're among a group of current correctional officers and other volunteers from institutions who are trained as regional COPAT assessors. The assessors – who have all passed the COPAT themselves – administer the test to recruits and, in the future, to incumbents. Their role will expand, with incumbent officers, to provide advice on how the officers should prepare for the COPAT. And preparation seems to be a key for passing the COPAT – which tests both aerobic abilities and physical strength.

"Correctional officers will be able to come out and try it, see what it's like, and find out what their weak areas are," said Ron Stoltz, Ontario Regional COPAT Coordinator. "Then we'll provide advice and help on what they can do to get through and pass it."

Generally, the candidates and the assessors seem to agree that the medical and physical requirements are a good thing.

"It's challenging," says Chris O'Reilly, another candidate who completed the COPAT successfully. "But it's good

because it's related directly to the job."

Others agree. "There's a physical aspect to our jobs," says Dave Wall, a COPAT assessor and Correctional Officer at Collins Bay Institution. "COPAT will identify that a person has the physical ability to work as a Correctional Officer, but it will not make you a 'Correctional Officer'. The physical ability is one part of it – we can teach the other things through mentoring – you can't mentor the physical attributes." ■

Volume 21, No.2



Summer 1996

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

Managing Editor - Les Shand

Designer - Marie-France Leduc

Translation Services - Ministry Secretariat

Article Coordinator - Michele Sury

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) 943-8578
Fax: (613) 947-0091
Distribution: 1 (800) 665-8948

ISSN 0715-285X

© Correctional Service of Canada 1996



Printed in Canada on Recycled Paper