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# » INTERCOM



**Yahdawa tekaha**  
*The Path of Colors*

**Are all humans human?**

**2005 World Police and  
Fire Games**

**2005 Art auction**  
*Giving back to the  
community*

**CSC Visits Inuit in Nunavik**

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.

HUMAN RIGHTS  
PROTECTION

Justice Rights



# Features

Editorial by the Deputy Commissioner	3
Yahdawa tekaha / The Path of Colors	4
Pilot Project for Safe Tattooing Practices at Cowansville Institution	6
Hockey gold! CSC hockey team takes the gold medal at the World Games	7
Taking home a medal!	8
2005 World Police and Fire Games	9
2005 Art auction <i>Giving back to the community</i>	10
Play <i>- Oui, je le prends personnel! (You bet I take it personally!)</i> Employee Assistance Program / Anti-harassment Program	13
CSC Visits Inuit in Nunavik	14



Spring is here...  
Plant some happiness...

Your editorial committee

# Articles

Awards Presentation Joliet Institution 12	Awards Presentation Ceremony Drummond Institution 24	Getting the Word Out 30	Hong Kong Delegation Visits the Ste-Anne-des-Plaines Complex 35
Are all humans human? 16	What is restorative justice? 25	Correctional Programs Meeting at Archambault Institution 31	Van Johnson Receives an Award from the Quebec Federal Council 36
Two Officers Honored at Ste-Anne-des-Plaines Institution 18	Awards Ceremony for Corrections Exemplary Service Medal (20 and 30 years) Ste-Anne des Plaines Complex 26	11 <sup>th</sup> Edition of the Book Fair at Archambault Institution 32	Presentation of corrections exemplary service medals at La Macaza Institution 36
Medal of Bravery and CSC Certificate of Recognition for Mario Robichaud 19	Port-Cartier Institution National Public Service Week 2005 28	Diplomas awarded Cowansville Institution 32	Dates to Remember 37
2005 International Literacy Week 20	Riding for a Good Cause! 30	A volunteer's story 33	Recently Retired 37
A long and wonderful story of volunteer work 22		In Recognition of Volunteers Leduc Institution 34	
		A Correctional Officer in Haiti 34	





Denis Méthé

## Improving internal communications at CSC: A Priority

In a January e-mail to all employees, Commissioner Keith Coulter, who is concerned about the state of communications at CSC, promised to make how we communicate with each other a priority and asked us to do the same. For my part, I wish to confirm my willingness to improve communications in the Quebec Region, and I hope that you will all join me in the efforts this will require.

Communication is vital to achieving our priorities and an essential element in organizational performance. To be successful and get results, results on which Canadians judge us, CSC must constantly realign itself with developments in society and the changing profile of offenders. If we do not continuously communicate about the analysis that is done of these two realities, changes in priorities appear to be unfounded, dictated by the whims of "fashion".

Each year, CSC reviews its priorities and focuses on elements that must move forward to respond to the changes observed. The following priorities have been identified for fiscal 2006-2007 and each entails the implementation of a certain number of initiatives:

- Community Transition;
- Institutional Safety and Security;

- Aboriginal Offender;
- Mental Health ;
- Strengthening management practices.

The first four priorities are closely linked to our operations: reintegration, security, programs and health. The mechanisms to do these activities are well structured and run smoothly. However, for each of them, we must institute improvements that will adapt our practices even better to the profile of the offender population and make them better understood and accepted socially. The steps needed to identify these improvements, decide how they will be implemented and make sure they are understood by everyone involved require looking at communication not only within each sector but also between the sectors.

It is in this regard that the 5<sup>th</sup> priority concerns us all since "communication" has been identified as one of the management practices to improve. Everyone at CSC, managers and employees alike, will be called upon to contribute. We are all responsible for trying to understand the reasons behind our organization's priorities and the changes they entail in our day-to-day operations. Sometimes our role is to inform; at other times, we must ensure that we understand the changes, make

an effort to incorporate them and even ask questions about exactly how they affect us.

The communication skills that we need to improve go beyond good interpersonal relationship practices; however, this does not mean that they are less essential, quite the contrary. All aspects of internal communication gain from being improved, which is why I ask both supervisors and employees to discuss any proposals aimed at improving internal communications in their unit.

At the regional level, I have started to review our operating methods with the Management Committee. In addition to improving our internal practices, this review should help us to identify ways that will allow us to give more consideration to your opinions on the issues that concern you and on which we must take a position. We will also look at the mechanisms for communicating these decisions, not just to improve the speed with which they are communicated but also the completeness of the message. Internal communications will also be increasingly important in the Communications Branch. In this regard, I am happy to announce that Intercom will be changing gradually. Over the next few issues, new sections will be introduced and the editors will welcome your ideas.



## Yahdawa tekaha The Path of Colors

CAROLINA SOULIÉ, REGIONAL ADVISOR, REINTEGRATION REGIONAL HEADQUARTERS • QUEBEC REGION

**M**anoir du Lac Delage, nestled in the great outdoors in the Québec region, was the scene of an Aboriginal forum on October 12 and 13, 2005. A total of 84 people attended this outstanding meeting. In order to promote useful discussions, the organizers invited Elders, Aboriginal Liaison Officers, Aboriginal partners, NPB members, and CSC staff members in the Quebec Region and from National Headquarters.

The way to the conference hall led through a tepee that opened into a room in the shape of a sphere, which is symbolic in Aboriginal culture. In the same spirit, the tables for participants were arranged in a circle in order to stimulate and circulate energy, so as to optimize the sharing of ideas and concerns.

Linda Robertson, CSC Aboriginal Liaison Officer, opened the conference with a welcome address. She also coordinated the workshops, plenary sessions, and activities on the program.

Many workshops, led by experts in the field, were on the slate, including topics such as: intervention adapted to the Aboriginal reality; the phenomenon of Aboriginal criminal gangs here and elsewhere; overview of and perspectives on adapted hearings; demystifying sacred objects and traditional ceremonies; and social justice and reconstructing communities.

Evening activities, such as the introduction to the practice of sweat lodges, teachings in the tepee, and torchlight hike, were offered to initiate participants to Aboriginal cultural practices.

The second day started off with a sacred fire and sunrise ceremony, followed by workshops and plenary sessions. All throughout the forum, participants were able to select activities corresponding to their personal and professional interests.

During the course of the day, members of the Regional Management Committee (RMC) took part in the plenary session dealing with Aboriginal issues in today's society, presented by Pierre Picard, Director General, Groupe de Recherches et d'Interventions Psychosociales en milieu Autochtone.

Martine Savard, Reintegration Regional Headquarters, and Raymond Gros-Louis, Regional Elder.



Linda Robertson, Raymond Gros-Louis, and Pierre Picard, speaker.



After his presentation, RMC members took part in small discussion groups on the topic of current issues and challenges. The organizing committee was very pleased that the dis-

cussions were lively and, more importantly, indicative of the interest in the issues raised.

Manoir du Lac Delage tepee - Sacred ground for activities outside the forum.



Réjean Tremblay, RA, Correctional Programs; Linda Robertson, CSC Aboriginal Liaison Officer; and Stéphanie Fournier, Project Manager, Correctional Programs.



The closing conference brought together the representatives of each subgroup, who presented the results of their discussions. The concerns identified point the way to improve Aboriginal initiatives that CSC undertakes in the future.

Raymond Gros-Louis, Regional Elder, and Denis Méthé, Deputy Commissioner, Quebec Region, gave the closing address. Their remarks summarized everyone's desire to move forward towards a future in which understanding, cultural awareness, and the sharing of responsibilities are considered to be essential factors in enabling Aboriginal offenders to successfully reintegrate in a context that respects their culture.

At the end of the day, Elizabeth Alikashuak provided a brief overview of Inuit culture, ending with a song in Inuktitut, to the accompaniment of her tabourin.

To officially close the conference, Raymond Gros-Louis asked all participants to form a circle and, to the beat of a drum played by Jules Bacon, perform part of a traditional dance, ending the first Aboriginal forum organized in the Quebec Region.

Manoir du Lac Delage - Conference hall for plenary activities.



Christian Renaud, Director, Laval APO; Martine Savard, RA, Reintegration; Isabelle Martin, Senior Psychologist, Cowansville Institution; and Raoul Cantin, Assistant Warden, Correctional Programs, Leclerc Institution.



## Pilot Project for Safe Tattooing Practices at Cowansville Institution

FRANCE GRATTON, ACTING ASSISTANT WARDEN, CORRECTIONAL PROGRAMS • COWANSVILLE INSTITUTION

**U**nder the framework of a pilot project for safe tattooing practices, Cowansville Institution officially opened the first tattoo parlor within a Correctional Service of Canada (CSC) facility on August 1, 2005. This project, which is a CSC partnership component under the Federal Initiative to Address HIV/AIDS in Canada, will run for a year in six penitentiaries across the country. Cowansville Institution was selected as the pilot site in the Quebec Region.

Since tattooing is a fact of prison life, unsafe tattooing practices increase the number of infections among inmates, which puts the entire population at risk. CSC is committed to reducing the transmission of infectious diseases within the inmate population and throughout the community by offering inmates this measure to reduce harm. It is first and foremost a public-health issue. CSC must take into consideration all measures that could minimize the harm related to the transmission of infectious diseases and reduce the risk of infectious diseases.

In December 2004, National Headquarters announced the safe tattooing practices initiative. Following this announcement, construction work began at the institution to set up a location conforming to project guidelines. In addition, staff awareness sessions were organized and the required training provided to the Social Program Officer and to the inmate tattoo artist. Technical Services, Security, Health Services, Management Services, and Correctional Programs were all involved in bringing about this major project that culminated in the opening of CSC's first tattoo parlor in August 2005.

The pilot project lets inmates be tattooed in a strictly monitored setting, which enhances security for both the institution and those who work there. The inmate response was immediate, with a spate of inmates applying within a short time. Their comments about the project, which were very positive,

Louis Mirandette, inmate tattoo artist and an inmate getting tattooed.



touched on a number of topics, including being able to get tattooed without running the risk of infection. Since tattooing is a part of prison culture, educating inmates about infections and providing them with the opportunity to reduce the risk of infection and transmission of infectious diseases, CSC is maintaining health within the institutions and the community.

CSC intends to assess the pilot project throughout the entire test period using staff and inmate surveys, site visits, interviews, analysis of statistical data, and determining

best practices. This will make it possible to measure achievements and outcomes against the initiative's goals and objectives.

In its first 6 months of operation, the parlor has produced nearly 40 tattoos, requiring a total of 155 sessions. Interest has remained constant and the demand high, as evidenced by the 140 requests on the waiting list.

## Hockey gold!

### CSC Hockey team takes the gold medal at the World Games

FRANCINE JOURDAIN AND ALAIN ST-DENIS • STAFF COLLEGE

The CSC hockey team won a brilliant victory against the Sûreté du Québec team in the 45 and older category during the 2005 World Police and Fire Games held in Québec from June 26 to July 5, 2005.

