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» INTERCOM



**International Honour
Reflected on CSC**

**Conference with
Jacques Salomé,
internationally
renowned
psychosociologist**

**National restorative
justice week at
Archambault Institution**

Solidarity with Haiti

Respect

The Correctional Service of Canada, as part of the criminal justice system and respecting the rule of law, contributes to the protection of society by actively encouraging and assisting offenders to become law-abiding citizens, while exercising reasonable, safe, secure and humane control.

Humane
PROTECTION

Justice Rights



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The renewal of body and spirit!

Your editorial committee

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Between the institution and the community: A new area for intervention

A pilot project on the transition of offenders released from Donnacona Institution on statutory release has just been renewed based on results to date. In operation since July 1st, 2004, the project is distinctive in terms of its focus on creating genuine liaison and coordination among institutional and community caseworkers. There is nothing especially unusual about the activities implemented under this project. For example, in keeping with common practice, institutional and community caseworkers meet and develop strategies and joint release plans, attend hearings and contact the families of inmates and supervisors (CCC, CRC, Sectors) to prepare them for their release. However, what makes these actions different is the deep concern to personalize the intervention to suit the inmate's needs. The "custom-tailored" transition is perceived as an extremely promising avenue for the Correctional Service of Canada, particularly since it responds to the changes observed in the inmate population.

The profile of our inmate population is different than it once was. An aging population, an increase in the number of inmates belonging to criminal organizations and street gangs, the seriousness of the cases (repeat offenders, sex offenders, dangerous offenders, mental health cases) call for changes in our way of interacting, particularly by offering more constant, sustained and especially personalized accompaniment.

Over the years, institutional and community caseworkers have deployed considerable effort to facilitate the transition of inmates on statutory release. Many methods, some of them more effective than others, have been put into practice. It is precisely these attempts

that allow us to grow and thrive, and to recognize both our strengths and our weaknesses. It is not only possible, but also desirable, to question ourselves, learn from our mistakes and make room for the new.

Our mission is still the same, and it requires a delicate balance in providing the controls required in protecting society, and the support needed to foster the inmate's reintegration. The administrative process in place may sometimes seem complex and slow, allowing little room for innovation. And yet, to advance our approaches, we must not only be innovative and creative in our intervention, but we must also push back limits that may have once seemed unchangeable.

The pilot project on the transition of inmates on statutory release from Donnacona Institution into the community works in this direction. It proves that new approaches to intervention exist within our reach.

Participants' satisfaction in this project and its success in the institution and in the community are strong indications of the impact of innovation and creativity among caseworkers and clients in offender reintegration efforts. This allows us to be active players in a process of change, to lighten the burden sometimes inherent in our work and to explore new horizons.



Denis Méthé

International Honour Reflected on CSC

Jacques Brien selected as the world's top self-defense instructor in 2005 during the world congress of martial arts

YVES MALÉPART, ASSISTANT DIRECTOR, TRAINING • STAFF COLLEGE

» Do you know Jacques Brien?

Jacques Brien has been a CSC Correctional Officer for the past 21 years. He is currently a Correctional Officer (CO II) at the Regional Reception Centre, serving as the assistant leader of the Institutional Emergency Response Team (IERT). Jacques, who has been seconded to the Staff College for three years, is a staff instructor and one of the security-course specialists. His involvement centers on courses to new recruits, chemical agent instructors, and IERT members.

He has been certified as a national instructor in self-defense, baton, and apprehension and control; as an IERT and tactical movement regional instructor; and as a firearm and chemical agent instructor.

» But who is Jacques, really?

Jacques is a firm, determined, respectful, decided, and reserved person; it is worthwhile knowing him. In fact, Jacques is flexible, calm, unaffected, understanding, sensitive, energetic, enthusiastic, and likes to share his knowledge with his students. He stands as a living example of the values sought by CSC. Indeed, students have been very generous in their praise of Jacques: "We should have more courses with Jacques.", "Jacques does a good job sharing his knowledge and expertise." "Jacques is very dynamic and professional. He's a real gentleman." "It's obvious that he really loves his work." "Jacques is a very good role model."



Jacques Brien.

Jacques works well with others and is a team player. In addition to being autonomous, he demonstrates both initiative and creativity. Moreover, he complies with standards and corporate direction, while striving for results.

All these qualities describe Jacques to a T. His pride in CSC shows through in his commitment, involvement, and high level of professionalism.

» Selection as worldwide instructor of the year

Jacques' diligent training in hapkido (a complete art of self-defense) makes him a real role model, which is why Grand Master Serge Baubil submitted his name as a candidate for worldwide instructor of the year. Of course, his professionalism, involvement, rigorousness, ease, and generosity in sharing his knowledge with new students were also taken into account.

Jacques was selected from among the candidates to receive the award, which was given during a ceremony in Orlando, Florida, during the world conference of martial arts, held in fall 2004.

Our congratulations go out to Jacques for his involvement and performance, and we thank him for his commitment.

Graduation and Awards for Excellence Ceremony

DENIS PARADIS, MANAGER, CORRECTIONAL PROGRAMS • COWANSVILLE INSTITUTION

A graduation and award for academic performance ceremony was held at Cowansville Institution on December 7, 2004, jointly organized by the Cégep Marie-Victorin in Montreal and Cowansville Institution.

During this ceremony, inmate students Michael Charron and Richard Ward received Diplomas of Collegial Studies in humanities. Michael Charron, Alain Desgagnés, and Pierre Ouellet each received an award for academic performance.

A number of students pointed out the importance of offering and maintaining college education in a correctional setting. They find that education programs represent a door to freedom and open up the world's opportunities for them. Indeed, freedom lies between the first and last page of a book, not in crime or substance dependency.

They also mentioned that education provided them intellectual escape and enabled them to relieve some of the daily pressures of incarceration. Inmate Michael Charron stated that "employment opportunities for people with college education just keep getting greater."

The inmates pointed out that the physical and intellectual atmosphere of the Cégep allows them to develop a feeling of belonging as well as that of respect for the Cégep and Cowansville Institution.



Left to right: Chantal Lafrenière (Prêt 2000 project), Ginette Potvin (administrative technician), Alain Desgagnés (inmate), Jean-Pierre Simoneau (in charge of college education in a correctional setting), Pierre Ouellet (inmate), Guy Gauthier (teaching assistant), Michael Charron (inmate), Richard Ward (inmate), and Denis Paradis (Manager, Programs at Cowansville Institution).

Cégep Marie-Victorin has been providing college education in a correctional setting for 31 years. It currently offers programs in humanities and computer science at Archambault and Leclerc Institutions as well as at the Federal Training Center. It also offers courses in humanities at Cowansville

Institution. Twenty-six students attended the graduation ceremony, which was followed by a light Christmas buffet. Our sincere congratulations to the students, workers, and instructors.

Recognition ceremony for women having completed the community relapse prevention and maintenance program

BRIGITTE BLANCHARD, PROGRAM OFFICER • MONTREAL METROPOLITAN DISTRICT

On July 27, 2004, seven women on conditional release at the Thérèse-Casgrain Community Residential Centre (CRC) received recognition certificates from Anne Kelly, Acting Deputy Commissioner for Women, for successfully completing 20 weekly sessions of the new Community Relapse Prevention and Maintenance Program. As a result of a partnership between the Montreal Metropolitan District and the Québec Elizabeth Fry Society, this program has been offered in both official languages at the halfway house since February 2004.

