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SUPPORTING DOCUMENTS

COMPANION VOLUME II
TO
PROGRAM EVALUATION
OF THERAPEUTIC SERVICES AT
THE PRISON FOR WOMEN

by

Kathleen Kendall

AUGUST 1993

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This report was prepared under contract to the Correctional Service of Canada. The views expressed are those of the author and do not necessarily reflect those of the Correctional Service of Canada.

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COMPANION VOLUME II TO PROGRAM EVALUATION OF THERAPEUTIC SERVICES AT THE PRISON FOR WOMEN

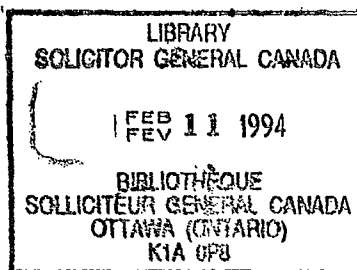
by

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**SUPPORTING DOCUMENTS FOR
PROGRAM EVALUATION
OF THERAPEUTIC SERVICES AT
THE PRISON FOR WOMEN**

Companion Volume II

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OUTLINE OF THERAPEUTIC SERVICES

AT

THE PRISON FOR WOMEN

THERAPEUTIC SERVICES

PSYCHOLOGY			
IND. COUNSELLING	INTAKE ASSESS.	TESTING CLERK	GROUPS
Heather McLean	Karen Scarth	Punch Gaylord	PST
Alex Loucks			Women & Fraud
Jill Atkinson			

SUBSTANCE ABUSE				
ASSESS/COUNS	EDUCATION	PRE-RELEASE	INTENSIVE	SELF-HELP
B-A Howard	Wollinger	Bath Program	NTC	Institution
	Thomas			NA AA
				Community
				New Women in Sobriety
				NA AA

SURVIVORS	
INDIVIDUAL COUNSELLING	COMMUNITY SUPPORT GROUP
Jan Heney	Sexual Assault Crisis Centre
Julie Darke	
Lada Tamarack	
Shoshana Pollack	
Brenda Woodcock	
Ana Margaret	

CULTURAL DIVERSITY			
INDIVIDUAL COUNSELLING	SUPPORT COUNSELLING	GROUPS	SUPPORT GROUPS
Giselle Pharand	Wanda Whitebird	Sacred Tree	Native Sisterhood
Leon Steiner	Bev Folkes		Black Womens Collective
			French Womens Group

PSYCHIATRIST
Roy Brown

	ALEX LOUCKS	HEATHER MCLEAN	JILL ATKINSON	BETTY-ANNE HOWARD
Position	<i>Staff Psychologist</i>	<i>Staff Psychologist</i>	<i>Psychological Services</i>	<i>Substance Abuse Counsellor/Assessments</i>
Average # hrs/week.	37.5	37.5	15	20
Average # clients/week	15	18	8	11
# Clients on caseload	18	18	8	13
Waiting List		1 (8 months - 1 year)		11 (2 months top of list)
Hourly Cost			\$40.00	\$40.00
Duties	• 1:1 counselling • assessment, parole, crisis intervention • crisis management meetings • PST steering committee • divisional meetings • reports	• 1:1 counselling • assessment, parole, crisis intervention • crisis management meetings • PST steering committee • divisional meetings • reports • supervision • consultation • co-facilitates the fraud group	• 1:1 counselling • crisis intervention • assess all newcomers on fraud charges • co-facilitates the fraud group	• 1:1 counselling • assessment • crisis intervention • evaluation of help the women are receiving for substance abuse • reports • supervision of student • meetings

	JAN HENEY	JULIE DARKE	LADA TAMARACK	SEXUAL ASSAULT CRISIS CENTRE
Position	<i>Counselling for Survivors</i>	<i>Psychological Services to Victims of Assault/ Sexual Assault</i>	<i>Survivors of Sexual Assault</i>	<i>Sexual Assault Counselling (Brenda & Ana)</i>
Average # hrs/week.	22	20	12	21
Average # clients/week	11	9	6	12
# Clients on caseload	17	16	13	13
Waiting List	6 (8 months - 1 year)	4		12 (3 months top of list)
Hourly Cost	\$365.75/day (\$45.72/hr)	\$46.29	\$44.30	\$26.13
Duties	• 1:1 counselling • crisis intervention • Peer Support Team meetings & training • PST steering committee • Staff workshops on self-injury	• 1:1 counselling • crisis intervention • Peer Support Team planning, meetings, & training • PST steering committee • crisis room committee • Intern supervision	• 1:1 counselling • crisis intervention • PST steering committee • Staff training on sensitivity toward inmates who have survived abuse	• 1:1 counselling • crisis intervention

	LEON STEINER	GISELE PHARAND	BETH MERRIAM
Position	<i>Psychological Counselling for Native Offenders</i>	<i>French Psychologist</i>	<i>Art Therapist</i>
Average # hrs/week.	7	3	4 (for approx. 16 weeks on contract)
Average # clients/week	7	3	3
# Clients on caseload	7	5	3
Waiting List			
Hourly Cost	\$1040/day (includes admin. and travel costs)	\$75.00	\$45.00
Duties	• 1:1 counselling	• 1:1 counselling • assessment • crisis intervention • report writing for the National Parole Board • French Women's Group	• 1:1 art therapy for women who are isolated i.e. hospital, segregation

**PROGRAM DESCRIPTIONS
OF THERAPEUTIC SERVICES
AT
THE PRISON FOR WOMEN**

**PROGRAM DESCRIPTIONS
OF THERAPEUTIC SERVICES
AT THE PRISON FOR WOMEN**

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Staff Psychologist

Heather McLean

What is it?