This outstanding team was made up, for the most part, of staff members from the various penitentiaries in the Quebec Region, representatives of the Service de la police de Laval, and the Service correctionnel du Québec.

#### » Germ of an Idea

After hearing that the Games were going to be held for the first time in Quebec, organizers Richard Archambault and Alain St-Denis, both from the Staff College, got the idea to form a hockey team good enough to compete against the best teams in their category.

#### » Scouting for Talent

effort necessary had to be put into it. Our two organizers buckled down and, with the determination so typical of both of them, they threw themselves into building a team of proud competitors.

Choosing an experienced coach was also critical. Archambault and Saint-Denis opted for Pierre Lachapelle from the Regional Reception Centre, who has more than 25 years of coaching experience with different hockey teams and whose leadership qualities were widely known.

#### » Training Camp

Once the team had been put together, the players started their training. It took about ten games for the players to get their bodies and reflexes back into shape. It also allowed them to develop real team spirit and chemistry. Even players from penitentiaries located outside the metropolitan region would travel to practice, which demonstrated their drive and determination to win.

#### Our gold medalists

#### Members of the winning team - 2005 World Police and Fire Games in Québec

Front row (left to right): Lyne Lessard, Eddy Lévesque, Robert Van Houtte, Alain St-Denis, Richard Archambault, Serge Jacques (lying down), Pierre Tremblay, and Michel Côté.

Back row (left to right): Maurice Morin, Mario Tardif, Luc Lachapelle, Gilles Lemieux, Michel Lafond, Gaétan Lalancette, Daniel Giroux, Pierre Lachapelle, Pierre Gariépy, Jacques Noël, Jacquelin Brière and Sylvain Lepage.



#### » A Shaky Start

The team got off to a bit of a shaky start in the tournament, losing one game and forfeiting the second. But the players didn't throw in the towel. In fact, they straightened themselves out, tightened their game, and threw themselves wholeheartedly back into the fray. And it was the right thing to do. The team won the next four games in a row, leading them to nothing less than the gold medal.

Of course, the players went all out and performed outstandingly, but Coach Pierre Lachapelle played a major role. Through his enthusiasm, experience, and determination, he was able to draw the best out of each individual player and to provide the inspiration that carried them on to the final victory.

#### » An Unforgettable Experience

Based on comments from some of the players, we learned that it was a week of feverish work and complicity creating memories that will stay with them for the rest of their lives. With reflections of gold shining bright in their eyes, the team members will cherish the thought of their dearly won victory for a long time. Undoubtedly, they will find all kinds of opportunities to gather together, and relive over and over those unforgettable moments.

Our heartiest congratulations to our gold medalists, who are perhaps contemplating the Games in Australia in 2007.



## Taking home a medal

FRANCINE JOURDAIN, COURSE MANAGER • STAFF COLLEGE

**D**uring the 2005 World Police and Fire Games, held in Quebec City from June 26 to July 5, Mario Paré, an instructor at the Staff College, took the silver in karate kumite in the 40-50 year old category for black belts

What motivated Mario to enroll in an international competition at this level? His passion for karate.

### » An "Extreme" Passion

Mario's passion for sparring started on the ice when he was a hockey defenseman. He mixed it up on a regular basis and always proved to be a tough opponent. But when Mario realized that he wasn't interested in that kind of career, he turned his attention to karate. His initiation was all it took for Mario to decide to enroll in classes when he was 18 years old. Interest gradually gave way to passionate enthusiasm, with Mario dropping hockey to focus solely on karate.

### » Career at CSC and in Karate

Mario's interest in karate began in 1975 in Magog. He progressively worked his way through the ranks, earning his black belt in 1979.

Diligent, disciplined, resolute, and determined, Mario's schedule over the years has included taking classes three or four times a week, in addition to sparring training on weekends. He regularly took part in regional, provincial, and international competitions.

In 1980, Mario began teaching karate in various schools. At the same time, he embarked on a career with CSC as a Correctional Officer at the Correctional Development Centre (CDC) in Laval. Despite his demanding work schedule, Mario has continued training seriously in Montreal, Quebec city, and even Magog in order to hone his skills and move up through the various black-belt degrees, which are called DAN. An emeritus athlete, Mario has also trained in a variety of disciplines such as jogging, cycling, and the duathlon, taking part in many competitions and winning several medals.

Mario Paré, instructor at the Staff College  
 Silver medal – karate  
 2005 World Police and Fire Games in Quebec City



When the CDC closed, Mario continued his career as a Correctional Officer at Drummond Institution in 1985. At the time, he had a dream of opening his own karate school, which he was able to do that same year. He taught both children and adults, while continuing to compete and accumulate medals and trophies. He found that teaching was an excellent way to stimulate and help young people and adults to develop discipline, self-respect, respect for others, and, especially, lead them to learn self-worth through practising a sport.

In 1998, Mario transferred to the Staff College as an instructor and had to leave his school in Drummondville. Despite that, he has continued to train regularly in Trois-Rivières and Montréal with the objective of perfecting his art.

### » Registering for the World Games

After listening to Patrick Lachance, Donnacona Institution and coordinator for Games organization within CSC, Mario got the idea of signing up for the karate kumite competition. He saw it as a fitting end to his career as a competitor.

Throughout the Games, Mario related that he was pleasantly surprised with the caliber of the competitors from around the world. Mario went on to explain that his instincts, combined with his experience sparring and competing, enabled him to win the silver medal.

He added that he was also impressed with the overall quality of organization at the Games. He felt that the athletes were being pampered in beautiful Quebec City. Moreover, an atmosphere of complicity and friendship reigned between the athletes and organizers all throughout the Games.

Mario, who was very pleased with his experience, would like to try for gold at the 2007 Games in Australia.

Our congratulations to Mario and good luck in your try for the gold medal at the Games in Australia.

## 2005 World Police and Fire Games Drummond Institution

ÉDITH BROUILLARD, CHIEF, ADMINISTRATION AND MATERIAL MANAGEMENT • DRUMMOND INSTITUTION

**D**uring the last World Police and Fire Games, Chantal Laplante, Correctional Supervisor at Drummond Institution, walked off with the gold medal in a timed cycling event (15 km). Pierre Bell, Correctional Officer, also took part in five cycling events. Bell has been a mentor for many people and it's because of his passion for the World Games that Drummond's rate of participation was outstanding overall. He was a source of inspiration for all our athletes.

Drummond Institution won the bronze medal in basketball at the 2005 World Games. A number of the players were Correctional Officers from Drummond: Pierre-Luc Lauzon, Stanley Moise, Jean-François Miville, Steve Harnois, and Guy Allard (coach); the remainder of the team came from other institutions.

Congratulations to all the participants and a hearty "well done" to the medalists.



## Regional Reception Centre Staff Members Win Silver and Gold

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

**T**he 13th World Police and Fire Games were held in Quebec City from June 26 to July 5, 2005. The Games stood out as the largest sports event in Canada in 2005, generating significant economic benefits. The Games are held every other year, with the venue alternating between the United States, Canada, Australia, and Europe.

Nearly 10,000 athletes, including a great number of staff members from the Correctional Service of Canada, competed at 47 sites in Quebec City this summer. In addition to the athletes, some 15,000 accompanying staff from about 60 countries were also on the scene.

Three staff members from the Regional Reception Centre achieved the level of excellence needed to win a medal at the World Games. Pierre Lachapelle, Unit Manager, and Eddie Lévesque, Correctional Officer, won gold in hockey, while Dominique Giroux, PO, took the silver medal in badminton.

We salute and congratulate our medalists and all the participants for their sustained efforts and their success that reflects so gloriously on CSC.



## 2005 Art Auction Giving Back to the Community

SOPHIE LEMIRE, COORDINATOR, COMMUNITY OUTREACH • REGIONAL HEADQUARTERS

On November 30, Denis Méthé, Regional Deputy Commissioner, was very pleased to welcome about 100 people from political life, the business world, and the arts community to the Maison des Arts in Laval. They were brought together for a common cause: to appreciate and vie for 37 works of art donated by inmate artists in an auction that raised \$9,000 for the United Way

Organized in partnership with the Association de rencontres culturelles avec les détenus (ARCAD) and the Citizens' Advisory Committees in the Quebec Region, this event provided an opportunity for offenders to give back to the community. An artist wrote to us along these lines:

[TRANSLATION] *"I was pleased to take part in and, at the same time, contribute to a charity event organized by ARCAD, even more so because this was my first social*

**NOUVEAU REGARD**  
 Redonner à la collectivité

**INSIDE OUT**  
 Giving Back to the Community

**LE SERVICE CORRECTIONNEL DU CANADA, EN PARTENARIAT AVEC L'ARCAD,** est heureux de vous convier, avec un invité, à une soirée  
**COCKTAIL – EXPOSITION – VENTE AUX ENCHÈRES** qui se tiendra à  
 LA MAISON DES ARTS DE LAVAL  
 LE MERCREDI  
 30 NOVEMBRE 2005

**ACCUEIL : 18H00**  
**VENTE AUX ENCHÈRES : 19H00**

**THE CORRECTIONAL SERVICE OF CANADA, IN PARTNERSHIP WITH ARCAD,** is pleased to invite you and a guest to a  
**RECEPTION AND COCKTAIL – EXHIBITION – AUCTION**

To be held at  
 LA MAISON DES ARTS DE LAVAL  
 WEDNESDAY  
 NOVEMBER 30, 2005

**RECEPTION 6:00 P.M.**  
**AUCTION 7:00 P.M.**

arcad  
 Service correctionnel Canada / Correctional Service Canada  
 Canada

*involvement as an artist. I have only been practicing for a year and this has rekindled my enthusiasm ..."* (Martin P.)

Louise Jacques, CSC, and Josée Otis, volunteer (welcoming guests).



Charged with the care and custody of offenders, CSC has a mandate of fostering an environment of growth and change. The auction provides an opportunity to help offenders grow both personally and socially. A Cowansville artist shared the following:

[TRANSLATION] *"I like painting and writing, and they keep me occupied. Painting also a gives me a chance to rediscover childhood, dive into the imaginary, or reproduce what I saw in a dream. When the painting is finished, it no longer belongs to me, but to everyone who sees it. But it's the creative process that means the most to me. Undoubtedly, that's when I feel most alive or the closest to my real self."*

Although she couldn't be in attendance, the Honorable Lise Thibault, Lieutenant-Governor of Québec, was kind enough to send a text entitled "When art serves life" (November 30, 2005). The following is a translated excerpt:

Denis Méthé, Regional Deputy Commissioner, and Louis Dionne, Deputy Minister, Ministère de la Sécurité publique..