This innovative program was designed to meet the needs and reflect the situation of women offenders. It is an extension of the awareness program offered to all female inmates in the institution (module 1) and the intensive component (module 2) for women with substance abuse problems.

The Community Relapse Prevention and Maintenance Program is offered on a weekly basis. Continuous entry makes it possible to respond quickly and efficiently to the needs of federal and provincial women offenders. It combines the goals of both a generic maintenance program and a relapse prevention program.

It also should be noted that the program targets a wide range of problem behaviours (substance abuse, impulsive behaviour, and so on) by teaching relapse prevention, problem solving, assertive communication, and emotion management skills. The program's main themes relate to the empowerment involved in relapse prevention and making healthy choices

In short, the program's main objective is to reduce criminal recidivism by addressing criminogenic factors and to help women under supervision to successfully reintegrate into society.



Certificate recipients with staff: Doris Fortin, Manager, Programs for Women Offenders (far left); Brigitte Blanchard, Program Officer, and Richard Mondoux, Casework Supervisor at the Ville-Marie Area Parole Office (center back); and Christine Champagne, Clinical Director at the Thérèse-Casgrain CRC (front center); and Sonja Ellefsen, Regional Manager, Women Offender Sector; Anne Kelly, Deputy Commissioner, Women Offender Sector; and Marie-Andrée Cyrenne, Acting Director, Montreal Metropolitan District (far right).



A community gathering was organized to mark this event, bringing together CRC residents, program participants and their families, local, regional, and national representatives from the Correctional Service of Canada's Women Offender Sector and the clinical team at the Thérèse-Casgrain CRC. The Deputy Commissioner's presence was greatly appreciated.

Certain participants took the opportunity to express their appreciation and state what they had learned. One mentioned that *"Not only did I learn a lot about myself in the program, I also acquired concrete tools to better solve my problems, assert myself and prevent a potential relapse."*

The certificate presentation ceremony not only recognized positive achievements, but it provided an opportunity to increase participation, strengthen social values, and develop a sense of belonging to the community. Moreover, the organization of such community activities is an integral part of the fourth module of this program, which uses a holistic approach and community support.

More than 30 persons took part in this gathering, which was a resounding success.



Five of the seven participants received their certificates in the presence of Anne-Lise Dubé and Anne-Marie Côté (back center) and Marie-Louise Deslile (front center), all clinical advisors at the Thérèse-Casgrain CRC; Christine Champagne, Clinical Director at the Thérèse-Casgrain CRC (back right); and Brigitte Blanchard, MMD Program Officer (far right).

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Conference with Jacques Salomé, internationally renowned psychosociologist

DENISE LECLERC, EAP LIAISON OFFICER • ARCHAMBAULT INSTITUTION

As part of the Employee Assistance Program, the EAP Liaison Officer at Archambault Institution invited Jacques Salomé, internationally renowned author and psychosociologist, to give a presentation on October 22, 2004, at the community center in the town of Lorraine. The topic of his talk was “from a romantic encounter to the couple relationship.”

The activity was organized jointly with the institutions in the Ste-Anne-des-Plaines complex and the East/West Quebec District. The 150 participants were in every way delighted with the event.

During his presentation, Jacques Salomé related that having a lasting romantic relationship goes beyond feelings and is based on the ability to form a union, commit to one another, and be forward-looking. The two people should be willing participants in the relationship and be able to position them-

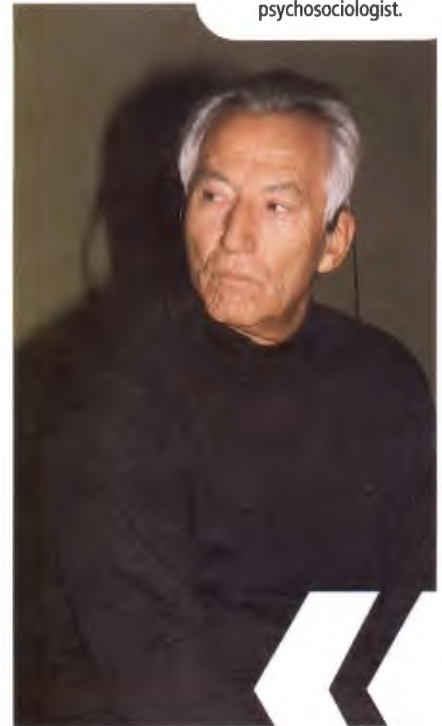
selves through choices that are identical or sufficiently close so that they can agree on a future together.

During the conference, Mr Salomé proposed an approach to clarify the nature of the feelings that both people in a loving relationship have. He also recommended markers and reference points that enable two people in love to embark upon a life together with an end goal of mutual development.

Mr Salomé, who has been called the “gardener of human relationships,” used a scarf to symbolize that both partners share the responsibility for the relationship’s success. According to him, one of the key issues is that both members of a couple should grow in goodness and life.

An expert communicator and specialist in relational health, Mr Salomé underscored that maintaining a lively couple relationship requires genuine daily efforts. In talking about his concept of relationship health, Jacques Salomé brought up the impact of negative messages that we can send and receive as well as the necessity to deal with relational baggage (experiences with relatives, past failed relationships, and so on) as prerequisites to entering into a satisfying romantic relationship.

Jacques Salomé,
psychosociologist.



Denise Leclerc, Liaison Officer
for Employee Assistance Program at
Archambault Institution.



Jacques Salomé demonstrating his relational technique using a scarf as a symbol with several people.



The conference proved to be a resounding success, giving rise to interesting comments from participants. They took part in exercises on stage to better grasp the concepts presented. This outstanding speaker greatly interested those who attended the conference. We hope that he will pursue his work on relational health to help create a less violent world.



Jacques Salomé signing a staff member's book.

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National restorative justice week at Archambault Institution

SYLVIE DESPRÉS, COORDINATOR, CASE MANAGEMENT • ARCHAMBAULT INSTITUTION

On November 16, 2004, as part of National Restorative Justice Week, two speakers from the University of Montreal came to share the results of research on the needs of victims in a mediation process with about 50 staff members from Archambault Institution and the surrounding region (RRC and Laurentian Area). This is a voluntary mediation process between juvenile offenders and their victims outside of a legal setting. This research report was submitted to the Department of Justice of Canada in March 2004.

Katie Cyr, a doctoral student in the University of Montreal's School of Criminology, was one of the presenters. She spoke about the factors fostering the recovery and satisfaction of victims who take part in mediation with their assailants. The second speaker was Dr. Jo-Anne Wemmers, a professor in the University of Montreal's School of Criminology, specializing in victimology, author of a number of research projects on victimology, and head of the Victims and Restorative Justice Unit of the International Center for Comparative Criminology (ICCC).

Dr. Wemmers spoke about equity and the victims of crime.