- **Assessments for newcomers and parole**
- **crisis intervention**
- **one-to-one psychological services to inmates**
- **co-facilitator of the fraud group**
- **administrative assistance to, and supervision/consultation of contract psychologists/counsellors, and psychology testing clerks.**

Objectives

- **Help the women adjust while incarcerated**
- **Help to remedy the factors that led the women into conflict with the law.**

Who is Served

- **Potentially anyone in the population for assessment, parole and crisis intervention.**
- **Regular Clients: she is currently seeing 18 women. Her regular caseload includes women who are long-term and difficult.**

Schedule of Activities

- **Approximately half of her regular clients are seen once a week. Others are more irregular and may be seeing someone else for another purpose.**
- **Approximately one hour is spent on each counselling session**
- **Attendance at weekly crisis management meetings and monthly psychology staff meetings.**
- **Co-facilitates the fraud group which runs for 10 weeks, two hours per week on Wednesdays from 2:00 - 4:00.**

Staff Psychologist

Alex Loucks

What is it?

- **Assessments for newcomers and parole (assessments for the parole board for all violent offenses)**
- **Assessments for inmates held in administrative segregation beyond 30 days**
- **crisis intervention**
- **one-to-one regular psychological services to inmates**

Objectives

- **Help the women cope with pressures of incarceration, such as separation from family, "inside" stressors, etc.**
- **Identify factors that led women into the prison and try and deal with these issues in some way, or at least prepare the client for similar counselling on the outside.**

Who is Served

- **Potentially anyone in the population for assessment, parole and crisis intervention.**
- **Regular Clients: he is currently seeing 18 women. His regular caseload tends to be high-need women with either long or short sentences.**

Schedule of Activities

- He sees a few women on his caseload only once a month. Most are seen once every two weeks and approximately five are seen every week.
- Approximately one hour is spent on each counselling session
- Attends a crisis management meeting weekly; PST steering committee, ORPG, Corporate Objective #1 meetings once per month, and divisional meetings as they are called.

Psychological Services

Jill Atkinson

What is it?

- long-term one-to-one psychological services to inmates
- crisis intervention
- assesses all newcomers on fraud charges.
- co-facilitator of the fraud group

Objectives

- Provide women with skills and a sense of efficacy so they can make needed changes in their lives.

Who is Served

- Eight women are seen for 1:1 counselling
- All newcomers with fraud offenses

Schedule of Activities

- She sees most women once a week, but two are seen every second week. Some may be seen twice a week if there is a concern of self injury.
- Clients are seen for approximately one hour Wednesday and Thursday from 8:00 - 4:00.
- She also co-facilitates the fraud group two hours per week on Wednesdays from 2:00 - 4:00 when running.

Student Intern Counsellor

Shoshana Pollack

What is it?

- Individual counselling with inmates on abuse issues
- Facilitator of the Sacred Tree Program
- Evaluator of the Peer Support Team
- Crisis intervention

Objectives

- Relating experiences of abuse to destructive behaviours (such as addictions, anger, eating disorders, self-injury and crime) in order that these behaviours can be replaced with more positive means of coping.

Who is Served?

- Any inmate in the population with a short-term sentence wishing to work on issues of abuse. Shoshana tended to work with native women. She was counselling 11 women.

Schedule of Activities

- Shoshana was available Monday - Thursday from 9:00 - 4:00.
- Counselling sessions were typically are one hour in length.
- Shoshana served her internship from April, 1992 until February, 1993.

Psychological Intake Assessment

Karen Scarth

What is it?

- Voluntary psychological assessments for all new inmates upon arrival to the prison.

Objectives

- To assist in determining treatment needs and to provide background information which may be used by the parole board.

Who is Served?

- All new inmates.

Schedule of Activities

- Thursday and Friday, ten hours per week.

Art Therapy

Beth Merriam

What is it?

- Therapy using artmaking as a tool (drawing, painting, clay modeling) in order to evoke self awareness and self expression.

Objectives

- To help people for whom other verbal therapy is unsuccessful.
- To relax.
- Catharsis
- To express feelings and emotions.

Who is Served?

- Three high-needs women (developmentally handicapped, immobile, and/or isolated).

Schedule

- Two afternoons each week for one hour

Peer Support Team

**Julie Darke
Jan Heney**

What is it?

- "The Peer Support Team provides structure for the previously informal counselling that has taken place; and offers initial intensive training, as well as follow-up training and support to its members." (Peer Support Team Manual)

Objectives

- To provide support counselling for women who are in crisis or to prevent a woman from going into crisis in situations where either a psychologist is unavailable or the inmate prefers counselling from a peer.

Who is Served?