*"I am moved when I remember visiting Archambault Institution in Sainte-Anne-des-Plaines. I had the opportunity to admire the work of inmates, who very concretely expressed their vision and their paths through life. Their talents are as undeniable as their emotions. I salute this form of personal development and growth through achievement leading to the creation, showing, and auctioning of artwork that benefits community organizations such as the United Way."*

I extend my personal thanks to the artists, partners, members of Citizens' Committees, and other volunteers as well as the CSC staff members who made this evening possible. I continue to believe that this event fosters growth and that it achieves the ultimate objective of making more people aware of our mandate, as difficult as that might be as we go about our daily lives. As the awareness of the various social groups grows, they will

be increasingly interested in taking part in CSC activities and, through them, contribute to the reintegration of offenders into society. When the community is well prepared, it can

help CSC accomplish its mandate and foster greater public safety.



Sophie Lemire, CSC; Jean-Jacques Lapiere, Laval municipal council member; and Jocelyn Bernier, ARCAD President.

Resp  
Hun  
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J u s t



## Awards Presentation Joliette Institution

SYLVIE PRONOVOST, CHIEF, ADMINISTRATION AND MATERIAL MANAGEMENT • JOLIETTE INSTITUTION

**O**n January 12, 2006, Joliette Institution hosted an awards ceremony for Exemplary Service Medals and Bars. Denis Méthé, Deputy Commissioner, Quebec Region, presided at the event and awarded five medals and one bar for 20 and 30 years of exemplary service. René Laurin, Mayor of Joliette, was also on hand for the occasion. The presence of the CSC Honour Guard added to the event's decorum. Those honored were Michel Tremblay (30 years), Francine Pinard (20 years), France Aubut (20 years), Élyse Des Ruisseaux (20 years), Dianel Larivière (20 years), and Daniel Cournoyer (20 years).

The Deputy Commissioner took the opportunity to remark on Manon Chartrand's 25 years of loyal service and 10 years of loyal service by Sonya Forget.

Moreover, a certificate of appreciation was awarded to Daniel Cournoyer, in recognition of his exemplary involvement, attitude, behavior, and professionalism that he demonstrated once again when speaking as a representative of Joliette Institution on June 2, 2005 with the objectives of contributing to CSC's success in carrying out its mission and ensuring that its image is respected.

Third from left: Michel Tremblay (30 years), Francine Pinard (20 years), France Aubut (20 years), Élyse Des Ruisseaux (20 years), Manon Chartrand (25 years), Dianel Larivière (20 years), Sonya Forget (10 years), and Daniel Cournoyer (20 years).



Left to right: Denis Méthé, Deputy Commissioner; Daniel Cournoyer; and Loretta Mazzocchi, Acting Warden.



Respect  
Humane  
PROTE  
Justice

## Play – Oui, je le prends personnel! (You bet I take it personally!)

### Employee Assistance Program / Anti-harassment Program

JEAN PICHETTE, REGIONAL COORDINATOR, HARASSMENT AND MEDIATION • REGIONAL HEADQUARTERS

**O**n November 9, 2005, representatives from the Employee Assistance Program (EAP) and the Anti-harassment Program invited CSC staff from the Laval, Montreal, and Ste-Anne-des-Plaines areas to see a play entitled *Oui, je le prends personnel!* (You bet I take it personally!) put on by the Théâtre Parminou troupe. The production was staged at Collège Laval in St-Vincent-de-Paul. Nearly 600 CSC staff members responded to the invitation to attend this play on the issue of harassment.

Taking a lighthearted look at a serious problem, the three actors gave two shows at the entirely new and magnificent amphitheater at Collège Laval. The Théâtre Parminou troupe uses a minimum of scenery and props, along with texts written specifically to illustrate or disseminate everyday situations. The troupe's vocation is to present creative and popular theater dealing with the social issues of our time. As stated in its mission, the troupe's theatrical activities arouse emotions, reflections, discussions, and change. Théâtre Parminou finds itself in an unrivalled position as a pioneer and a leader in intervention theater.

The play presents four sketches depicting situations that call on the audience to consider if harassment truly exists in the workplace. After each sketch, the actor / master of ceremonies asks the audience for their impressions of what they had just seen. The lively, humorous style patterned on real life captured the audience's attention, drawing their interest and leading to active participation. Comments from both managers and staff members in the audience show that the event was highly appreciated.

As stated by the Regional Deputy Commissioner and Assistant Deputy Commissioner, Operations, in their remarks before each show, the play reveals that



Denis Méthé, Regional Deputy Commissioner, during the opening remarks.

harassment is first and foremost a question of perception and that making a change depends on wanting to. The message that the actors and senior management wanted to convey is that talking and explaining can keep conflicts from escalating. As the proverb says, an ounce of prevention is worth a pound of cure. And that was the primary objective targeted by presenting this play.

Institutions in regions some distance from Montreal that would like to present this play to their staff members can contact Louis Fréchette, Regional Coordinator, EAP, or Jean Pichette, Regional Coordinator, Harassment and Mediation.



# CSC Visits Inuit in Nunavik

DIANE ARCHAMBAULT, ABORIGINAL COMMUNITY DEVELOPMENT OFFICER • EAST/WEST QUEBEC DISTRICT

Inuit in Canada live in remote regions of the Arctic, from the Bering Strait to Greenland. Their ancestral home in Quebec, called Nunavik, lies north of the 55th parallel, between Hudson Bay and Labrador. Inuit are courageous and skillful, adapting their lifestyle and customs pertaining to diet, apparel, and social interaction, specifically, over thousands of years to the rigors of the climate as well as to the very particular animal and plant life. Inuit kicked off their economic growth by signing the James Bay and Northern Quebec Agreement in 1975. Today, their prosperity lies particularly in the areas of air transport and food, especially the international marketing of caribou and Arctic char. Their northern villages have become modernized as the result of new Inuit institutions.



Van Johnson, AWCP, La Macaza; Diane Archambault, Aboriginal Community Development Officer, East/West Quebec District; Pierre Gervais, Coordinator, Aboriginal Pathways, La Macaza Institution; and Daniel Bonin, Warden, La Macaza Institution.

Inuit, which means "people," is now preferred to Eskimo, which means "eaters of raw meat." There are 9,915 Inuit, living primarily in 16 villages in Nunavik. About 60 of them have settled in the vicinity of Chisasibi,

which is a Cree village on James Bay. While they all speak Inuktitut, their ancestral language, Inuit also speak English and, increasingly, French.

Inuit art, inspired by legends and customs that are still very much alive today, such as traditional dances and chants, is quite fascinating. Inuit soapstone sculptures and engravings are highly regarded by collectors and art galleries around the world. Embroidery and clothing made from skins also demonstrate the ingeniousness and artistic talent of a people firmly rooted in their culture.

Four staff members of the Correctional Service of Canada in the Quebec Region travelled to northern Quebec at the end of October 2005, namely, Aboriginal Community Development Officer Diane Archambault, from the East-West District, and three representatives of La Macaza Institution: Daniel Bonin, Warden; Van Johnson, Assistant Warden, Correctional Programs; and Pierre Gervais, Coordinator,

With Kativik police officers, Diane Archambault, Pierre Gervais, 2 Kativik police officers, Daniel Bonin, a police officer, and Van Johnson.



View of Kuujjuaq.

Aboriginal Pathways. Furthermore, La Macaza is the institution that receives most of the Inuit inmates from Quebec and has the highest Inuit population in the country. The primary objective was to make Kuujjuaq leaders, the Kativik police force, and Social Services in place aware of sections 81 and 84 of the CCRA, while communicating our mission and making good contacts. To situate you somewhat, Kuujjuaq is the largest community in Nunavik. It lies on the west bank of the Koksoak River, about 50 km upstream from Ungava Bay. The daily life of community residents is closely tied to this majestic river. There are islands of boreal forest around Kuujjuaq. Indeed, black spruce and larch grow in the swampy valleys.

During their four-day stay, CSC representatives had the opportunity to talk to a high official of the Kativik Regional Government, five police officers, including the head of the Kativik Regional Police Force headquarters, three Social Services representatives, the Executive Director of the Ungava Tulattavik Health Centre, and a number of members of the itinerant court. Surprisingly, justice and KRG officials as well as Social Services staff are not Inuit (except for one police officer, who is half Mohawk from Kahnawake and half Inuit). Yet the visitors recognized that they had very extensive knowledge of Inuit culture and values.

The Assistant to the Director General of the Kativik Regional Government confirmed that KRG would be open to developing an agreement under the provisions of sections 81 and 84 of the CCRA. Moreover, Social Services demonstrated that they were very interested in developing effective communications with CSC in order to provide for the safe and smooth return of offenders to their communi-



ty. With this end in view, CSC representatives took advantage of the occasion to make Social Services staff aware of CSC prison reality, more specifically, as it relates to offenders on statutory release. There now seems to be a better understanding of CSC philosophy and a partnership could be possible if an offender were to reintegrate into life in Kuujjuaq. As things stand, Social Services staff deal with different problems such as spousal abuse, substance abuse, parenting skills, and so on. It should be noted that individuals who want to receive such services must take the first step.

In short, a visit of the services in the village and meeting with the staff working there

revealed an urgent need to share the respective knowledge and needs of each organization intervening with Inuit. Much remains to be done and population growth is creating new problems. In addition, communities are far apart and the particular nature of the type of interventions needed also enters into the equation. Nevertheless, the union between Inuit communities and CSC as well as sound communication will enable us to map out a promising future.



The following article and accompanying photos come to us from the Montreal Police Service (SPVM), who granted permission for its publication in the CSC newsletter for the Quebec Region, Intercom.

We would like to thank the following individuals for permission to use this article:

- Mario Gisondi, Assistant Director, Community Service – East Region, SPVM, and Chair of the Regional Joint Committee of Senior Justice Officials for the Quebec Region.
- Danielle Barbeau, author of this article and communications consultant for SPVM Strategic Communications.
- Joseph Passaseo, photographer, Corporate Communications, SPVM.

The conference that this article reports on was organized by the Regional Joint Committee of Senior Justice Officials – Quebec Region, as part of the start of the 2005 judicial season. The committee is mandated to foster effective partnerships in improving criminal justice in Quebec; CSC serves as a

member organization on the Quebec committee. The Committee members are:

- Canadian Association of Crown Counsel
- Association des directeurs de police du Québec
- Bureau des substituts du procureur général du Québec
- National Parole Board
- Commission québécoise des libérations conditionnelles
- Royal Canadian Mounted Police
- Department of Justice of Canada
- Ministère de la Sécurité publique du Québec
- Correctional Service of Canada
- Services correctionnels du Québec
- Montreal Police Service
- Sûreté du Québec

The Editors

## Are all humans human? *Roméo Dallaire*

Lieutenant-General and Senator, this man of integrity, who is deeply committed to justice and humanity, speaks frankly and directly to audiences across the country. On September 22, 2005, he addressed the Regional Joint Committee of Senior Justice Officials for the Québec Region ... and they were very attentive to what this prestigious leader had to say. The Committee hosted the event.