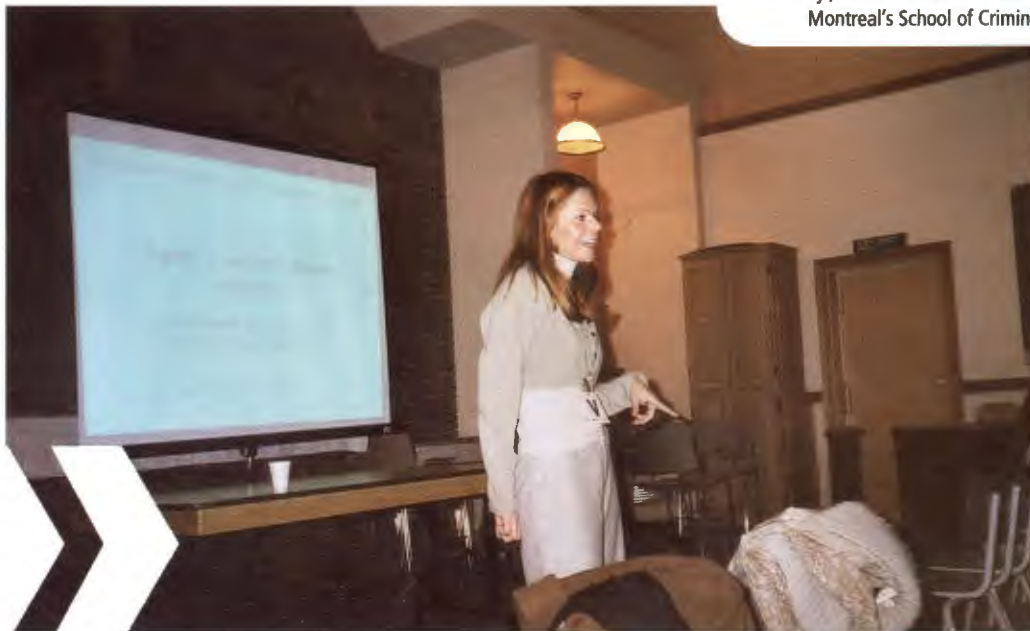
Using a PowerPoint presentation and a great deal of information, the speakers demonstrated that the level of satisfaction of victims taking part in mediation is linked to three main elements:

- Ability to express their point of view during the process.
- Their confidence in the mediator.
- The caseworker's understanding of the situation.

Certain other issues of interest were raised by their findings: "...the majority of victims want to have the opportunity to recount their concerns and to be heard by justice system authorities, in addition to being treated by them with respect, courtesy, and consideration. Several victims feel that they should be consulted and informed during the process; others would appreciate being offered more support. It came out that most victims are not interested in taking sole responsibility for determining the offender's sentence. Most of



Katie Cyr, doctoral student in the University of Montreal's School of Criminology.





the victims interviewed were favorable towards mediation. Moreover, most victims that have been involved in mediation are open to the process being applied to adult offenders. On the other hand, few victims believe that mediation is suitable for all offences and victims. While this process should not be imposed on victims who feel that it is not appropriate in their specific cases, it would be a shame to deprive victims who want mediation from having it.”

There were some interesting exchanges between participants and the speakers about applying mediation in cases of adult offenders, both before and after the judicial process.

This was the first time that either of the speakers had visited a federal penitentiary. They genuinely appreciated their exchanges with CSC participants and having had the opportunity to find out about CSC's involvement with victims and the mediation programs in Quebec.

Left to right: René Gagnon, Catholic chaplain; Ninon Paquette, Interim Deputy Warden; Mario Lévesque, Assistant Warden, Regional Mental Health Unit; Katie Cyr, doctoral student in the University of Montreal's School of Criminology; Dr. Jo-Anne Wemmers, professor in the University of Montreal's School of Criminology; Sylvie Després, Case Management Coordinator; and David Schantz, Protestant chaplain.



Interfaith meeting as part of restorative justice week

DENIS PATRY, SENIOR CHAPLAIN • DONNACONA INSTITUTION

As a sign of the times, we are quite aware that our society is changing and CSC has to adapt. On October 26, 2004, the spiritual and religious leaders met with a management representative to share experiences related to chaplaincy services within Donnacona.

The exchanges made it possible to define the issues and challenges in a setting that is increasingly multicultural and interfaith. In fact, Donnacona Institution has a significant number of Muslim, Buddhist, Jewish, and Rastafarian inmates as well as a Native Brotherhood.

The institution's religious profile has changed quite a bit in recent years. While the majority of inmates are Catholic, the number of them belonging to other faiths is increasing for a variety of reasons, which requires some reorganization in the chaplaincy services offered to inmates. One of the challenges is to ensure that all of the religious traditions represented in the institution are treated with respect.

Conducted in a spirit of fellowship to exchange views and determine ways of functioning, this initial meeting provided an opportunity to remark that, despite the constraints inherent in the setting in which we work, the driving force behind our commitment is our basic faith in humanity.



Left to right: Lucie Germain, Pastoral Animator; Schneur Silberstein, Rabbi; Johanne Marcoux, Assistant Warden, Correctional Programs; Raymond Gros-Louis, Elder; Denis Patry, Chaplain; Sr. Gen Kelsang Chögyan, Buddhist representative; and Sadreddine Meddeb, Imam.



Solidarity with Haiti

JEAN-SALOMON ÉMILE, HEAD, COMPUTER SERVICES • SAINTE-ANNE-DES-PLAINES INSTITUTION

On the weekend of September 17, 2004, Hurricane Jeanne struck Haiti, causing considerable damage. The number of fatalities and missing persons totalled more than 3000, while hundreds of thousands of people were left homeless.

The staff members and inmates of Archambault and Sainte-Anne-des-Plaines Institutions wanted to demonstrate their solidarity with Haitians, who have been repeatedly struck by all kinds of events. As a result, staff members launched a fund-raising drive that collected \$1360, which was given to the Canadian Centre for International Studies and Cooperation (CECI) on November 8, 2004.

This amount was made possible through the generosity of staff members of Archambault Institution and SAPI, who contributed \$520 and \$440, respectively, and inmates, who gave \$400.

The Centre for International Studies and Cooperation certified that the donation would be earmarked for projects affecting the inhabitants of the Gonaives area, which was severely affected. The money will be used to develop solutions for urgent problems through investments in local projects encouraging local production initiatives and using local labor.

This fund-raising drive was a clear success and our thanks go out to those who contributed to it in one form or another.



Left to right: Jean-Marceau Alexis, SAPI inmate and collaborator with the inmate population; Mario Paré, staff member in charge of sports and initiator of the campaign at SAPI; Daniel Poulin, CECI representative; Carine Guidicelli, Communications and Fund-Raising Coordinator; Martine Savard, Deputy Warden, SAPI; Jean-Salomon Émile, Computer Services and campaign collaborator at SAPI; Wesly Joseph, Program Officer and campaign collaborator at Archambault; and Yannick Auclair (missing from photo), inmate and collaborator on the committee on long-term sentences.

A First: retirees meet at Joliette Institution

MAURICE LAVALLÉE, CHAIR, CITIZENS' ADVISORY COMMITTEE • JOLIETTE INSTITUTION

On May 5, 2004, retirees from the "Café Retrouvailles Marcel Côté" held their monthly meeting in the gym at Joliette Institution.

» A bit of background

The Café Retrouvailles started as an initiative by its founding president, Marcel Côté, in November 1981. A nonprofit organization, the Café Retrouvailles originally brought together former members of the Richelieu and Kiwanis social clubs, to which retired and semi-retired individuals from public and parapublic service were added. Now, the Café Retrouvailles recruits its members from all sectors of society in the Lanaudière area and regularly meets on a monthly basis.

» May 5, 2004 meeting

Mr Lavallée, a member of the Citizen's Advisory Committee and of the Café Retrouvailles Marcel Côté, organized this meeting in cooperation with the management of Joliette Institution. The meeting had the two following objectives:

- Raise awareness of this CSC institution, its clientele, philosophy, and programs for federally sentenced women.
- Present the canine-handler training program, including a demonstration of the knowledge of female inmates that have taken part in it.

The program, established at Joliette Institution a year ago, has a number of targeted objectives.