- To become a member of the Peer Support Team, inmates must:
 - be approved by the selection committee
 - pass an initial screening interview
 - attend training sessions
 - pass a final training interview
 - adhere to the PST policies
 - adhere to the confidentiality agreement
- Any inmate in crisis can request a PST member to provide support, information and referrals.

Schedule of Activities

- Training is twice a week for 6 weeks. After training there are weekly meetings and once a month there is an educational. Everyone is expected to attend each session and give input into the training, including those who have graduated already.
- Training: Monday and Wednesday: 1:00 - 4:00
- Weekly Meetings: Wednesday: 2:00 - 3:00
- Educational: Wednesday: 1:00 - 4:00
- During training, the weekly and educational meetings are cancelled.

Women and Fraud Group

**Jill Atkinson
Heather McLean**

What is it?

- A program designed to reduce the likelihood of participants recommitting fraud or related offences.

Objectives

- To identify the short and long term antecedents of fraudulent behaviour
- To develop a relapse prevention plan that specifically addresses potential or past high risk situations and provides alternative (prosocial) coping strategies suitable to the individual woman.

Who is Served?

- The group is open to all women with fraud-related offenses.

Schedule of Activities

- 10 weeks, once a week on Wednesdays from 2:00 - 4:00

Psychological Services to Victims of Assault/Sexual Assault

Julie Darke

What is it?

- Individual counselling with inmates who have been victims of assault or sexual assault, or who have problems for which a feminist therapist would be appropriate.
- Coordinates and Co-facilitates Peer Support Team meetings, and training and other PST events
- PST steering committee
- Crisis room committee
- Crisis intervention
- Intern supervision

Objectives

- To assist women in connecting destructive behavioural patterns, including their offenses, to their life experiences (which typically includes abuse) and to replace these patterns with healthier, empowering ones.

Who is Served?

- Inmates who have been victims of assault/sexual assault
- Inmates who would benefit from a feminist therapist

- She currently has sixteen clients (some are seen more regularly than others).
- She works with long-term inmates who need ongoing counselling.
- Four women are on her waiting list.

Schedule of Activities

- Julie's contract allows for 8 hours, twice a week. She is generally in her office Monday and Wednesday.
- Co-facilitates PST training two afternoons per week, for 14 weeks, two or three times a year.

Counselling for Survivors

Jan Heney

What is it?

- Individual counselling around survival issues in particular, self-injury and suicide
- Co-facilitates Peer Support team meetings and training
- Crisis Intervention
- Staff workshops on self injury
- Steering committee
- Crisis room committee

Objectives

- To assist women in understanding the connection between non constructive coping strategies and prior abuse so that more positive ways of coping can be employed.

Who Is Served?

- Jan individually counsels survivors with high needs who have a history of self injurious behaviour and/or who require suicide intervention.
- She has 7 regulars; sees ten occasionally, and has 6 on her waiting list.

Schedule of Activities

- Hours vary, but on Mondays and Fridays she typically has 12 hour days; her hours can last from 9:00 AM until midnight depending upon need. On Wednesdays, she is in the prison from 9:00 - 4:00. On Monday and Wednesday she is involved with PST from 1:00 - 4:00 during training, and from 1:00 - 2:00 after training.

Survivors of Sexual Assault

Lada Tamarack

What is it?

- Individual counselling for inmates wishing to discuss past sexual abuse and/or other forms of abuse.
- Staff training for the development of sensitivity toward inmates who have survived abuse.
- Peer support team steering committee member
- Crisis intervention

Objectives

- To provide concrete means for inmates to build strength physically and emotionally, increase feelings of worth, adapt healing techniques into the prison environment and develop plans for re-entry into the community with an awareness of supports that are there, or may not yet be available, and of specific problems likely to be faced upon release from prison.
- To develop staff sensitivity toward issues of sexual and other forms of abuse and facilitate problem-solving of current situations.

Who is Served?

- Any inmate wanting to discuss past sexual abuse and/or other forms of abuse on an individual basis.
- Approximately six women are typically seen each time Tamarack is in the prison. There are six women she sees on a regular basis, six others she sees irregularly, and approximately 8 - 10 she serves as a backup for crisis situations.

- Training workshops are open to any staff, volunteers or parole board members who want to develop a sensitivity toward incarcerated women who have survived abuse.

Schedule of Activities

- Thursdays from 8:00 - 4:00.
- Individual counselling sessions usually last between one and one-half hour. On occasion, they may last two or three hours.
- Two-day training staff training sessions

Sexual Assault Counselling

**Ana Margaret
Sexual Assault Crisis Centre**

What is it?

- Individual counselling around issues of child abuse and sexual assault.

Objectives

- Healing from abuse through empowerment and building self-esteem.

Who is Served?

- Any woman wishing to work on issues around sexual assault and child abuse.
- Her caseload is usually ten women.

Schedule of Activities

- Thursdays and Fridays from 8:00 - 4:00.

Sexual Assault Counselling

**Brenda Woodcock
Sexual Assault Crisis Centre**

What is it?

- Individual counselling for survivors of child sexual assault.

Objectives

- To help women understand why abuse happened and to assist them in dealing with the feelings and behaviour resulting from the abuse.
- To assist women in making plans for the future, including post-release.