Here are some excerpts from his conference about the impact on personal and professional values when difficult decisions must be made.

DANIELLE BARBEAU, COMMUNICATIONS CONSULTANT CORPORATE COMMUNICATIONS STRATEGIC • BRANCH MONTREAL POLICE SERVICE



As Yogi Berra said 40 years ago, "The future ain't what it used to be," ([www.yogiberra.com](http://www.yogiberra.com)). The future can no longer be predicted like in the past because everything is changing; the reference points are no longer there. Indeed, society is in a constant state of evolution and even revolution.

The 1990s witnessed a revolution in security that no one expected. We are talking about conflict resolution in which the population, in particular children, have become tools of war. From that point on, conflicts have become increasingly complex and difficult to identify. "Traditional war" has become outmoded; the foundations of peace have been shaken. All the reference points have disappeared in a fog of ambiguity. Now, even humanitarian aid is a target. Do leaders have the tools needed to make informed decisions? Are we killing children who kill? Is the individual prepared to pay in order to save others? Then, the events of September 2001 raised other questions. Should we operate as terrorists do



The commitment is first and foremost in favor of the human being because humanity will always go beyond what science says is possible, stated Lieutenant-General and Senator Roméo Dallaire.

without any restrictions? Aren't human rights, civil rights, agreements, and legislation being manipulated? What guarantee is there that we will no longer have enemies? Therefore, to keep from losing power, should we adopt a

strategy of elimination such as genocide? The mandates are complex; ambiguity is the norm.

## » Leadership and the Human Being

When faced with particularly difficult decisions, leaders find themselves confronted with a dilemma of ethics or morality and the law. They need to be very versatile or multi-disciplinary, and be able to integrate different doctrines. They must be leaders at the front and in the field. They must be leaders with three priorities: their mission, their people, and themselves.

In order to accomplish their missions, leaders must strike a balance between their leadership and managing resources, while placing human beings above all other considerations. They must see clearly, have specific ideas, offer concrete proposals, and create the ambience. Their qualities as leaders, honesty, transparency, and conviction make them individuals who can see and mold the future, not be subject to it, while remaining able to influence, prevent, and react to crises. These abilities are primarily intellectual, not technical. Leaders get involved in resolving, even avoiding, conflicts. Leaders must deal with "bureaucratic terrorists," who are harmful, impeding change and reform. Many of them have a couple of decades of experience, which means a corporate memory, and strive to maintain the same ways of working. Because of these attitudes, some of them must be let go, although it's not necessary to terminate many of them.

## » Moral Responsibility

When dealing with a crisis, orders put a leader face-to-face with difficult choices. Is this legal? Is this moral or ethical? A leader can live with the idea of disobeying a legal order, but not one that calls into question his or her sense of morality. In such cases, the leader will attempt to convince his or her superiors that their decisions should be changed and that his or her ideas are correct. We must never abandon the people who believe in us. Ultimately, leaders must take responsibility for all their moral decisions guided by their conscience. In accomplishing their missions, their reference point is therefore concern for people above organizational processes. The challenge is to maintain cohesiveness within the organization, to the best of their abilities, so that it doesn't feel abandoned. And what is

Front row, from left to right: Denis Martel, JPA Superintendent and Officer in Charge, Criminal Intelligence Branch, Royal Canadian Mounted Police; Gary Mc Donnell, Chief Inspector, Direction du renseignement criminel, Sûreté du Québec; Mario Gisoni, Assistant Director, Community Service – East Region, Montreal Police Service, and Committee Chair; Roméo Dallaire, Lieutenant-General and Senator; Lise Bouthillier, Acting Director, East-West District, Correctional Service of Canada; Michel Frappier, Regional Manager, Conditional Release Programs, National Parole Board, and Committee Vice Chair; Marie-André Cyrenne, Director, Montreal Metropolitan District, Correctional Service of Canada, and Committee Secretary.

Back row, left to right: Solange Bastille, chef du Service des programmes, Direction générale des services correctionnels, Ministère de la Sécurité publique; Claude Girard, Substitut du Procureur général, Bureau de lutte aux produits de la criminalité, Bureau des substituts du Procureur général; Sylvie Boileau, Senior Counsel, Agent Supervision Unit, Federal Prosecution Service, Justice Canada; Pierre Sangollo, National Project Manager, Public Safety Issues and Director of Information, Correctional Service of Canada; André Courtemanche, Regional Administrator, Security, Correctional Service of Canada; Didier Deramond, Commandant, Unit Leader, Escouade régionale mixte de Montréal, Montreal Police Service.



The Chair of the Regional Joint Committee of Senior Justice Officials in the Quebec Region, Assistant Director Mario Gisoni, in the company of Senator Dallaire.

the next step when leadership fails? Becoming aware of the failure, never forgetting the guilt of having failed, and knowing how to live with this in all humility.

And, if the answer to this fundamental question Are all humans human? asked by Senator Roméo Dallaire were... *It is essential for humans to be human.*



## Two Officers Honored at Ste-Anne-des-Plaines Institution

SYLVIE GRAVEL, CHEF ADMINISTRATION ET GESTION DU MATÉRIEL • ÉTABLISSEMENT STE-ANNE DES PLAINES

In July 2005, Joyce Malone, the Warden of Ste-Anne-des-Plaines Institution, presented Instant Awards to two staff members, Daniel Roberge and Normand Hénault, to recognize their interventions in critical incidents.

### Daniel Roberge

On June 14, 2005, opposite the Chalet des Érables on Route 335 in Ste-Anne-des-Plaines, Daniel Roberge provided assistance to a young woman who had lost control of her vehicle. The driver was in a state of shock and slightly injured after her vehicle struck a pole and came to rest in a ditch. Daniel Roberge, one of the first people at the scene, provided help and first aid while waiting for police and the ambulance to arrive.

Roberge's act was reported on in the June 2005 issue of Le Bruchésien newspaper, which called attention to his civic spirit in response to the accident.

### Normand Hénault

On June 30, 2005, a van belonging to the Ministère de la Sécurité publique du Québec stopped in front of the main entrance to Ste-Anne-des-Plaines Institution. The two Quebec officers requested assistance from the CSC because one of the inmates in the vehicle was having an epileptic attack.

Normand Hénault reacted promptly, securing the three other inmates in a CSC room and providing first aid to the inmate having the attack, while waiting for the ambulance to arrive.

Hénault acted in a safe, professional, and conscientious manner. If it weren't for Hénault's action, the inmate could have suffered serious injury or have been in a life-threatening situation.

\*\*\*\*\*

We proudly salute the professionalism and diligence of our colleagues who intervened in situations beyond the call of their normal duty. Congratulations for your actions!

Normand Hénault and Joyce Malone,  
Warden, Ste-Anne-des-Plaines Institution.



Daniel Roberge and Joyce  
Malone, Warden, Ste-Anne-des-Plaines  
Institution.



## Medal of Bravery and CSC Certificate of Recognition for Mario Robichaud

STÉPHANE JAILLET, ASSISTANT WARDEN, MANAGEMENT SERVICES • DONNAACONA INSTITUTION

**O**n December 2, 2005, Mario Robichaud, Correctional Officer at Donnacona Institution, received the Medal of Bravery at Rideau Hall, the residence of the Governor General, for rescuing a man trapped in a burning car.

On June 7, 2002, Robichaud was travelling on Highway 40 near Quebec City when two speeding cars passed him and collided in front of his vehicle. One of the cars spun around, struck the median railing, became airborne, and hit a lamppost before landing in the opposing lane. Grabbing a fire extinguisher from a bystander, he ran across the busy roadway and attempted to douse the fire. As the flames threatened, Robichaud managed to pull the severely injured man from the burning wreck and carry him to safety. On December 9, 2005, the Correctional Service of Canada and Donnacona Institution also paid tribute to him by awarding him a Certificate of Recognition, presented by Denis Méthé, Regional Deputy Commissioner; Pierre Laplante, Warden of Donnacona Institution; and André Marcoux, Mayor of Donnacona.

We salute the calm, courage, and determination demonstrated by Mario Robichaud during this act of lifesaving. Our heartiest congratulations!

André Marcoux, Mayor of Donnacona; Mario Robichaud; Denis Méthé, Deputy Commissioner; and Pierre Laplante, Warden, Donnacona Institution.





## 2005 International Literacy Week

MIREILLE BOISVERT, TEACHER PHOTOGRAPHY AND ACTIVITY COORDINATION • FEDERAL TRAINING CENTRE

To highlight International Literacy Week, this year the team of teachers at the Federal Training Centre chose the theme of sustainable development, for which UNESCO's objectives for the next 10 years are to:

- Develop public understanding and awareness of the concept of sustainability
- Reorient existing education programs
- Promote and improve basic education
- Involve higher education
- Provide training

Education can teach skills to learn how to live, learn how to learn, learn how to live together and learn how to do things.

Going back to school is not always easy, especially after a break of many years, when we have forgotten or put aside what we learned in the past.

Finding work when new skills have left us behind... Being obliged to live in poverty and become the laughing stock of others because reading and writing is a daily torture... Admitting our weaknesses... Dealing with solitude, the embarrassment of asking someone to read medical prescriptions to us... Being seriously injured because we cannot read instructions... All unbearable and sometimes humiliating situations.

More than fifty inmates and a few of the staff from the Federal Training Centre and Collège Marie-Victorin had the courage to roll up their sleeves and participate on September 7 and 8, 2005.

The festivities kicked off with tournaments of horseshoes and bowls. A passport given to the participants carried them through a long list of emotions and subtle research engendering curiosity, team spirit and resourcefulness.

A few incomplete expressions... A colophon... An ABC with a story... DÉS-MAUX, a game linking the right word... and

Left to right: Nora Elena Bracho, teacher, Jacques Ranger, API Cégep Marie-Victorin and Denis Cantin, Assistant Warden, Correctional Programs, Federal Training Centre.



finally ALPHA-MOTS gave everyone a headache, the Cegep teachers as well as the less literate participants. There was something for everyone. The involvement of the teachers, members of the management team and staff from the FTC helped make a game of these sports and intellectual activities.

Designed to help people with learning disorders and make lexical and grammatical decoding easier, the 24 giant cubes for the

MELI-MOTS game were made in the institution and gave the inmates the opportunity to develop their manual dexterity. The aim of the game was to make as many words as possible in three languages, French, English and Spanish, which made it more interesting because of its linguistic and cultural diversity.

Perhaps you would like to test your own knowledge (if your French is good)\*. The task is to link each word in the list (1 to 16) with the correct example of its use (a to p).