To begin with, it promotes the development and reinforcement of self-esteem, a sense of



Some members of the Café Retrouvailles Marcel Côté, with Thérèse Lemieux (left) and Sylvie Patenaude (right). Maurice Lavallée, Chair of the Citizens' Advisory Committee at Joliette Institution is to her left.

responsibility, and perseverance, just to name a few qualities. Moreover, this program saves abandoned dogs from euthanasia and places them with families. Finally, from the standpoint of restorative justice, the program allows women participants to contribute to the well-being of the local community by making a gift of a trained dog to the selected family.

This demonstration by female inmates taking part in the canine program and their accounts impressed the members of the Café Retrouvailles Marcel Côté. One member stated that "this program provides female inmates with the opportunity to give something back to society by making someone else's life easier."



Participants even stated that the inmates obviously developed strong feelings for the dogs they trained and that the women gained greater self-confidence, a feeling of increased autonomy, and several other values.

According to the participants, this meeting gave them a better understanding of the work carried out by the staff at Joliette Institution and of the distress experienced by some inmates.

In a show of appreciation, the members of the Café Retrouvailles Marcel Côté made a donation to the Inmate Welfare Fund so that they can expand their vegetable garden.

Our thanks to the staff members and residents of Joliette Institution who took part in this sound community awareness activity!

Three inmate participants in the canine program with Raymond Bertrand, one of the program developers and the trainer in charge (back).



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Awards ceremony for Corrections Exemplary Service Medal (20–30 years)

GAÉTAN ÉTHIER, CHIEF, ADMINISTRATION AND MATERIAL MANAGEMENT • REGIONAL RECEPTION CENTER

A ceremony was held on April 23, 2004 at the Lorraine community center to award the Corrections Exemplary Service Medals (20 and 30 years).

On this occasion, Denis Méthé, Regional Deputy Commissioner, had the honour of awarding medals to 16 staff members at Archambault Institution, the Regional Reception Centre, and Sainte-Anne-des-Plaines Institution.

The ceremony was of a rather special nature, since the medal is only awarded to individuals who have worked for at least 20 years in a Canadian correctional service, of which 10 years must have been spent working with inmates in detention or probation centres.

This decoration is awarded by the Governor General and administered by the Chancellery of Canadian Orders and Decorations. The medal comes with a certificate signed by the Governor General attesting to the award. Furthermore, for each additional decade with a correctional service in Canada, the recipient is eligible for a bar that is attached to the medal ribbon.

Congratulations to all our recipients!

Saint-Anne-des-Plaines Institution

Left to right: Denis Méthé, Maryse Bégin, Roberto Trubiano, Martine Savard, Bernard Thérien, Richard Contellier, Richard Amesse, André Grandbois, and Jean-Luc Gougeon.



Additional photos on the following page.



Archambault Institution

Left to right: Denis Méthé, Yves Fafard, Florence Éthier, Sylvie Desprès, Denise Leclerc, Nicole Larivière, Mario Lévesque, Normand Charbonneau, and Ninon Paquette.



Regional Reception Centre

Left to right: Denis Méthé, Denis Buisson, Nicole Chartrand, Sylvio Langlois, Serge Gosselin, Daniel Vaillancourt, and Robert Poirier.



Celebration of Regional Headquarters retirees – 2004

VÉRONIQUE L'HEUREUX, COMMUNICATIONS ASSISTANT • REGIONAL HEADQUARTERS

On November 16, 2004, a cocktail was held in the main lounge of the Staff College in Laval to honour Regional Headquarters retirees.

Among other things, the reception provided an opportunity for former CSC colleagues to meet again and share some very touching moments. In fact, something unique occurred during the evening: the last five Deputy Commissioners for the Quebec Region posed for a memorable picture.

The event also provided an occasion to celebrate Réal Charbonneau's 35 years with the Public Service of Canada.

The evening was a resounding success and we sincerely hope that our former colleagues will return next year for a repeat performance of this very special happening.

Left to right: Jean-Paul Dugas, Richard Watkins, Jean-Claude Perron, Réal Charbonneau, Denis Méthé, and Michel Lecorre.



Réal Charbonneau, Advisor to the Deputy Commissioner and Denis Méthé, Regional Deputy Commissioner



Quebec 2005 World Police & Fire Games is in search of volunteers

CARL PELLETIER, ASSISTANT DIRECTOR, MANAGEMENT SERVICES • DONNACONA INSTITUTION

An international sporting event will take place in Québec City from June 26th to July 5th 2005: *the World Police & Fire Games*. Athletes from around the world, police officers, firefighters, correctional and customs officers, will compete against each other in 62 different sports. An international meeting where cultural diversity and athletic talent will meet.

- **Approximately 10 000 athletes and 15 000 support staff and family members**
- **More than 60 participating countries**
- **62 sports**
- **47 venues**
- **3500 volunteers**

Getting involved in the Games is a unique opportunity to interact with people from around the world.



Join the team !!!

www.quebec2005.com or (418) 641-6630

Joliette Institution organizes discussion on restorative justice

JACQUES FILION, CHAPLAIN • JOLIETTE INSTITUTION

On November 30, 2004, about 50 people came together at Joliette Institution's chapel. The participants, including pastoral agents from the diocese of Joliette, volunteers at Joliette Institution, members of the Citizens' Advisory Committee, representatives of the Elizabeth Fry Society, women offenders, and staff members, were meeting to get information, exchange ideas, and discuss the issue of restorative justice.

Parole Officer Ginette Turcotte began by talking about the efforts made by staff within the Canadian correctional system to give women tools that enable them to draw something positive from their incarceration. From the very start of their sentences to release on parole, female inmates receive guidance to promote their well-being and to bring out hope, determination, and self-confidence in them.

Other accounts clearly indicated that we have quite a way to go before victims, offenders, families, and society become stakeholders in a form of justice that is liberating for everyone. Indeed, there were discussions about the interior process leading to genuine reflection about the effects that the offence has left in each of us. This reminded participants of the importance of straightforward, genuine communication.

With this end in view, one institution resident mentioned that, as the result of her own interior process, she is now able to say "Can you forgive me?" Participants also heard a wonderful account by a resident who was able to truly reintegrate and is now able to help others get themselves back on their feet. What a demanding but rewarding path to take!

Moreover, one of the institution's residents created a rather tender moment when she very generously and kindly sang a beautiful song entitled *Faire la paix par l'amour* (make peace through love).



Jacques Filion (third from the left in front) in the company of participants and several female inmates.

At the end of the event, about 20 people expressed an interest in and their availability for working further to achieve a kind of justice that would provide genuine restoration. All in all, the meeting was characterized by pleasant experiences that left everyone with the desire to work towards the same goal of achieving true restorative justice. We would like to thank all participants and members of the Elizabeth Fry Society.

Restorative justice: inmates and victims meet at the Federal Training Centre

JEAN-GUY TREMBLAY, CHAPLAIN • FEDERAL TRAINING CENTRE

For some time now, a wave of criticism has been sweeping through Canadian and Quebec correctional services. Increasingly severe sentences and repressive measures have been called for; the rehabilitation of the most highly criminalized cases has been cast into doubt; and, in some cases, a return to the death penalty has been advocated.

Yet we are daily witness to examples of rehabilitation and highly positive change. One such example is a series of five encounters between inmates and victims at the FTC between January 19 and February 16, 2005.

Initiated by the Centre de Justice réparatrice (centre for restorative justice), these meetings provided a forum for four victims from the community and four offenders at the FTC to meet once a week for frank and sincere face-to-face encounters.