Who is Served?

- Any woman who feels the need to do work on sexual assault as a child.
- She is currently working with three women. There is a waiting list.

Schedule of Activities

- Monday from 8:00 AM - 11:00 AM.
- Counselling sessions are approximately one hour in length.

Substance Abuse Counsellor

Betty-Anne Howard

What is it?

- Screening to see if a woman actually needs an assessment for substance abuse
- Assessment to determine the needs of women with substance abuse problems and on the basis of assessment results, matching women to appropriate programming.
- Individual counselling around issues of substance abuse and underlying problems
- Crisis intervention
- Evaluation of effectiveness of the help women are receiving.

Objectives

- To coordinate efforts around substance abuse programming and to ensure that women receive the most effective form of intervention.
- From the assessments, a profile of substance abuse offenders will be developed and this profile will assist in determining substance abuse programming needs.

Who is Served?

- All inmates with substance abuse problems.
- All new inmates who are identified as having substance abuse problems will see Betty-Anne for assessment.
- Currently, 12 women are ongoing clients (for assessment and individual counselling). Thirteen are on the waiting list.

Schedule of Activities

Mondays 8:30 - 12:30

Tuesday and Wednesday 8:30 - 4:30

Counselling sessions are usually one hour in length.

Woman Oriented Substance Abuse Mutual Self Help Program

**Barb Wollinger
Elizabeth Fry Society**

What is It?

- **Consider addictions from a feminist model**
- **Support group**
- **Short-term one-to-one**
- **Provide citizen escorts to community meetings and counselling appointments.**

Objectives

- **Instill confidence and a sense of accomplishment**
- **Learn to ask for help**
- **Learn cooperation in a group setting**
- **Instill a willingness to help and support other women**
- **Change of attitudes**
- **To raise awareness of community resources**

Who Is Served?

- Inmates with a self-identified need to address issues of substance abuse.
- Priority is given to women dealing with addictions.
- Most have already gone through drug treatment programs and desire support.
- Approximately 12 women per group

Schedule of Activities

- 12 Weeks per group (once a week for 2.5 hours)
- Monday evenings
- Four groups per year

Substance Abuse Education Program

**Kate Thomas
Kingston Learning Centre**

What is it?

- A less intense, educational program where women can learn about substance abuse in a group setting.

Objectives

- To provide a safe space where women can learn more about addictive behaviours and attitudes as they relate to substance abuse, drugs and/or alcohol and other addictive substances such as prescription drugs, coffee, cigarettes and self-destructive ways of living.
- To provide a feminist perspective with a focus on women's experience and empowerment through consciousness-raising and affirmative actions
- To promote communication skills and self-esteem and from this knowledge to gain an understanding of the triggers and consequences of the abusive substance
- To learn about social and political contexts of women's addictions.

Who Is Served

- It is open to anyone wishing to learn about patterns of life abuse relating to substances who wish to work in a group setting on a short-term basis to begin to establish new learning behaviours and attitudinal patterns.
- There were 8 women in the first group. Group size should not exceed 10.

Schedule of Activities

- 8:30 - 11:00 AM Monday, Tuesday, Wednesday and Friday for five weeks
- Schedule for next sessions are to be decided

Substance Abuse Pre-Release Program

**Diane Black
Bath Institute**

What is it?

- **A skill-based, psycho-educational program**
- **Groups and 3 individual sessions**

Objectives

- **To teach basic coping skills.**

Who is Served?

- **The program is offered in Bath Institute.**
- **Maximum of 20 in each group; approximately 5 spaces are reserved for women.**
- **Low to medium risk inmates (although have included high risk)**
- **There is an assessment process.**

Schedule

- **The group is six weeks long, and runs from 12:30 - 3:00 pm.**
- **The group runs approximately four times each year.**

Northern Treatment Centre

What is it?

- A multi-disciplinary specialized intensive short-term treatment program of group and individual counselling which stresses one's own responsibility.
- Case management services from assessment to discharge
- The development of a treatment plan
- Regular case conferences
- Establishing plans for the prevention of future relapse.

Objectives

- The overall objective is to increase the self awareness of residents so as to provide the opportunity to learn and acquire skills and learn more socially acceptable ways of living in the community.
- More specifically:
- To operate on a responsibility model of treatment that expects the offender to accept the opportunities presented to them and to participate productively
- Treatment programs are designed as individually as possible and are implemented intensively for a reasonable length of time.
- To enable residents to develop the skills necessary to access community treatment options upon their release.

Who is Served?

- Males and females with priority to Northern Ontario residents, aboriginal people from Northern Ontario and specific others fitting the treatment programs offered.
- Eighty-eight beds are male residents and 8 beds are for female residents.
- Candidates must request and/or require treatment/assessment in one or more of the following:
 - substance abuse (alcohol, drugs, solvents, etc.)
 - anger management
 - domestic violence
 - life skills
 - depression and anxiety
 - impulsive or obsessive/compulsive anti-social behaviour
 - selected sex offenders after consultation.
- Candidates must be:
 - motivated for treatment
 - capable of functioning in individual and group counselling environment; and
 - willing to voluntarily sign a treatment contract.
- Candidates will not have an institutional history of:
 - being an escape risk
 - escalating pattern of violence
 - serious institutional misconducts; or
 - demonstrated protective custody needs
- Candidates will not have a personal history of:
 - medical illness requiring 24 hour nursing;
 - being certifiable under the Ontario Mental Health Act nor in need of chronic in-patient psychiatric care (eg.organic brain damage).
- There are typically 2-3 women at NTC at any given time.