**Word**

- |                  |                    |
|------------------|--------------------|
| 1. anaphora      | 9. understatement  |
| 2. apocope       | 10. metaphor       |
| 3. antithesis    | 11. metonymy       |
| 4. boustrophedon | 12. oxymoron       |
| 5. cacophony     | 13. circumlocution |
| 6. riddle        | 14. palindrome     |
| 7. enigma        | 15. proverb        |
| 8. hyperbole     | 16. syllogism      |

**Examples of each word's use**

- Cette obscure clarté qui tombe des étoiles.
- J'ai une tonne de travail.
- Phil, le prof de math, va au ciné en moto.
- J'achète mon second avec le premier pour le voir; à la fin, je suis mangé par mon entier.
- C'est une bonne plume (en parlant d'un écrivain).
- .esnoper al revuort ed elicaf saP
- À révéler mon nom, mon nom relèvera.
- Il descendit au grenier.
- Tout vient à point à qui sait attendre.
- Le roi des animaux.
- Tes laitues naissent-elles?
- Ce n'est pas bête!
- Un temps pour rire, un temps pour pleurer.
- Tous les hommes sont mortels; je suis mortel; donc je suis morte.
- La fleur de l'âge.
- Je suis tout au bout de ta main; je commence la nuit et je finis demain.

\* You can find the answers in Larousse 500 jeux avec les mots, Éditions France-Loisirs.

Collage: Thinking about sustainable development.



Teacher Nicole Kouri sewing the cubes for the Méli-Mots game.



## A long and wonderful story of volunteer work

ROGER MÉNARD, CHIEF, ADMINISTRATION AND MATERIEL MANAGEMENT • LECLERC INSTITUTION

**L**inda Bisson is a unit assistant at Leclerc Institution. She has worked for the Correctional Service of Canada since 1977, and at Leclerc since she joined CSC.

Linda's story as a volunteer begins in 1984. Her husband, François Dupuis, a Parole Officer at Leclerc Institution, was president of the Duvernay / St-Vincent-de-Paul Soccer Club, when she decided to get involved in organizing some of the activities. There were 750 players in the Club and she really enjoyed the experience.

Between 1984 and 1988, CSC Quebec Region organized the "Marathon of Courage" to raise funds to help disabled children at Camp Papillon in St-Alphonse-de-Rodriguez. Linda's husband coordinated the Marathon for the Laval area, and she got involved as the coordinator for Leclerc Institution. The events included a supper and a play called "Chômage" (unemployment) and the first ever show by comedian Pierre Légaré. In 1988, these events raised \$11,000 for Camp Papillon.

Between 1990 and 1998, Linda worked with her husband and the Laval gymnastics club Les Icares to organize a France/Quebec exchange program. Together they raised \$20,000 for sports and cultural exchanges between athletes from France and Quebec. With the money raised, 15 junior athletes ('hope' category: 10 to 16 years old) and three coaches went to a gymnastics club in France. Linda helped to coordinate the team's trip to France and a return visit by 11 French athletes and two coaches. She had to find accommodation and transportation for 17 days, and organize activities to show them Quebec.

In 1997 and 1998, Linda was also Director of Communications and Financing for the Laval

Diving Club. As part of her job she had to find funds so that all the athletes who were eligible to participate in competitions in Canada could do so. She was also responsible for the Diving Club's promotional activities and visibility throughout the Laval area.

Since 1999, Linda has been President of the Laval Diving Club and is responsible for overall direction, guidance and operations. The Club has an annual budget of \$120,000 and 18 coaches, 1 secretary and 400 divers. It organizes provincial, national and international competitions. A team of 50-60 volun-

teers helps to run the competitions, as well as the outdoor summer program. Over 300 recreational divers and 21 coaches ensure that these pools are safe and well run.

Since 2003, Linda Bisson has also been a member of Plongeon Québec's Orientation Committee where her duties include monitoring the needs of the athletes, judges and coaches for the province of Quebec; participating in the multi-year sports excellence development plan; and actively participating



Left to right: Jean-Louis Bérard, President, Tourisme Laval, Linda Bisson, Winner of the title of Laval Honourary Ambassador in March 2005, Gilles Vaillancourt, Mayor of Laval.



in making decisions about Plongeon Québec's orientation.

In May 2005, Linda was appointed Co-Chair for the 2005 Canada Cup. She had to organize an international competition under FINA rules and accommodate, feed and supervise 110 athletes from 14 countries including China, Russia, Australia, the United States, Mexico, Brazil, Italy and Cuba. The 2005 Canada Cup was the final test before the 2005 World Aquatic Championships in Montreal.

She also worked with Cirque du Soleil designers on the opening ceremony, as well as finding athletes representing the discipline of diving.

In over 21 years of her career as a volunteer, Linda has received numerous accolades, the main ones being:

- At a gala event in 2001 paying tribute to City of Laval volunteers, honoured in the sports category;
- Honourable mention in 2003 from Plongeon Québec for putting on the "Philippe Comtois" championship and the Plongeon Québec Gala;
- "Jean Giasson" trophy from the Mouvement Aquatique Laval for her involvement in the aquatics community in 2003;
- Named Laval Ambassador by Mayor Gilles Vaillancourt in 2004;
- Winner of the title of Laval Honourary Ambassador in March 2005;
- Honoured by Diving Canada for her work as Co-Chair of the 2005 Canada Cup and World Aquatics Championships (diving);

- Awarded the Lavaltière, a blown glass flower made by a Laval craftsman in France, presented by Tourisme Laval for her contribution to raising Laval's profile, December 2005.

We should also mention that for the past ten years, Linda has organized the annual blood donor clinic at Leclerc Institution.

The Correctional Service of Canada recognizes the contribution of its employees to volunteer work, in the community as well as at CSC. Therefore, we wish to salute Linda Bisson's unflagging commitment to her community and congratulate her on all the years she has devoted to volunteer activities.

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## Awards Presentation Ceremony Drummond Institution

ÉDITH BROUILLARD, CHIEF, ADMINISTRATION AND MATERIAL MANAGEMENT • DRUMMOND INSTITUTION

**O**n September 21, 2005, the entire staff of Drummond Institution gathered together to attend a ceremony to award medals and bars for exemplary service in a correctional setting. In all, 22 staff members were honoured. With Denis Méthé, Regional Deputy Commissioner, looking on during the ceremony, two staff members received Public Service awards for long service.

Left to right: First row - Medals; Denis Méthé, Regional Deputy Commissioner.

Second row - Medals; Gilles Bugeaud; Sylvain Cliche; Lise Michaud; André Gilbert; Liliane Bissonnette; Luce Saint-Georges; Colette Bourque; France Matteau; Lucienne Thibault; Léo Beauregard; Andrée Privé; Gaétan Taschereau; Gilles Gosselin; and Linda Boily, Warden, Drummond Institution.

Third row - Medals; Gilles Girard, Francis Rioux, Eugène Beausoleil, Gilles Lepage, Donald Boislard, Pierre Bell, Denis Lemire, Jacques Gilbert, Yvon Barrière, and Pierre Archambault.

Back row - Long Service Awards (25 years); Denis Chouinard and Michel Leblanc



## What is restorative justice?

MARK LANGLOIS, CHAPLAIN • REGIONAL RECEPTION CENTRE / SHU

In order to call attention to Restorative Justice Week, from November 13 to 20, 2005, speakers were invited to talk to the staff. On November 18, Jean-Jacques Goulet, Coordinator, Centre de services de justice réparatrice, talked to staff members about restorative justice. He talked about his work at the Centre, stressing Rencontres Détenus-Victimes (RDVs meaning meetings between inmates and victims). He also presented a DVD entitled *Un pas vers la libération* (a step towards freedom), which describes an RDV from the standpoints of several victims.

Christine Sauvageau, from the Corporation Jean-Paul-Morin, and Alain Ferron, Chaplain, La Macaza Institution, described the community restorative justice project developed for La Macaza Institution. This project provided the inspiration for adapting a similar process to SHU needs.

But just what is restorative justice? Goulet, who works at the Centre des services de justice réparatrice, gave what is probably the best definition in this article cited from the November 2004 issue of *Prisons en Église*.

[TRANSLATION] *The scene is in a room in a penitentiary. Seated in a circle are four victims of crime facing four offenders they have never met before. But what are they doing together now? The reasons are different for each, as are what they lived through. Yet they are all seeking liberation from the continuing impact of the crime.*

*The victims might want to ask questions that they were never able to ask or for which they had never gotten answers, or perhaps to unburden themselves of the fear or anguish that continues to weigh them down. As one robbery victim recounted: "We were constantly saying to ourselves: 'They're going to come back'."*

*The reason pushing the offenders to take part in this meeting—and society has a hard time believing them—is the guilt they want to free themselves of. Offenders know that it's only by facing victims, even unknown victims, that*

*they will be able to achieve emotional freedom. This is what inmate Paul had to say: "The fact that you trusted us that much helped me understand things better and feel all the pain and suffering you've been going through for so many years. Your show of trust changed into self-confidence for me and then I was able to emotionally express the acts that I had committed ..."*

*Over a period of five to six consecutive weeks, with the help of a male and female facilitator, these men and women talked about the impacts of the crimes on their lives and families as well as about the reparations that the victims were seeking and that the inmates wanted to give. And during these RDVs (Rencontres Détenus-Victimes), something miraculous happened. As Ginette, a victim of incest, said it so well: "I was the one*

*who had been shut away all those years. By taking part in an RDV, I was able to speak out and to find my freedom." And it's incredible to see that this freedom often comes from someone from the other group.*

*RDVs (Rencontres Détenus-Victimes), just like mediation between victims and their abusers, are part of a movement referred to as restorative justice. Based in Christianity, restorative justice attempts to give the people affected by an offence the opportunity to get involved in managing their conflict by creating a space in which they can meet and express themselves freely. Striving to release destructive emotions and simulate awareness of the offence's impact can lead to the peace so dearly sought.*



# Awards Ceremony for Corrections Exemplary Service Medal (20 and 30 years)

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

**A** ceremony was held on September 7, 2005 at the Lorraine community center to award the Corrections Exemplary Service Medals (20 and 30 years).

On this occasion, Simon Coakeley, Assistant Commissioner, Human Resources Management, had the honor of presenting medals to 30 staff members from Archambault Institution, Ste-Anne-des-Plaines Institution, and the Regional Reception Centre.

The recipients from Archambault Institution in attendance were: Bernard Clouâtre, Réal Delcourt, Sylvie Després, Marc Desrochers, Louis Germaey, Jean-Yves Lebel, Serge Marchand, Ninon Paquette, Guy Rivest, and André Roy.

Those not present were: David Cowen, Réjean Dionne, Alain Lehouillier, Chyslain Lévesque, Richard Maurais, Jean-Guy Ouimet, Jacques Pesant, and Gaétane Trépanier.

The recipients from Ste-Anne-des-Plaines Institution in attendance were: Louise Benoît,

## Regional Reception Centre

Left to right: Simon Coakeley, Assistant Commissioner, Human Resources; Marie-Claude Mercier; Daniel Rolland; Sylvie Charron; Pierre Tremblay; Gaétan Éthier; André Ahern; Pierre Lachapelle; and Brigitte Dubé, Warden, RRC.