Their purpose was to allow participants to share their concerns; state or become aware of the impact of acts of aggression; listen to the reactions of the other individual; and share what they had learned.

The group consisted of the participants, two facilitators from the Centre de Justice réparatrice, a member of the community, and Jean-Guy Tremblay, Chaplain.

They played a discreet role, focusing primarily on facilitating the dialogue.

The purpose of the encounters was not to conduct a new trial or accuse anyone. Indeed, it was to understand, without excuses or setting blame, what each person experienced and is experiencing, to better gauge their degree of suffering, and, as far as possible, start the healing process. The targeted objective was not to give or receive forgiveness, or attain some measure of reconciliation, but rather to enable individuals to better understand one another, to open a dialogue, and to take a first step towards well-being.

During each meeting, which lasted about three hours, one victim and one offender recounted to the other participants the assault they experienced or committed.

After the account, the other participants could request clarification, ask questions, and

express their reactions. The process calls for quite a bit of courage. Although tears did flow, the overall atmosphere was fairly calm; the reactions to all the accounts were rather positive. Listening to the other person, acknowledging their injury, expressing remorse, and genuinely seeking the truth worked together to slowly dismantle the barriers and prejudices, enabling each individual to gain clearer insight into themselves and begin healing.

Each participant had to do a little homework during the week after the meeting and present it to the group the next time: drawing, collage of photos etc.

This enriching experience demonstrates how important restorative justice is to both the victims and offenders.

Jocelyne Simon: outstanding commitment

CATHERINE SAVARD, PAROLE OFFICER • LAFONTAINE AREA PAROLE OFFICE

I would like to introduce you to a colleague that I admire a great deal for her energy, determination, and social generosity, which I find outstanding. Jocelyne, who came to CSC in 1989, has held positions as office clerk and supervisor. Originally from Haiti, she then lived in the Rivière-des-Prairies area, where street gangs were a serious problem.

As the mother of two young boys, Jocelyne felt the desire to create a better quality of life for the younger generation. This led her to take an interest in relations between the Haitian population and the judicial services and police department in her neighborhood and take part in this dialogue.

Over the years, her volunteer involvement continued to grow until 2003, when she took a year off. For example, Jocelyne, social partners, and representatives of the Haitian community jointly organized conferences, consultations, and round tables about the situation of young people and worked on training specialized resources for Haitian families. In her opinion, training and employment are essential aspects of integration. This is why she worked with the employability and employment equity committee for young Haitians.

Jocelyne took part in an internship in Haitian prisons with students studying correctional intervention technology.

She organized meetings between young Haitians, parents, and workers in order to understand their perception of the street-gang problem, stressing harmonization of cultural values between school management and Haitian families.

Jocelyne is a member of the neighborhood watch committee, in addition to being an advisor to the heads of community relations and specialized investigations of the SPVM and to the City of Montreal's executive committee.

At the same time that she was involved as a community investment volunteer, seeing to the education of her children, and working at



Jocelyne Simon.

CSC, Jocelyne earned an undergraduate degree on a part-time basis from 1994 to 2004 by completing three certificates (criminology, human resource management, and intervention in multiethnic communities). And it wasn't always smooth sailing in attaining these achievements.

Instead of losing heart at the serious health issues hindering her progress, Jocelyne turned them to her advantage to make the best of what life offered.

Still today, Jocelyne feels a great deal of gratitude towards everyone who encouraged her along the way.

Since fall 2004, Jocelyne has worked for CSC in the area of ethnocultural community engagement, where she has the opportunity to apply her remarkable knowledge and expertise.

Working with Jocelyne is a real pleasure because of her consideration and respect for those around her.

Development day in the Montreal Metropolitan District

HÉLÈNE LATOUR, COMMUNITY ENGAGEMENT OFFICER • MONTREAL METROPOLITAN DISTRICT

On the 5th and 6th of May 2004, the Hôtel Plaza Valleyfield was the site of the third series of development days put on by the Montreal Metropolitan District's clinical board under the theme "Plaisir, changement, engagement" (pleasure, change, engagement). On the first day, more than 90 stakeholders, including Parole Officers, Program Officers, psychologists, and MMD community partners, attended a conference given by Gilles Deslauriers, a consultant on change, loss, and transition. The workshop related to this presentation enabled participants to gain a better understanding of the inner transformation process that occurs when going through periods of change, allowing the individual to deal with the experience and move towards a state of well-being.

On May 6, participants attended a conference by Catherine Jalbert dealing with the role and application of pleasure in living. The participants had the opportunity to reflect on and even briefly experience the positive repercussions that have an impact on the health, energy, and resistance to different problems that routinely occur.

As in years past, the development activity offers an opportunity to express appreciation for MMD workers. This year, three teams were also recognized: community projects, programs, and the Employee Assistance Program. In addition, it provided an occasion to call attention to MMD retirees and new arrivals.

This third edition - the first to run for two consecutive days - proved an excellent opportunity to promote communication, thereby fostering cohesiveness and a sense of belonging among MMD workers with respect to their major role in the process for reintegrating offenders and protecting society.

These events also contributed to stimulating participant development, specifically in terms of "attitude" from the perspective that the CSC worker's main instrument is himself or herself.



Left to right: Micheline Doyon, Andrée Gaudet, Marielle Ouellet, Maryse Rioux, Réjean Ménard, and Nathalie Bouthillier.

In short, it was two invigorating, stimulating days for workers in the Montreal Metropolitan District that dovetailed with CSC's concern for staff development.

Ex-smoking staff members honoured

DENISE LECLERC, ACTING AWMS • ARCHAMBAULT INSTITUTION

On May 20, 2004, the management of Archambault Institution honoured eight staff members for their efforts in not smoking for more than four months. The activity had the multiple objectives of congratulating staff members for being determined to improve their health, changing their habits, and reducing second-hand smoke. All of the institution's staff members were invited to encourage their colleagues in this positive step.

A scrumptious cake decorated with a “No Smoking” pictogram was served. The Warden insisted on the importance of recognizing the individual efforts and motivation of each of the persons honoured.

Moreover, a flowering plant symbolizing life, oxygen, and clean air was given to each of the ex-smokers. This gesture pleased the recipients, who thanked the Warden and the event's organizers.

The honoured staff members are:

Annie Charbonneau, Nurse
Louise Falco, Psychological Testing Clerk at the RMHC
Denis Haspeck, Correctional Officer I
Sylvie Jalbert, Correctional Officer II
Martine Lévesque, General Office Clerk
Marcel Nadeau, Correctional Officer II
Jean-Guy Ouimet, Correctional Officer II
Lorraine Thouin, Security Clerk



Additional photos on the following page.



Left to right: Lorraine Thouin, Security Clerk; Martine Lévesque, General Office Clerk; Yves Fafard, Warden; and Annie Charbonneau, Nurse



Yves Fafard, Warden; and Denis Haspeck, Correctional Officer I.



"Kitchen Program" launched at Ste-Anne-des-Plaines Institution

SYLVIE GRAVEL, CHIEF, ADMINISTRATION AND MATERIAL MANAGEMEN • STE-ANNE-DES-PLAINES INSTITUTION

On September 22, 2004 the "Kitchen Program" was established at Ste-Anne-des-Plaines Institution. Jean-Luc Gougeon, Warden, took the opportunity to call attention to the excellent work and in-depth involvement of the program's various stakeholders.

» What is the Kitchen Program?