Schedule of Activities

- Offenders undergo a two week period of assessment and orientation prior to treatment. Treatment programs will be custom suited to each offender. Duration to be a minimum of thirty days to a maximum of one hundred and twenty days.

French Psychologist

Gisele Pharand

What is it?

- Psychological assessment and individual counselling with French speaking women.
- Report writing for the National Parole Board.
- Crisis intervention

Objectives

- To address criminogenic factors.
- To assist women in adapting to the prison environment.

Who is Served?

- All French speaking inmates.
- Currently, there are five women on her caseload.

Schedule of Activities

- Wednesdays every second week from 8:30 - 4:30.
- Counselling sessions are typically one hour in length.
- She leads the inmates' French group activities.

Psychological Counselling to Native Offenders

Leon Steiner

What is it?

- One-to-one counselling for Native inmates

Objectives

- In general, to encourage awareness of their defenses and maladaptive behavior patterns and the development of healthier and more constructive coping mechanisms to replace them.

Who is Served?

- Native inmates
- He is currently seeing 7 women on a 1:1 basis.

Schedule of Activities

- Once a week on Wednesday for approximately one hour with each client

Aboriginal Woman's Counsellor

Wanda Whitebird

What is it?

- Designed to address the multi-faceted needs of Native inmates

Objectives

- To provide support and assistance to Native inmates.

Who is Served?

- All self-identified Aboriginal inmates.
- She works with a approximately 5 non-Aboriginal women who have identified with or developed a relationship with a Native woman.
- She works with approximately 15 women in total.

Schedule of Activities

- She has interaction with women on a daily basis.
- 7.5 hours per day, 5 days a week
- Her hours are flexible, depending upon need she is available from 8:00 - 24:00.

Black Women's Counsellor

Bev Folkes
Black Inmates and Friends Assembly

What is it?

- Rehabilitation, counselling, crisis intervention, and support services to Black inmates and their families.
- Provides support and assistance to the Black Women's Collective
- Facilitates workshops and group sessions on various topics including: life skills, job search, parole, pre-release planning, heightened self-esteem and parenting.

Objectives

- To facilitate rehabilitation
- To educate inmates regarding the realities of prison life and assist them in improving their ability to cope
- To enhance opportunities for exposure to the full range of community resources and support mechanisms so as to facilitate a successful re-entry into the community
- To identify and redress issues of race, nationality and colour as it interferes with the harmonious relationship between inmate to inmate and inmate to staff
- To help the prison increase its ability to deliver services and programs to a culturally and racially diverse group by increasing their understanding of, and sensitivity to their clients.

Who is Served?

- Her services are available largely to Black women and any woman from the Caribbean, although Bev is willing to meet with any inmate.
- There are 10 - 15 Black women currently in the prison.
- Bev also works in eight other institutions.

Schedule of Activities

- Wednesdays and Saturdays from 9:00 - 4:00 with individual women.
- Wednesdays and Saturdays from 4:30 - 6:30 with groups and workshop sessions.

The Sacred Tree

What is it?

- A healing group for women founded on the principles of Native spirituality.

Objectives

- Self empowerment and healing through Native spirituality and group process.

Who is Served?

- It is open to any Native inmate. On occasion, the program may be opened up to non-Native women.
- 11 women were involved in the first group.

Schedule of Activities

- Ten sessions are held once a week on Thursdays from 1:00 - 4:00.
- The current group began in July and ends September 24.

Cognitive Skills

Anne McDonald

What is it?

- The core component of the Living Skills Programming. Each Living Skills Program is designed to address the specific needs identified as contributing to, or maintaining criminal behavior/
- The major premise of the cognitive model is that offenders thinking, value, and reasoning play an important role in their criminal conduct.
- The program targets several aspects of behavior: self control, impulsivity, social perspective taking, egocentricity, interpersonal problem solving, critical reasoning.

Objectives

- To target offender's thinking for rehabilitation.
- To counter thinking styles and decision making that lead to short-term quick gain behaviours with creative open-minded long-term planning.

Who Is Served?

- Referrals from Case Management Officers necessary
- High needs offenders

Schedule

- Each group is 9 weeks long and meets five times per week in the mornings.
- The group is offered approximately five times per year.

Community Integration

What Is It?

- The pre-release component of the Living Skills Programming.
- Information oriented, teaching offenders what they need to know, what they will encounter when they return to the community, and what they should do.
- Two of the following themes are offered each group: the law and the criminal justice system, employment and job seeking skills, money management, consumer education and awareness, finding accomodation, knowledge of community resources, health and nutrition.

Objectives

- To provide offenders with information that specifically addresses their transition back into the community.

Who Is Served?

- Preference is given to offenders with cognitive skills training.
- Referrals are made by case management officers
- Offenders are screened for suitability by the program coach
- Those soon to be released (within six months).