Silvia Boselli, Marcel Daneau, Georges Flanagan, Jacques Ippersiel, Benoît Labelle,

Sylvain Lapointe, Bertrand Lauzon, Claude Martel, Serge Michaud, Roland Savard, and Claude Venne.

Those not present were: André Bellemare, Michel Gervais, Claude Venne, and Denis Pellerin.

The recipients from the Regional Reception Centre in attendance were: André Ahern, Sylvie Charron, Gaétan Éthier, Pierre Lachapelle, Marie-Claude Mercier, Daniel Rolland, Johanne Sévigny, and Pierre Tremblay.

Those not present were: Jean-Claude Bonin, Luc Désormeaux, Jean Desrosiers, Gilles Dupras, Mario Gougeon, Alain Grégoire, Guy Landry, Michel Léveillé, Réjean Léveillé, and Jean-Paul Turbide.

## Archambault Institution

Simon Coakeley, Assistant Commissioner, Human Resources; Bernard Clouâtre; Marc Desrochers; Réal Delcourt; Guy Rivest; Sylvie Després; Louis Germaey; Jean-Yves Lebel; Serge Marchand; Ninon Paquette, Acting Warden; and André Roy.





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.



**Ste-Anne-des-Plaines Institution**

Simon Coakeley, Assistant Commissioner, Human Resources; Roland Savard; Benoît Labelle; Sylvain Lapointe; Louise Benoît; Bertrand Lauzon; Georges Flanagan; Claude Martel; Serge Michaud; Marcel Daneau; Silvia Boselli; Jacques Ippersiel; and Joyce Malone, Warden, Ste-Anne-des-Plaines Institution.

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## Port-Cartier Institution National Public Service Week 2005

DIANE OUELLET, CHIEF, ADMINISTRATION AND MATERIAL MANAGEMENT • PORT-CARTIER INSTITUTION

**A**s part of National Public Service Week, the Warden of Port-Cartier Institution, Pierre Bernier, conducted a recognition ceremony. He called attention to the outstanding work of institution staff members in front of a group of staff members and representatives of the two local unions gathered for the occasion.

He proudly presented eight certificates and gifts for long service with the Public Service of Canada. The recipients were Romain Champagne, Léopold Beaudin, Denis Lavoie, Yvon Morissette, Daniel Aubut, Yvettes Desrosiers, Gina Larouche, and Alain Boulianne.

He also took the opportunity to call attention to the outstanding work of three staff members—namely Céline Pitre, Maurice Maher, and Yoland Garon—by presenting them with Certificates of Appreciation.

Lastly, Isabelle Alain and Odile Thibault received certificates for volunteer service in the community.



From left to right: Pierre Bernier, A/Warden, Recipient Richard Lacroix, A/AWCP, André Jolicoeur, A/AWMS, Gilles Rose, Deputy Warden.

From left to right: Pierre Bernier, A/Warden, Recipient Yvette Desrosiers, Assistant Inmates Pay, André Jolicoeur, A/AWMS



From left to right: Pierre Bernier, Acting Warden, Recipient Gina Larouche, Units Assistant, André Jolicoeur, A/AWMS, Richard Lacroix, A/AWCP.



From left to right: Pierre Bernier, Acting Warden,  
Recipient Céline Pitre, Material Management Officer,  
André Jolicoeur, A/AWMS.



From left to right: Pierre Bernier, Acting Warden,  
Recipient Isabelle Alain, Program Officer, André Jolicoeur,  
A/AWMS, Richard Lacroix, A/AWCP.



From left to right: Pierre Bernier, Acting  
Warden, Recipient Francine Ethier, Warden's Assistant,  
André Jolicoeur, A/AWMS.



From left to right: Pierre Bernier, Acting Warden,  
Recipient Odile Thibault, Case management Supervisor, André Jolicoeur, A/AWMS,  
Richard Lacroix, A/AWCP, Gilles Rose, Deputy Warden.





## Riding for a Good Cause!

Louis Fréchette, Regional Officer, Employee Assistance Program  
Staff College

Once again, this year, my wife and I took part last August in the annual RONA MS Bike Tour.

The 16th holding of this event, organized to raise funds for the Quebec chapter of the Multiple Sclerosis Society of Canada, was clearly a success, bringing in \$950,000, which is \$165,000 more than the preceding year. Some 1200 cyclists made their way onto Quebec roads in two bike tours. The first was held on August 20 and 21, 2005, in the Quebec region, while Cornwall was the site for the second on August 27 and 28, 2005.

In the second tour, the cyclists had to make the round trip between St-Polycarpe and Cornwall in two days. The trip started out in farmland in the midst of cornfields and valleys, before giving way to scenery with the St. Lawrence River in the background. We arrived in Cornwall a flat tire and 75 km later. The next day, we struck out for St-Polycarpe, taking a road that followed the river with all its twists and turns through villages along its shores, with green islands in the distance.

At CSC, we raised \$2,504, an increase of \$200 over last year. This was possible due to the generosity of the people solicited as well as the support and assistance of Local EAP Committees at Regional Headquarters, the Federal Training Centre, the Regional Reception Centre, and Leclerc Institution.

Louis Fréchette, cyclist in a good cause...



I am particularly grateful to Christian Rioux, Ginette Mireault, Danny Bélanger, and Marie-France Deschâtelets for their involvement in this initiative. These four individuals demonstrated to me, once again, that combining an idea and teamwork is what makes the EAP strong. As for my wife and me, we're very happy to have contributed our efforts and commitment to this humanitarian cause.

## Getting the Word Out

Gaétane St-Pierre, Librarian  
Archambault Institution

On August 18, I got the idea to find a name for the library at Archambault Institution. What better way to promote reading than to call on the people most directly involved: the readers themselves.

The main reason behind the idea was to create an activity that would give Archambault Institution inmates an active role. I started by setting out a suggestion box and putting up posters in each wing of the institution inviting the entire population to participate.

By September 22, more than 30 names had been suggested. The selection committee opted for "La Bouquinerie d'Archambault," which was suggested by Denis Leclerc, a clerk at the RMHU school. Jean-Michel Ouimet, another student at the school, lent his support by producing a plaque with the library's new name.

The 11th book fair was the scene for the official unveiling. Sylvie St-Jacques, representing Librairie Archambault, awarded a prize to our winner, Denis Leclerc.

Those attending the event included Ninon Paquette, Acting Warden at Archambault Institution; Gilbert Robitaille, Assistant Warden, Correctional Programs; Lise Allaire Gaulin, Director, Centre de formation continue des

Left to right: Marc-André Lachaine, Assistant Director of the Centre de formation continue des Patriotes; Nicole Girard, responsible for the school; Alain Sirois, Project Manager at Regional Headquarters; Gaétane St-Pierre, librarian; Ninon Paquette, Deputy Warden; Gilbert Robitaille, Assistant Warden, Correctional Programs; and Lise Allaire Gaulin, Director of the Centre de formation continue des Patriotes of the Seigneurie des Mille-Îles school board.



Patriotes, Seigneurie des Mille-Îles school board; Marc-André Lachaine, Assistant Director, Centre de formation continue des Patriotes; and Nicole Girard, responsible for the school at Archambault Institution for the Centre de formation continue des Patriotes.

Activities like this require the cooperation of a number of people. We would like to call attention to the contributions of the school team; the staff of the Agora magazine; the arts department, particularly Pierre Leblanc; the car-

penry department; René Lemieux; Assistant Warden Gilbert Robitaille, Program Manager Louis Gernaey, and, of course, the inmates who took part. Through their efforts and the cooperation of a number of the institution's departments, the library got a new identity.



## Correctional Programs Meeting at Archambault Institution

Gilbert Robitaille  
Assistant Warden,  
Correctional Programs  
Archambault Institution

On January 20, 2006, the Assistant Warden, Correctional Programs, at Archambault Institution, called staff members and contractual employees from the department and those with CORCAN to attend a special meeting.

In addition to this group, there were partners such as members of the Citizens' Advisory Committee as well as representatives of Regional Headquarters, the Regional Reception Centre, the Regional Mental Health Unit, SAPI, the Seigneurie des Mille-Îles school board, Cégep Marie-Victorin, volunteers, and community organizations.

The meeting started from the premises that gradual reintegration and structured supervision of offenders are key to public safety, that the creation and maintenance of positive family and community relations promote reintegration, that the engagement of volunteer citizens is an integral part of our programs, that inmate free time be used constructively, and that staff members are CSC's strength and major resource. It provided an opportunity to share points of view, concerns, and hopes with respect to these important issues.

In the morning, we had the opportunity to listen to André Courtemanche, Regional Administrator, Security, speak on the topic of ethics. He used very concrete examples to show us that each of our actions has an impact on others and should comply with established social norms, that is, ethics.

The second speaker, Richard Sauvageau, is Coordinator of Correctional Operations at Archambault Institution. He talked about the origin of the security measures governing our penitentiary, before discussing security measures themselves and the current situation at Archambault Institution.

The morning session ended with three CSC staff members sharing their ideas on the theme of diversity. What they had to say allowed us to understand the difficulties they encountered as well as the open-mindedness of their coworkers and superiors.

After lunch, the Assistant Warden, Correctional Programs, facilitated an activity on creativity. Participants were invited to submit ideas for new structured and unstructured activities for inmates and to recruit new volunteers. More than 60 ideas were submitted.

Afterwards, we listened to a presentation given by representatives of a number of community organizations. These included Pascal Bélanger from ARCAD; Marie-Claude Pérusse from the Canadian Families and Corrections Network; Caroline Fortin from the Centre de Toxicomanie, Violence, Délinquance et Sida (TVDS); Pascale

Gilbert Robitaille, Assistant Warden, Correctional Programs, Archambault Institution.



Richard Sauvageau, Coordinator of Correctional Operations, Archambault Institution.



### Panel discussion on diversity

Wesley Joseph, CPO, Archambault; Talal Dakalbab, PO, CSC Martineau; Christian Rivest, DO, Archambault.



Boily from Relais-famille; and Carolina Soulié, Regional Advisor, Reintegration.

The event was a success. As a result of this meeting, a committee focusing on the role of volunteers in a correctional environment came into being. Its members are: Carolina Soulié, Regional Advisor, Reintegration; Pénélope Cossette, Program Manager at SAPI, Martine Leclerc, Program Manager at RRC; Dominique Paquin, Unit Coordinator at the Regional Mental Health Unit; Christian Rivest, Social Program Officer; and Gilbert Robitaille, Assistant Warden, Correctional Programs.



## 11<sup>e</sup> Edition of the Book Fair at Archambault Institution

Responsible for the School  
Archambault Institution School  
For the Centre de formation continue des Patriotes

For a number of years now, a book fair has been held at Archambault Institution. Lise Roy, a member of the school team, has organized the event from its very beginnings. Over the years, she has made the book fair the event of the year for inmates and staff alike at Archambault Institution ... and the 2005 edition is no exception. We should also point out that it would not have been as successful as it is without the valuable cooperation of all the instructors. This is also indicated by the volume of sales, which amounted to more than \$7,000.