The first thing that needs to be mentioned is the particular structure of Ste-Anne-des-Plaines Institution's central kitchen. The central kitchen serves meals to Archambault Institution, the Regional Mental Health Unit (RMHU), the Regional Reception Centre, and the Special Handling Unit (SHU), for a total of about 1700 meals per day, excluding breakfast. About 30 inmates work in the kitchen every day; others go there to earn vocational program certification, namely in the Kitchen Program.

The purpose of this program is to improve the employability of inmates in the food sector, thereby enhancing their potential for reintegration.

The inmates targeted by the program may come from the RRC, medium-security institutions, or other minimum-security institutions. To join in, they must have the motivation to pursue a program to enhance their employability in the food sector. Prospective students can belong to one of the following groups:

- Inmates serving long sentences.
- Inmates serving any type of sentence who are 6 months away from possible parole.
- Inmates with low potential for employability and who need to develop basic work skills.

Left to right: Robert Barrett, inmate enrolled in the Kitchen Program, Yves Champoux, inmate enrolled in the Kitchen Program, Josée Brunelle, Unit Manager and program head, Jean-Luc Gougeon, Warden, Jacques Pelletier, inmate enrolled in the Kitchen Program, Michael Nowak, inmate enrolled in the Kitchen Program, Benoit Limoges, Supervisor, Food Services, and program head, and Roberto Trubiano, Chief, Food Services.



Candidates must be in good overall health and have finished secondary 3.

Although not a therapeutic community, several aspects of group life are encouraged. Budget management, menu planning, and community meal organization are mandatory. A dietician is available to provide group supervision in this regard. Regular group meetings are held in order to resolve problems that can crop up and to present new projects, such as sport and cultural activities.

Inmates involved in the Kitchen Program live in a building that features a number of advantages related to the program. It is isolated (so calmer), roomier, and nearer the central kitchen. The building has 10 rooms designed for shared occupancy. The program aims at forming a group of 12 inmates, with 4 in shared occupancy (the most recently admitted) and 8 in single occupancy.



Workers are assigned to the program as resource persons to facilitate group meetings and provide liaison with the institution's other departments. Other workers may be called in as required.

The reasons vary such as organizing conferences, access to family dinners, and decorating a unit, to name a few. With the support of the workers, the group of inmates is encouraged to develop and submit proposals to institutional management.

The vocational training offered the Kitchen Program is:

- Training as a kitchen-helper (465 hours)
- Training as a pastry cook (525 hours)
- Training as a butcher's helper (510 hours)

Training also includes 75 hours of preparation for the labor market. Students who pass the final exam receive a certificate of vocational training from Quebec's department of education, which is recognized on the job market. Inmates eligible for unescorted temporary absences and who have completed vocational training under the Kitchen Program may be admitted to a work release program related to their field of training.

Our congratulations to the participants and various workers involved in this program which delivers vocational training to inmates and enhances their chances for a more effective reintegration.

Respect
Humane
PROTECTION
Justice Rights

2004 open house at Joliette Institution

DOMINIQUE ST-JEAN, PRIMARY WOKER • JOLIETTE INSTITUTION

On December 19, Joliette Institution received some 180 people as part of the Centraide fundraising campaign and the institution's open house. A number of individuals with ties to Correctional Service of Canada staff members, members of the Citizens' Advisory Committee, volunteers, and friends were invited to attend this event.

The cooperation of staff members ensured that the day was quite a success. In fact, each staff member heading up a group was conscientious and complied with security instructions. The event proved highly interesting for all the participants.

Conducted in an amiable atmosphere, the activity included a tour of the school, health services, workshops, the Secure Unit, the Segregation Unit, the Structured Living Environment, the sociocultural area, the nursery, the chapel, and a living unit.

More than \$600 was collected during this activity, which was donated to Centraide on behalf of Joliette staff members.

We would therefore like to thank the event organizers, the staff members, and the participants, who made the day a resounding success.

Left to right: Dominique St-Jean, Robert Coutu, Lucie Barrette, Nicole Gosselin, Lionel Coutu, Jeanette Desroches, and Véronique Drolet.



The Staff College organizes a creative survey

by Francine Jourdain, Learning Advisor,
Staff College I

As part of the 2004 edition of Public Service Week, the Director of the Staff College, Lucie Vallière, organized a creative survey.

The survey aimed at getting all staff members in the Quebec Region involved in helping College management select names for classrooms in the College, the annex, and B-12.

All staff members in the Quebec Region were invited to give free rein to their imagination and to let their imagination whisk them for a few moments to the rooms at the College, where know-how and skills are shared and knowledge imparted.

To provide a little inspiration for participants, Lucie Vallière briefly described the buildings, illustrated with photographs, for which names were sought. The idea was to suggest a name for each of the nine classrooms.

On Tuesday, June 22nd, she convened a committee comprised of Guy Villeneuve, Special Advisor; Yves Fafard, Warden of Archambault Institution; and Sylvie Brunet, then Director, Communications and Executive Services.

All of the more than 80 responses received were quite creative. Several people suggested using the names of staff members who died in the line

of duty or the names of individuals who played an important role in the history of the Correctional Service of Canada. Since staff members who died in the line of duty are already commemorated on the cenotaph at the Staff College's entrance, the committee based its selection on themes related to learning.

The following names submitted by staff members were chosen:

Francine Picard:	Archambault Institution
Julie-Christine Lainey:	Regional Headquarters
Josée Girard:	Regional Headquarters
Frédéric Campeau:	Montreal Metropolitan District (Langelier CSC)
Ginette Duval:	Leclerc Institution
Pink-Marie Lieba:	Donnacona Institution
Nathalie Arbec:	Staff College
Francine Jourdain:	Staff College

Here are the new names for the following rooms:

College

- Room 1 - Movement - (river as symbol) - Francine Picard
- Room 2 - Harmony - Josée Girard and Julie-Christine Lainey
- Room 3 - Creativity - Julie-Christine Lainey
- Room 6 - Imagination - Frédéric Campeau

Annex

- Room 4 - The Stag - (symbol refers to decision-making and wisdom in Aboriginal culture) - Julie-Christine Lainey

B-12

- Room 7 - Relief - Ginette Dugal
- Room 8 - Primer - Rose-Marie Leiba
- Room 12 - Brainstorm - Nathalie Arbec and Francine Jourdain
- Room 18 - Experimental - Nathalie Arbec

We take this opportunity to express our sincerest thanks to everyone who took part in the creative survey.

Your contribution was greatly appreciated.



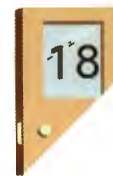
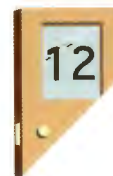
Annex



College



B-12



The Regional Reception Centre receives public visitors

Louise Cusson
Assistant to the AWIA
Regional Reception Centre

On September 18, 2004, five members of the RRC's Citizens' Advisory Committee (CAC); Brigitte Dubé, Warden; and Nicole Chartrand, Assistant Warden, Intake Assessment welcomed seven residents of Ste-Anne-des-Plaines for a tour of the facilities. The visitors had read an article in their local newspaper about the role of the RRC's CAC and accepted the invitation to meet.

The visitors thoroughly enjoyed themselves and were able to gain a clearer understanding of our organization and its social mission related to public safety, all undertaken in close cooperation with the community.

It also provided an opportunity to revise certain myths. The encounter ended with the recruitment of a new CAC member, Régent Rhéaume.