Schedule of Activities

- The program is offered three times per year
- Each group is six weekslong, two hours in lengths and meets five times per week.

Parenting Skills Training

What is it?

- **A component of the Living Skills Programming.**
- **Thinking skills and exercises to teach and reinforce effective parenting.**
- **Four main themes are covered: the family, interpersonal skills, caring for the family and developing parenting skills.**

Objectives

- **To teach offenders skills that will assist them in becoming more effective family members upon release.**
- **To assist offenders in improving their family relationships during incarceration.**
- **To equip offenders with skills that will allow them to deal with their problems, and those of their children, by themselves.**

Who Is Served?

- **Parents with coping needs.**
- **Preference is given to those with cognitive skills training.**

Schedule

- **Each group is two hours in length and runs five times a week for six weeks.**
- **The number of courses offered per year is yet to be determined.**

Project Reconciliation

What is it?

- Open, frank discussions
- Community outreach.
- Chapel program

Objectives

- Anger resolution with spiritual elements, seeking peace and connection with others.
- Reintegration

Who is Served

- Group acceptance is required

Schedule

- Ongoing
- Tuesday evenings

Alternatives to Violence

What is it?

- Chapel program with trust development, shared feelings, and mutual support

Objectives

- To develop constructive alternatives to violent behavior

Who is Served

- Anyone willing to look at their own feelings.

Schedule

- Groups are offered sporadically.
- 12 hours in length, from Friday to Sunday.

Alcoholics Anonymous

What is it?

- 12 step program for alcoholics.

Objectives

- Self-help for abstinence from alcohol.

Who is Served?

- Self-selected membership.

Schedule

- Ongoing.
- Thursday evenings.

Narcotics Anonymous

What is it?

- 12 step program for narcotics addicts.

Objectives

- Self-help for abstinence from narcotics.

Who is Served?

- Self-selected membership.

Schedule

- Ongoing.
- Monday evenings.

Consultant Psychiatrist

Roy Brown

What is it?

- A consultative role providing support, medication, pre-release assessment and arrangements for admission into St. Thomas when necessary.

Objectives

- To assist any woman in need of psychiatric assistance.

Who is Served?

- Any woman referred by a physician or psychologist reputed to have signs of emotional distress or emotional disorder.

Schedule of Activities

- He is in all day Tuesday and a half-day on Thursday. He also comes in during emergencies, some evenings and weekends. On average, he is called in twice a month during evenings or weekends.

CONTRACT COSTS
FOR THERAPEUTIC SERVICES
THE PRISON FOR WOMEN 1992-1993

CONTRACT COSTS FOR THERAPEUTIC SERVICES
PRISON FOR WOMEN, 1992 - 1993

Jill Atkinson	\$28,800 <i>April 29, 1992 - March 31, 1993</i> <u>Note:</u> \$1,150 has been cut	\$40.00/hr
Roy Brown	\$42,900 <i>June 1, 1992 - May 31, 1993</i>	
Julie Darke	\$37,032 <i>April 1, 1992 - March 31, 1993</i>	\$46.29/hr
Bev Folkes	\$32,388 (\$20,000 counselling 11,000 travel 1,388.89 admin.) <i>April 22, 1992 - March 31, 1993</i>	
Jan Heney	\$45,543.50 (\$35,843.50 counselling 9,700.00 travel <i>April 23, 1992 - March 31, 1993</i>	\$365.75/day \$45.72/hr
Betty-Anne Howard	\$38,400.00) <i>May 19, 1992 - March 31, 1993</i>	\$40.00/hr
Beth Merriam \$45.00/hr	\$1080 (six weeks only) <i>November 9, 1992 - January 31, 1993</i>	
Giselle Pharand	\$10,800 <i>July 15, 1992 - March 31, 1993</i> <u>Note:</u> this contract has run out of funds	\$75.00/hr
SACC (Ana & Brenda)	\$26,339.04 <i>April 1, 1992 - March 31, 1993</i>	\$26.13/hr
Karen Scarth	\$14,000.00 (10 month) <i>June 22, 1992 - March 31, 1993</i>	\$35.00/hr
Leon Steiner	\$41,600 <i>May 11, 1992 - March 31, 1993</i>	\$1040/day (includes admin. \$ travel)

CONTRACT COSTS FOR THERAPEUTIC SERVICES
PRISON FOR WOMEN, 1992 - 1993
CONTINUED

Tamarack	\$28,086 (\$20,406 counselling \$7,680 travel) <i>April 27, 1992 - March 31, 1993</i>	\$44.30
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Wanda Whitebird	\$44,000 (\$36,699 staff fees, \$2,000 admin. & \$5,301 travel) <i>April 1, 1992 - March 31, 1993</i>
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TOTAL = \$390968.54

Add: 2 Staff Psychologists at \$54,000 each (\$108,000) = \$498,968.54

TOTAL OF PSYCHOLOGY CONTRACTS ONLY:

Beth Merriam \$45.00/hr	\$1080 (six weeks only) <i>November 9, 1992 - January 31, 1993</i>	
Leon Steiner	\$41,600 <i>May 11, 1992 - March 31, 1993</i>	\$1040/day
Tamarack	\$28,086 (\$20,406 counselling \$7,680 travel) <i>April 27, 1992 - March 31, 1993</i>	\$44.30
Julie Darke	\$37,032 <i>April 1, 1992 - March 31, 1993</i>	\$46.29/hr
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Karen Scarth	\$14,000.00 (10 month) <i>June 22, 1992 - March 31, 1993</i>	\$35.00/hr

TOTAL COST OF PSYCHOLOGY CONTRACTS = \$271,680.00

COUNSELLOR/THERAPIST

UTILIZATION

COUNSELLOR/THERAPIST UTILIZATION OF WOMEN SEEING MORE THAN ONE THERAPIST/COUNSELLOR

In total, 27 women were on more than one caseload

- 12 women were on two caseload
- 12 women were on three caseloads
- 1 woman was on four caseloads
- 2 women were on five caseloads

12 women were on two caseloads

They were seeing a counsellor/therapist in the following areas:

General Counselling/Survivor of Abuse Counselling/ n=4
General Counselling/Substance Abuse Counselling/ n=3
General Counselling/Art Therapy/ n=2
Survivors of Abuse/Survivors of Abuse/ n=2
Co-Therapy/ n=1

12 Women were on three caseloads:

They were seeing a counsellor/therapist in the following areas:

General Counselling/Survivors of Abuse/Survivor of Abuse/ n=3
General Counselling/Survivors of Abuse/Substance Abuse/ n=3
General Counselling/Survivors of Abuse/Native Counsellor/ n=2
General Counselling/Native Counselling/Substance Abuse/ n=1
General Counselling/Substance Abuse/French Counsellor/ n=1
Substance Abuse/Native Counsellor/Survivors of Abuse/ n=1
Survivors of Abuse/Survivors of Abuse/Native Counsellor/ n=1

One woman was on four caseloads

This woman was in segregation; and was said to be high need

She was seeing counsellors/therapists in the following areas:

- 1 Therapy
- 2 Survivors
- 1 Art Therapist

Two women were on five caseloads

They were seeing counsellors/therapists in the following area:

Woman #1:

This woman was undergoing a crisis situation in January.

She was said to be very high-risk for self injury

- 1 General Counselling Therapy
 - 2 Survivor of Abuse
 - 1 Substance Abuse
 - 1 Native Counsellor

Woman #2:

This woman was undergoing a crisis in January.

- 1 General Counselling
 - 3 Survivor of Abuse
 - 1 Native Counsellor

SAMPLE DESCRIPTIONS
AND
NOTES

NOTES ON DESCRIPTIONS OF TOTAL POPULATION AND SAMPLES

I attempted to obtain data on the total prison population and the total staff population, so that my sample could be compared for representativeness. Unfortunately, the existing data on total populations is problematic, largely due to the way the data is collected, recorded and categorized. It is beyond the scope of this evaluation to collect more accurate information through an independent survey. In addition, there are likely differences in the way I recorded information, and the way the official information was recorded. The reader is therefore advised to use caution in interpreting the total population data and in making comparative conclusions. Specific issues are discussed below.

During the time period in which I conducted the interviews, a number of women inmates left the prison, and a number were admitted into the prison. That is, the population was continually in flux. The composition of the prison population can change quite dramatically from one month to the next. It is therefore difficult to compare my sample which was obtained over a period of time, with recorded measures of the total prison population, which provide snapshots of the prison population during specific time periods. Further difficulties are posed by inaccuracies in the existing data on the total prison population. The most accessible existing record of information is the Offender Population Profile System (OPPS). Due to constraints of resources and time, I depended largely upon this data to obtain a profile of the total prison population. I chose to use the data recorded for the month of November, 1992, because a large proportion of my interviews were carried out during this month. However, the OPPS records are imprecise measures, because the information keeping is inconsistently recorded. Furthermore, some of the information is very general, prohibiting precise breakdowns of descriptive information.

These limitations may be partially responsible for inconsistencies when comparing the sample to the prison population. For example, in the tables following, there were more women in my sample having served >12-18 months than in the total prison population. It is probable that women having served this length of time were included in the broad OPPS category "not available." Similarly, there were more Metis women and Asian women in my sample than listed in the total prison population. Perhaps some Metis and Asian women were listed under the category of "other" in the OPPS. Furthermore, inconsistencies may be due to the flux in population.

As there was no recorded information in the OPPS system which broke down the prison population by living unit, this information was obtained from the Placement Record. However, the total numbers of population are not consistent (eg. n=115 according to the Placement Record, and n=125 indicated by the OPPS). This is likely due to the fact that counts for each were taken at different points in time and perhaps recorded somewhat differently.

The sample of incarcerated women was overrepresented in two main categories: those serving shorter sentence lengths, and those having served a lesser period of time inside the prison. This overrepresentation may have biased the sample toward women who were not as experienced with living inside the prison, and who did not have to face longer sentences.

Comparative information for staff was not readily available, and it was not within the scope of this project to conduct primary research in which to obtain it. However, information on the total number of staff according to staff position was kindly provided by J. Futtit, Chief of Finance, Prison for Women. In our discussions, it was evident that the decision as to which staff belonged into which categories was often arbitrary, as many of the prison staff "wear two hats."