The book fair offers a unique opportunity for inmates to shop for Christmas, allowing them to buy small gifts for family and friends. They are pleased to be able to buy a novel or comic book. The Archambault bookstore plays a very important role in the event

by providing the merchandise for sale carefully selected by Lise Roy, which amounts to more than 600 books, stationery items, and games.

Two managers from the Centre de formation continue des Patriotes came to the institution for the event: Director, Lise Allaire and Assistant Director Marc-André Lachaine. Both were visibly impressed with the event's quality and level of success.

Likewise, Denise Gervais, a teaching consultant with the same organization, attended because she was interested in the activity and wanted to find out more about how it worked. Who knows? The event could generate a snowball effect.

The management of Archambault Institution and the school staff related to the Centre de formation

Lise Roy, school staff member at Archambault Institution.



continue des Patriotes are very proud of the success of the 2005 book fair. As an extension of our respective mandates, the book fair's success demonstrates the importance of reading and our

preoccupation with offering high-quality activities to the inmates at Archambault Institution.

## Diplomas awarded Cowansville Institution

Guy Gauthier, Individual  
Teaching Assistant  
Cégep Marie-Victorin

On December 15, 2005, a ceremony to award diplomas to inmate students was held at Cowansville Institution, jointly organized by Cégep Marie-Victorin in Montreal and Cowansville Institution.

Guy Gauthier, a teaching assistant at Cégep Marie-Victorin, presided the ceremony. The following dignitaries were in attendance to lend their support and encouragement to inmates in pursuing their education: France Poisson, Warden; France Gratton, Assistant Warden, Correctional Programs; Denis Paradis, Manager, Correctional Programs; and Jean-Pierre Simoneau, head of education in a correctional setting and the PRET 2000 program.

During this ceremony, six inmate students received college diplomas in the humanities, while two others received awards of excellence for academic performance. In all, 26 inmate students attended the ceremony, along with several staff members. A light Christmas buffet was served after the ceremony.

Left to right: Jean-Pierre Simoneau, head of education in a correctional setting and the PRET 2000 program; inmates Eric Bilodeau, Kevin Smith, and Colin Robert McGregor; Denis Paradis, Manager, Correctional Programs; and France Poisson, Warden, Cowansville Institution.



Many of the students pointed out the importance of offering and maintaining college education in the correctional setting. For many of them, an educational program is a pathway to freedom and opens up a world of possibilities.

The inmates indicated that the physical and intellectual setting of the Cégep make it possible to develop a feeling of belonging to and respect for the Cégep and Cowansville Institution.

Cégep Marie-Victorin has been providing college education in a correctional setting for 32 years. Cégep Marie-Victorin currently offers college education in the following institutions: Archambault, the Federal Training Centre, Drummond, and Leclerc.

## A volunteer's story

Dominique F., Volunteer,  
Catholic Chaplaincy  
Archambault Institution  
(regular population)

Have you ever wondered why an ordinary person, without any links to an inmate or a Correctional Service employee, goes to prison of her own free will?

I asked myself the same question a few years ago, when I was at mass one day in my parish. After the sermon, a volunteer talked about her role with the inmates. Then the prison chaplain invited anyone who wished to join the group of volunteers. We didn't need a diploma or any special training. We were simply asked to be ourselves and relieve the inmates' isolation simply by being there.

After thinking about it, I decided to do it because it wasn't enough for me to go to mass on Sundays. I felt like I was "sleeping in the comfort and safety of the church". I had to start taking concrete action. I dared to do it because I thought of Christ who sought out the company of outcasts, who on the cross was not ashamed of being exposed for everyone to see, in between two thieves; but especially because I remembered the mission he gave us: "[...] I was a stranger and you invited me in; [...] I was in prison and you came to visit me. [...] I tell you the truth, whatever you did for one of the least of these brothers of mine, you did for me." (Matthew 25: 35,36,40)

Because that's what it's really about: to see him, the Christ, to want to serve him through the outcasts. Looking beyond appearances, beyond the fault or crime committed, to see the suffering of the man who is hurt, who is also a child of God, and thus our brother; and to want to relieve his distress. That is how I see my mission in the catholic chaplaincy, and with other volunteers, I give a little time, compassion and kindness to sow the seeds of hope.

During our meetings, we don't do anything special. Our role is to be there with them, authentic, attentive and receptive. When they start to get to know us and develop a feeling of trust, they speak freely. And it reassures them that someone is listening, not judging them or preaching at them.

One evening, a very imposing inmate, who was sitting alone, looking very gloomy, immured in his silence, a man who never spoke to anyone, told me his life story. That day, there was joy because this man was able to find a little release and a ray of hope.

Since then, there have been many intense moments of grace. For example, during mass in which we all participate, inmates and volunteers together, when we pray, sing or hold hands to say the Lord's Prayer. The day I saw the chaplain ask an inmate to help him give out communion, I understood that Christ had come for that man, for him as well as each of us.

Recently, an inmate asked to be baptised; in May, another, after receiving instruction from a volunteer, was confirmed by Mgr Donald Lapointe, during a very heartfelt ceremony. Other celebrations bring us together at the high points of the year: Holy Thursday, Easter, Christmas, memorial services for inmates who have died, etc. Wonderful opportunities to play music, sing, share a little food. Slowly, brotherly relationships are formed. And each year, these men give us a card or poem to show their gratitude. Our gift of ourselves surprises many, and gives a lot of comfort. They tell us we are a ray of sunshine, a window on the outside world, a "bridge of hope". And our support helps them grow, rediscover confidence and dignity, and little by little learn to be at peace with themselves and others.

Volunteers also grow through their contact with inmates. They become much more aware, the way they look at things changes. Behind the masks and hard shells, I meet some vulnerable people, overwhelmed by their burden; I discover a world of suffering I never knew existed, terrible situations and chains of events that teach me tolerance and humility, and help me understand some of the prejudices in society today. The dividing line between good and evil sometimes seems very fine, and we have to acknowledge that we did not all start off with the same opportunities. So I learn to remove labels: good, bad, criminal... I also tell myself that not everyone who is deprived of freedom is behind bars; a lot of them are still walking

around freely but imprisoned in the shackles of preconceived ideas, narrow-minded notions and hasty judgements. In fact, the more I open my heart and mind, the more I free myself.

I am no longer content with good intentions. I have taken action to try to follow the example of Jesus in a concrete way. In him, I find the strength, love and inspiration to make a useful commitment to the penitentiary. Time is short. Let us remember Saint Matthew's exhortation (25: 14-30): Let us try to use our God-given talents to serve others, each of us in our own way, to build togetherness, the Kingdom that gives meaning to our lives.

It is from this perspective that we can summarize the role of volunteers in the chaplaincy: sharing, praying with our brothers, listening to them, encouraging them, showing them that we believe in them, so that they do not feel permanently outcast; on the contrary, after learning the lessons of the past, they can take hope again to go forward and envision a new life when they are released.

This mission of charity in the Church coincides with one of the goals of the Correctional Service of Canada, which is that inmates take their future in hand so they can re-enter society under the best possible conditions.

Respect  
*H*uman  
PROTECT  
*J u s t i c e*



## In Recognition of Volunteers Leclerc Institution

Roger Ménard, Chief, Administration  
and Material Management  
Leclerc Institution

On May 27, the management of Leclerc Institution put on a dinner for some 60 volunteers to show appreciation for their valuable contributions to the population. Their involvement in the various social and religious events visibly impacts on inmate quality of life.

During the evening, Warden Claude Lemieux awarded two memento plaques to honour José Calderon for 12 years of volunteer service and Gladys Désormeaux for 20 years of volunteer service.

The Inmate Committee gave each of the volunteers a Certificate of Recognition and a tulip, which were highly appreciated by all.

Two inmates prepared a show of music and song to add to the evening's festivities.

Claude Lemieux, Warden, Leclerc Institution  
and José Calderon, volunteer.



Additional photos on the following page.

## A Correctional Officer in Haiti

André Jolicoeur, Assistant Warden,  
Management Services  
Port-Cartier Institution



Serge at the entrance to the  
Institut Brenda Strafford.

More than a year ago, in January 2005, Serge Bérubé, Correctional Officer at Port-Cartier Institution, went to Haïti, more specifically to the Les Cayes area. Serge offered his time and skills for a week to take part in humanitarian work at the Institut Brenda Strafford. This hos-



Serge with a Sister of Charity of  
Saint Louis

pital specializing in ophthalmic care provides services to underprivileged Haitians. The Institute also provides treatment for ear, nose, and throat disorders. Sponsored by a foundation in western Canada, the institution bears the name of the late wife of this generous donor and receives support from the Jean Coutru group of pharmacies.

Serge Bérubé's contribution focused on computers such as installing software, checking hardware, computer security, and teaching computer basics to the Sisters of Charity of St. Louis. In preparing for this experience, Serge was able to count on the advice and expertise

of Alain Gravel, the computer analyst at Port-Cartier Institution. Serge's wife, Nathalie, carried out an exchange project between students in her school and the one in Les Cayes. Once there, Serge joined a team of pharmacists and specialist physicians. He found the experience very rewarding, and met courageous and devoted people living in a difficult environment.

Claude Lemieux, Warden, Leclerc Institution and Gladys Désormeaux, volunteer.



Sylvain Pitre (inmate), Gladys Désormeaux, and Dean More (inmate).

Sylvain Pitre (inmate), José Calderon, and Dean More (inmate).



### Hong Kong Delegation Visits the Ste-Anne-des-Plaines Complex

Nicole Chartrand, Assistant Warden, Intake Assessment Regional Reception Centre

On July 5, 2005, I had the opportunity to escort a delegation of 13 staff members from Hong Kong Correctional Services, including the Assistant Commissioner, Operations, who served as head of mission. These officers, all sharpshooters, were in Quebec to take part in the 2005 World Police and Fire Games, where they took four gold medals for shooting.

The team head stated that he was quite satisfied with this first tour

of penitentiaries in the Quebec Region, including the Regional Reception Centre, Archambault



Institution (RMHU), and Ste-Anne-des-Plaines Institution.

He equally appreciated the personalized approach during the visit, which enabled them to gain greater understanding of knowledge and practices that are specific to corrections. Our work methods related to information, the weapons used in a correctional environment, and the management of violent incidents generated quite a bit of interest. The visitors were also very impressed with our open approach to managing inmates in minimum-security institutions. The head of mission said

that he had never had an experience as rewarding.

To put the finishing touches on their stay in Quebec, before they headed back to Hong Kong, we invited them home for a friendly family meal. I am sure that, in addition to the medals that they won at the World Games, these officers will be taking home very fond memories of Canada, especially of their tours of the penitentiaries in the Quebec Region.