Left to right in the front row: Karine Voyer, Christine Tartier, Isabelle Rhéaume, Jacynthe Morin, Kathy Van Bronswyk, Johanne St-Pierre, and Robert Blache. Back row: Régent Rhéaume, Caroline Primard, Pascal Michaud, Brigitte Dubé, Marc-Antoine Auger, and Marc Auger.



A staff member takes part in a cycling event to raise funds to fight multiple sclerosis

Louis Fréchette, Regional Officer
for the Employee Assistance Program,
Staff College

On the 21st and 22nd of August 2004, Louis Fréchette and his wife took part in the RONA MS Bike Tour in the Québec region. The 15th edition of the event allowed participants to enjoy the area's magnificent scenery while raising money for the Multiple Sclerosis Society of Canada. The Local EAP Committees at the Federal Training Centre and La Macaza Institution lent their support for the cause. The teamwork and efforts paid off: \$2316.42 was raised. The event enabled more than 240 participants to raise over \$125,000.

On the evening of August 22nd, Louis Fréchette and his wife attended a dinner at which Patricia Paquin served as spokesperson.

The various speeches given during the dinner made those present more aware of the disease and the services provided by the Multiple Sclerosis Society of Canada.

Thanks to everyone who put their time, legs, and especially hearts to work for this worthy cause.

Left to right: Madeleine Béliveau, Patricia Paquin, and Louis Fréchette.



» **Tribute to Annette Fadden,
volunteer at Cowansville
Institution**

Pierre Héon, Chaplain, Cowansville
Institution

Each year, Restorative Justice Week gives us a chance to recognize the commitment demonstrated by individuals and groups dedicated to achieving justice based on healing, empowerment, and repairing the damage caused by criminal behaviour.

This year, pastoral services at Cowansville Institution honoured Annette Fadden, a volunteer who has been working with inmates for 20 years, by presenting her with the Jacqueline Monast Award in recognition of her tireless efforts. Since 1984, Ms. Fadden has been visiting inmates, and taking part in and facilitating meetings with inmates and volunteers in the institution, in a spirit of compassion and healing. Moreover, on Sunday, November 14, Ms. Fadden was awarded a medal of high distinction from Bishop François Lapierre of the Diocese of Saint-Hyacinthe for her work in a corrections setting.

Our heartiest congratulations!



Left to right: Emery Young, Chair of the Citizens' Advisory Committee at Cowansville Institution, Annette Fadden, honoured volunteer, and Mgr. François Lapierre, Bishop of St-Hyacinthe.

» **Certificates of Appreciation
awarded at Drummond Institution**

Sylva Marchesseault
Chief, Administration and Material
Management
Drummond Institution

Linda Boily, Acting Warden, awarded Pierre-Jacques Ferdinand, Computer Specialist, a Certificate of Appreciation for his involvement in and commitment to the design of a computerized program for controlling inmate passes at Drummond Institution.

A certificate of appreciation was also awarded to Cédrik Lambert, Correctional Officer I, for his outstanding contribution as a Pee-Wee hockey coach for more than eight years.



Linda Boily, Acting Warden,
and Pierre-Jacques Ferdinand,
Computer Specialist.



A Frenchwoman at CSC

Charlotte Reynaud
French Intern

Allow me to introduce myself. My name is Charlotte Reynaud and I have recently spent one year in Quebec. In 2003, I completed my master's degree in law (legal careers and criminal science) at Université Jean Moulin Lyon. I hope to become a judge. In order to become a judge in France, you have to attend a specialized school (École Nationale de la Magistrature), which means successfully competing in a nationwide entrance exam. After taking stock of my experiences, I realized that I had never been around offenders, so I wasn't sure if I could work in direct contact with them or not. I began looking for an internship to complement my academic training with practical experience. In searching on the Internet, I came across the Mission Statement of the Correctional Service of Canada. I got in touch with CSC, was offered an internship, and here I am.

I was somewhat apprehensive in the beginning. The word "offender" conjured up scary images of huge tattooed arms and foreheads branded with the word. But I discovered that that wasn't the case. Offenders are like anyone else with their own past and experiences, except that they have committed offences.

After visiting the various units in the Montreal Metropolitan District, I decided to do my internship at Martineau Community Correctional Centre. This halfway house provides more opportunities for contact with offenders than any other, because the residents have mental health problems. Consequently, they hardly ever need to find a job or resume their education. This means that they spend the whole day at the CCC.

The house's clientele was deemed responsible for their actions in spite of their mental health problems. That surprised me because, in France, no distinction is made. A person who is found to be not responsible for his acts is sent to a psychiatric hospital. Someone deemed responsible is considered not to be ill, and is therefore sent to a prison. If an offender develops mental-health problems while in prison, he may receive treatment from regional medical and psychological services. In such cases, however,

the sentence must be for less than one year. Otherwise, the prefectural authorities must order the individual confined to a psychiatric hospital.

In addition, the halfway-house system is unknown in France. After serving their sentences, offenders are simply set free. Nothing is really done to ensure their reintegration. In 1999, however, a government agency was created to re-establish the dialogue between the offender and society as well as to help him make the best of incarceration and prepare for release. Volunteers usually do this work. Their mission is to monitor the progress of offenders on conditional release when so ordered by the sentencing judge. Their involvement even in such cases, however, is limited to recording the offender's compliance with conditions and keeping the judge informed. They have no power of enforcement.

Martineau CCC has a rather special clientele. As individuals with mental-health problems, they have specific needs. Many of them lack affection and social skills; and they need to relearn how to live in the modern world. This means, for example, getting from one place to another using the public transit system, learning how to prepare meals, doing housework, or simply communicating with the outside world.

That was basically what my internship consisted in. I carry it out primarily with the help of psychosocial workers and psychoeducators. I took part in the various activities offered to residents: the recreational activity, which always teaches certain social skills; the volunteer activity, which shows them that they can help others, resume their work habits, and thereby increase their self-esteem; and, lastly, the kitchen activity, which teaches them how to eat properly, since that helps maintain a positive outlook, which, in turn, makes it easier to work towards reintegration. I also had the opportunity to implement an art therapy activity, which puts them more at ease with their creativity and self-confidence. It also allows them to realize that they are still capable of creating something positive. This activity is relaxing and provides an opportunity for

exchanging ideas, which enabled me to intervene in areas other than those normally touched on.

Consequently, I was able to get to know offenders from a human perspective, such as finding out their feelings about prison, their lives "inside," and their gradual return to freedom. Several of them said that they would have preferred serving their whole sentence in prison. They find that transition is difficult because freedom is almost within their grasp, but just out of reach, because they have conditions to comply with and, sometimes, a residency condition. After talking about it, however, they do admit that the transition period does provide an opportunity to prepare for release. They could find that a return to total freedom is quite stressful. So, spending time in a halfway house better prepares them for successful reintegration.

The internship at Martineau CCC provided me with the opportunity to familiarize myself with the system that manages an offender from the beginning to the end of his sentence. Employees of the Correctional Service of Canada strive to help offenders to reintegrate, which actually protects society.

I gained a great deal through the experience. It opened my mind to a system other than my own, to other customs, and to another approach to understanding the problem of criminality. This experience also provided me with an opportunity to gain hands-on experience, to become familiar with offenders and the world they live in, and to know myself better. I now feel more secure in my choice of career and I will keep lasting memories of my time here with you.

Archambault Institution organizes walkathon

Sylvie Bourgon, Assistant Warden
Management Services
Archambault Institution

On September 8, 2004, as part of International Literacy Day, the instructors at Archambault Institution organized an event to raise funds for La Boîte à Lunch (school lunch program) in Ste-Anne-des-Plaines.

Ghislaine Séguin, the driving force behind the project, and the penitentiary's instructors organized a walkathon for residents and staff members. Each year, the Boîte à Lunch provides more than 6000 meals for underprivileged children from Ste-Anne-des-Plaines. This year's slogan, **A HEALTHY MIND IN A HEALTHY BODY**, strives to call attention to the importance of proper nourishment and exercise to academic performance.

Left to right: Ghislaine Séguin, instructor at Archambault Institution, Ginette Boisvert, cook for the Boîte à Lunch, Caroline Hurtubise, head of the Boîte à Lunch, and Éric Consigny, resident at Archambault Institution.



The organization's representatives and institutional instructors were pleasantly surprised at the response, which totaled more than \$6400.

The donation was handed over in person on October 4th to the organization's head, Caroline Hurtubise, and its cook, Ginette Boisvert.

Recently Retired (April 1 to December 31, 2004)

Micheline Désilets
Regional
Headquarters
April 2004

Alain Friolet
Regional
Headquarters
April 2004

Ginette Lachapelle
Regional
Headquarters
May 2004

Richard Watkins
Regional
Headquarters
July 2004

Réjean Giroux
Regional
Headquarters
August 2004

Jocelyn Théorêt
Staff College
July 2004

Gélas Milette
Archambault
Institution
April 2004

André Bissonette
Archambault
Institution
May 2004

Claude Grenier
Archambault
Institution
June 2004

Daniel Cyr
Archambault
Institution
June 2004

David Cowen
Archambault
Institution
July 2004

Paul Marcil
Archambault
Institution
July 2004

Joël Michaud
Archambault
Institution
September 2004

Réjean Quevillon
Archambault
Institution
December 2004

Monique Laflamme
Archambault
Institution
December 2004

Jean-Marie Angrand
Federal Training
Centre
May 2004

André Thibault
Federal Training
Centre
July 2004

Jean-René Gagnon
Federal Training
Centre
July 2004

Éric Blackburn
Federal Training
Centre
July 2004

René Loiselle
Federal Training
Centre
August 2004

André Urbain
Federal Training
Centre
September 2004

Philippe St-Amour
Federal Training
Centre
September 2004

Gilles Champagne
Federal Training
Centre
October 2004

Christiane Gougeon
Federal Training
Centre
October 2004

Sylvio Langlois
Regional Reception
Centre
April 2004

Marielle Barzeau
Regional Reception
Centre
June 2004

Camille Trudel
Regional Reception
Centre
June 2004

Jocelyn St-Onge
Regional Reception
Centre
June 2004

Serge Bagdadi
Regional Reception
Centre
August 2004

Pierre Laliberté
Regional Reception
Centre
September 2004

Paul Chartier
Regional Reception
Centre
October 2004

Richard Lauzon
Regional Reception
Centre
October 2004

André Mooney
Regional Reception
Centre
November 2004

Guy Langlois
Regional Reception
Centre
December 2004

Jean-Yves Cyr
Cowansville
Institution
June 2004

Normand Bilodeau
Cowansville
Institution
June 2004

Daniel Larose
Cowansville
Institution
June 2004

Jean-Marc Lefebvre
Cowansville
Institution
June 2004

Luc Beauregard
Cowansville
Institution
June 2004

Roland St-Pierre
Cowansville
Institution
June 2004

Gilles Turmel
Cowansville
Institution
July 2004

Daniel Lapierre
Cowansville
Institution
August 2004

Josette Antaya
Cowansville
Institution
September 2004

Gilles Racine
Cowansville
Institution
October 2004

Robert Gendron
Cowansville
Institution
November 2004

Yvon Couture
Cowansville
Institution
December 2004

Claude Lemay
Cowansville
Institution
December 2004

Odile Laurent
Cowansville
Institution
December 2004

Recently Retired (cont.)

Submission Date

Articles and photographs for the next issue of INTERCOM must be received no later than **September 10, 2005**.

N.B.: Articles must be sent by e-mail to the 301-COMMUNICATIONS account.

Intercom

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The editorial staff reserves the right to edit articles for the purposes of clarity and concision.

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Roger Tousignant
Cowansville
Institution
December 2004

Jean-Luc Bolduc
Cowansville
Institution
December 2004

Maurice Charest
Donnacona
Institution
May 2004

Jean-Guy Dumont
Donnacona
Institution
May 2004

Guy Cadieux
Donnacona
Institution
June 2004

Odette Lepage
Donnacona
Institution
July 2004

Adrien Lavoie
Donnacona
Institution
July 2004

Jacques Grenon
Donnacona
Institution
December 2004

André Duchesne
Donnacona
Institution
December 2004

Mario Gaudet
Drummond
Institution
April 2004

Gilles Lepage
Drummond
Institution
August 2004

Gilles Girard
Drummond
Institution
August 2004

Pierre Plante
Drummond
Institution
August 2004

Daniel Lessard
Drummond
Institution
August 2004

Fernand Lavoie
Drummond
Institution
August 2004

Michel Duval
Drummond
Institution
September 2004

Denis Hudon
Drummond
Institution
September 2004

Francis Rioux
Drummond
Institution
October 2004

Eugène Beausoleil
Drummond
Institution
October 2004

Bernard Dionne
Drummond
Institution
October 2004

Michel Bolduc
Drummond
Institution
November 2004

Jacques Deroy
Drummond
Institution
November 2004

Yvan Raymond
Drummond
Institution
December 2004

Michel Minot
Drummond
Institution
December 2004

Luc Benoit
La Macaza
Institution
April 2004

Serge Morin
La Macaza
Institution
April 2004

Marie-Paule Beydon
La Macaza Institution
July 2004

Serge Demers
La Macaza Institution
August 2004

Gilles April
Leclerc Institution
June 2004

Roland Leroux
Leclerc Institution
August 2004

Ginette Gascon
Leclerc Institution
November 2004

Marie-Paule Barrette
Leclerc Institution
November 2004

Robert Stedman
Montée St-François
Institution
April 2004

Lawrence Beaulieu
Montée St-François
Institution
June 2004

Wellie Picard
Port-Cartier
Institution
April 2004

Armand Bernatchez
Port-Cartier
Institution
July 2004

Germain Larouche
Ste-Anne-des-Plaines
Institution
June 2004

Armand Nowlan
Ste-Anne-des-Plaines
Institution
June 2004

André Mauger
Ste-Anne-des-Plaines
Institution
July 2004

Sylvain Tremblay
Ste-Anne-des-Plaines
Institution
July 2004

Michel Gervais
Ste-Anne-des-Plaines
Institution
July 2004

Marcel Daneau
Ste-Anne-des-Plaines
Institution
August 2004

André Gandbois
Ste-Anne-des-Plaines
Institution
August 2004

Alain Beaupied
Ste-Anne-des-Plaines
Institution
August 2004

Pierre Perreault
Montreal
Metropolitan District
August 2004

Doreen Flanagan
Montreal
Metropolitan District
September 2004

Micheline Mailhot-Doyon
Montreal
Metropolitan District
November 2004

Jean-Marc Lavoie
Montreal
Metropolitan District
December 2004

Suzanne Simard
Montreal
Metropolitan District
December 2004

Gaétan St-Pierre
East-West District
May 2004

Jocelyne Piché
East-West District
June 2004

Paule-Andrée Thibault
East-West District
July 2004

Sylva Bergeron
East-West District
October 2004