## Van Johnson Receives an Award from the Quebec Federal Council

Julie Bergevin, Deputy Warden • La Macaza Institution

On December 7, 2005, a QFC managers' development seminar was held at the Quebec City Hilton, bringing together more than 600 federal public servants. At that meeting, the QFC Recognition Committee gave Van Johnson, Assistant Warden, Correctional Programs at La Macaza Institution, an award under the partnership component.

Johnson distinguished himself in the area of partnering through his involvement with the Cégep de St-Jérôme and the Centre collégial de Mont-Laurier in developing a program leading to a college diploma in delinquency intervention. This program will enable young people in the region to apply for employment with the Correctional Service of Canada.



The award was presented to recipient Van Johnson (at center of photo) in an original and fun way by the three facilitators/comedians who went over to him with a portable podium.

This college program, in partnership with La Macaza Institution, could help slow the exodus

of young people - one of our major resources - from our community.

## Presentation of corrections exemplary service medals at La Macaza Institution

Joëlle Kergoat, Acting Chief, Administration and Materiel Management  
La Macaza Institution

An awards ceremony for Corrections Exemplary Service Bars and Medals was held at the Annonciation Sports and Cultural Centre on January 25, 2006. Two employees, Jean-Guy Brassard and Richard LeBrun, received their bars for 30 years of exemplary service. Medals for 20 years of exemplary service were presented to seven employees: Michelle Bégin, Jacques Cloutier, Nicole Drapeau, Claude Labelle, Luc Lapointe, Yves Nantel and Alain Tessier.

During the ceremony, Certificates of Appreciation were awarded to the Food Services team of Denise Labbé, Sophie Rochette, Yvan Cantin, Serge Martel, Martin Lamoureux, Jean-Maurice Richer and Christian Daigle for their initiative and help during the drinking water crisis in July 2005. Pascal Morin received the Canadian Peacekeeping Service Medal, which is awarded to Canadians who have served with an international peacekeeping mission. And last but not least, Gisèle Grenier received her Retirement Certificate after many years of devoted service.



Left to right: Medal and Bar recipients with the Acting Warden (Pascal Morin, Jacques Cloutier, Alain Tessier, Jean-Guy Brassard, Claude Labelle, Yves Nantel, Luc Lapointe, Richard LeBrun, Michelle Bégin, Gisèle Grenier, Nicole Drapeau and Daniel Bonin).



Left to right: Certificate of Appreciation recipients with the Assistant Warden, Management Services (Sophie Rochette, Serge Martel, Yvan Cantin, Carole Bousquet, Christian Daigle, Jean-Maurice Richer, Denise Labbé, Martin Lamoureux). Not shown: Éric Doré.



Left to right: Organizing team (Michel Alarie, Johanne Visocchi, Luc Daigneault, Pauline Charbonneau, Sébastien Fortin, Joëlle Kergoat, René Paiement et Sophie Rochette).

Regional Deputy Commissioner Denis Méthé joined the Acting Warden of La Macaza Institution, Daniel Bonin, to present the awards. The ceremony was attended by institution staff and several guests, including Simon Coakeley, Assistant Commissioner, Human Resources Management.

Many employees were involved in the planning and holding of this event, which is why it went off so well. Congratulations to the honourees and a big thank you to the organizers!

## Dates to Remember

### ● March

8  
International Women's Day

20  
Journée internationale de la Francophonie

21  
International Day for the Elimination of Racial Discrimination

### ● April

23 au 29  
National Volunteer Week

28  
National Day of Mourning

### ● May

1 au 6  
Emergency Preparedness Week

16  
Start of the 2006 census campaign by Statistics Canada

22 au 26  
Aboriginal Awareness Week

31  
World No Tobacco Day

### ● June

4 au 10  
Canadian Environment Week

7  
Clean Air Day

11 au 17  
National Public Service Week

### ● September

8  
International Literacy Day

24  
Canadian Police and Peace Officers Memorial

### ● October

22 au 28  
Canada's Healthy Workplace Week

### ● November

5 au 11  
5 to 11 Veterans' Week

11  
Remembrance Day

12 au 18  
Restorative Justice Week

19 au 25  
Citizens' Advisory Committee Awareness Week

## Recently Retired (January 1 to December 31, 2005)

### Regional Headquarters

**Denise Gascon**  
April 2005  
**Lise Gougeon**  
January 2005  
**Françoise Nittolo**  
March 2005  
**Andrée Rousseau**  
April 2005

### Staff College

**Ginette Beaulé**  
February 2005  
**Pierrette Lortie**  
January 2005  
**Guy Villeneuve**  
April 2005

### Montée St-François Institution

**Philippe D'Abaté**  
June 2005  
**William Fressange**  
December 2005  
**Pierre-Paul Gravel**  
July 2005  
**Michel Sirois**  
August 2005  
**Gilles Thivierge**  
January 2005

### Federal Training Center

**Michel Dubé**  
January 2005  
**Gilles Giguère**  
June 2005  
**Serge Henry**  
September 2005  
**Normand Kenney**  
January 2005  
**Gilles Labrèche**  
January 2005  
**Réjean Leclaire**  
January 2005  
**Maurice Paquette**  
January 2005  
**Daniel Poitras**  
January 2005  
**Gilles Racine**  
January 2005  
**André Samson**  
April 2005

### Donnacona Institution

**Denis Cantin**  
May 2005  
**Jean-Guy Caron**  
February 2005

### Michel Cloutier

December 2005  
**Carl Pelletier**  
June 2005  
**Claude Lizotte**  
April 2005  
**Lise Labrecque**  
April 2005  
**Richard Quesnel**  
December 2005

### Joliette Institution

**Réjeanne Claeuhout-Lavoie**  
June 2005  
**Réjean Hupée**  
February 2005

### Leclerc Institution

**Jean-Claude Aucoin**  
April 2005  
**Germain Beaulieu**  
October 2005  
**Pierre Bertrand**  
September 2005  
**Robert Brennan**  
June 2005  
**Normand Charlebois**  
August 2005

### Raphael Exame

October 2005  
**Denis Cloutier**  
April 2005  
**Guy Gagnon**  
July 2005  
**Pierre Girard**  
June 2005  
**Louise Grenier**  
August 2005  
**Denis Harris**  
August 2005  
**Bernard Hurtubise**  
January 2005  
**Robert Massie**  
February 2005  
**Paul Mailloux**  
February 2005  
**Yves Montigny**  
June 2005  
**Pierre Nelson**  
December 2005  
**Micheline Leblond**  
November 2005  
**Pierre Lévesque**  
December 2005  
**Claude Renaud**  
February 2005



## Recently Retired (cont.)

**Gérald Saindon**  
December 2005  
**Jean-Guy Sarrazin**  
October 2005

### Archambault Institution

**Gilles Arseneau**  
August 2005  
**Lise Cantin**  
January 2005  
**Réjean Dionne**  
October 2005  
**Jean-Claude Forget**  
Mach 2005  
**Claude Grenier**  
December 2005  
**Gaston Labrecque**  
May 2005  
**Richard Léveillé**  
January 2005  
**Claude Maillé**  
November 2005  
**Serge Marchand**  
June 2005

**Richard Maurais**  
February 2005  
**Pierre Picard**  
Juin 2005  
**Richard Quevillon**  
August 2005  
**Marcel Ed Roberge**  
February 2005  
**André Roy**  
February 2005

### Saint-Anne-Des-Plaines Institution

**Ginette Beaulé**  
February 2005  
**André Bellemare**  
September 2005  
**Claude Bernard**  
July 2005  
**Gilles Breton**  
July 2005  
**Louissette Leblanc**  
April 2005  
**Jacques Michaud**  
October 2005  
**Francine Mioussé**  
February 2005  
**Rolland Savard**  
May 2005

### Regional Reception Center

**Jean-Pierre Bastien**  
September 2005  
**André Bélanger**  
May 2005  
**Diane Chadillon**  
May 2005  
**Richard Collin**  
April 2005

**Yves Crépeau**  
April 2005  
**Roland Creyf**  
May 2005  
**Jean-Luc Daneau**  
September 2005  
**Jean-Claude Gariépy**  
July 2005  
**Florian Gendron**  
May 2005  
**Claude Gratton**  
January 2005  
**Marc-André Laberge**  
January 2005  
**Richard Lavoie**  
July 2005  
**Michel Léveillé**  
January 2005  
**Pierre Lunice**  
September 2005  
**Marcel Pelletier**  
February 2005  
**Pierre Tremblay**  
Mach 2005

### Drummond Institution

**Donald Boislard**  
August 2005  
**Éloi Bolduc**  
November 2005  
**Monique Gaudet**  
January 2005  
**Pierre Girard**  
June 2005  
**Gilles Gosselin**  
July 2005  
**Yvon Houle**  
July 2005  
**Sylva Marchesseault**  
August 2005  
**Dale Potter-Mal**  
May 2005

### Cowansville Institution

**Réjeanne Blais**  
January 2005  
**Luc Boulais**  
April 2005  
**Suzanne Bouchard**  
November 2005  
**Régis Charron**  
January 2005  
**Gilles Martel**  
April 2005  
**Michel Desrochers**  
Juillet 2005  
**Réjean Fournier**  
December 2005  
**Normand GL Grégoire**  
December 2005  
**Roger Hébert**  
January 2005

**Jacques Larochelle**  
September 2005  
**Serge Mandeville**  
January 2005  
**Marc Morin**  
Juky 2005  
**Michel Pépin**  
January 2005  
**Gilles Racine**  
January 2005  
**Bernard Salois**  
Juin 2005  
**Roger Tousignan**  
Janvier 2005

### La Macaza Institution

**Gisèle Grenier**  
April 2005  
**Murielle Lemire**  
September 2005  
**Robert Villeneuve**  
May 2005

### Port-Cartier Institution

**Gilles Arguin**  
May 2005

### Montreal-Metropolitan District

**Jules Bourque**  
November 2005  
**Jean-Jacques Byette**  
June 2005  
**André Corriveau**  
February 2005  
**André Dupont**  
January 2005  
**Denis Guénette**  
September 2005  
**Raymond Lussier**  
September 2005  
**Mastoras Spiros**  
December 2005

### East-West District

**Johanne Coursol**  
January 2005  
**Normand Granger**  
September 2005  
**Pierre Hébert**  
July 2005  
**Jacqueline Lalonde**  
February 2005  
**Pierre-Paul Laporte**  
July 2005  
**Liette Paré-Racine**  
Juen 2005  
**Suzie Savard**  
February 2005  
**Josée Ste-Marie**  
February 2005  
**Laurent Thouin**  
April 2005

## Submission Date

Articles and photographs for the next issue of INTERCOM must be received no later than **June 30, 2006**.

N.B.: Articles must be sent by e-mail to the [bissonel@esc-scc.gc.ca](mailto:bissonel@esc-scc.gc.ca) account.

## Intercom

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