Staff holding positions in case management were overpresented in this study. Yet because of the importance of their relationship to the incarcerated women, and because case management was of grave concern to the women, such an oversampling is appropriate.

**DESCRIPTION OF SAMPLE
AND THE TOTAL PRISON POPULATION
OF INCARCERATED WOMEN
AT THE PRISON FOR WOMEN**

LIVING UNITS**

	A Range	B Range	North Wing	South Wing	Other*
Sample	14 (35%)	2 (5%)	10 (25%)	11 (27%)	3 (8%)
Prison Population	31(27%)	8 (7%)	24 (21%)	24 (21%)	28 (24%)

*Minimum house, Dissociation, Northern Treatment Centre, In Hospital

SENTENCE LENGTH***

	2<3 Years	3<5 Years	5<10 Years	10<20/life/indeter
Sample	16 (40%)	7 (18%)	6 (15%)	11 (27%)
Prison Population	25 (20%)	36 (29%)	27 (21%)	37 (30%)

TIME SERVED***

	0-3 Months	>3-12 Months	>12-18 Months	>18-24 Months	>24	Not Available
Sample	8 (20%)	13 (33%)	9 (22%)	5 (12.5%)	5 (12.5%)	
Prison Population	7 (6%)	39 (31%)	7 (6%)	9 (7%)	13 (10%)	50 (40%)

RACE***

	Aboriginal	Metis	Black	Asian	Caucasian	Other
Sample	7 (17.5%)	2 (5%)	6 (15%)	3 (8%)	22 (55%)	
Prison Population	10 (8%)	1 (1%)	14 (11%)	2 (2%)	93 (74%)	5 (4%)

MARITAL STATUS***

	Single	Common Law	Married	Divorced	Separated	Widowed	Not Stated
Sample	10 (25%)	4 (10%)	11 (27%)	6 (15%)	5 (12.5%)	4 (10%)	
Prison Population	52 (41%)	25 (20%)	17 (14%)	10 (8%)	16 (13%)	4 (3%)	1 (1%)

**Prison population data taken from the Placement Record Prison for Women, November 19, 92

***Prison population data taken from the Offender Population Profile System, Institutional Count November 30, 1992

**DESCRIPTION OF SAMPLE
AND THE TOTAL POPULATION
OF STAFF AT
THE PRISON FOR WOMEN**

STAFF POSITION*

	Correctional Staff	Case Management	Management Services	Healthcare
Sample	8 (40%)	4 (20%)	5 (25%)	3 (15%)
Total Number Staff	64 (54%)	5 (4%)	40 (34%)	9 (8%)

*Total number of staff data obtained with the assistance of J. Futtit, Chief of Finance, Prison for Women.

YEARS WORKING AT THE PRISON FOR WOMEN
SAMPLE

<2	>2-5	>5-8	>8
5	6	3	6

**PREVIOUSLY WORKED AT ANOTHER
CORRECTIONAL FACILITY**
SAMPLE

Yes	No
12	8

GENDER
SAMPLE

Female	Male
11	9

MEMO TO

THE PRISON FOR WOMEN

POPULATION

MEMO

TO: Prison for Women Population

FROM: Kathleen Kendall

RE: Interviews about Personal Development Programs

Many of you already know me, or at least have seen me around the prison. I am currently under contract to look at the personal development programs offered in the prison.

Some of you have already provided me with some very useful information about your experiences with different programs. This information has helped me put together some questions I would like to ask you. I am hoping to interview each of you to find out what you think about the personal development services in the prison. The interviews will be completely voluntary and confidential. The findings from the interviews will help to assist in planning future programs and designing programs for the new facilities.

I am hoping to begin interviews around November 23, and so will be calling you up individually after this time.

If you have any questions, I can be reached through the psychology department. I look forward to meeting with you.

Sincerely,



Kathleen Kendall

NOTE DE SERVICE

DESTINATAIRES: Population de la Prison des femmes
EXPÉDITRICE: Kathleen Kendall
OBJET: Entrevues relatives aux programmes de développement personnel

Beaucoup d'entre vous me connaissez déjà ou m'avez au moins vue dans l'établissement. J'ai été engagée pour examiner les programmes de développement personnel offerts aux détenues.

Certaines d'entre vous m'ont déjà fourni des renseignements très utiles sur leur expérience personnelle des différents programmes. Ces renseignements m'ont aidée à formuler certaines questions que j'aimerais vous poser. J'espère avoir un entretien avec chacune de vous pour connaître votre opinion sur les services de développement personnel offerts dans l'établissement. Vous êtes entièrement libres d'accepter ou non de m'accorder une entrevue et vos propos demeureront confidentiels. Votre opinion nous aidera à planifier les futurs programmes et à en concevoir d'autres pour les nouveaux établissements.

J'espère pouvoir commencer les entrevues vers le 23 novembre et j'inviterai chacune de vous à venir me rencontrer à partir de cette date. Malheureusement, je ne parle que l'anglais, mais je peux faire le nécessaire pour qu'un interprète français soit présent durant les entrevues. Je communiquerai bientôt avec vous pour savoir si vous désirez qu'un interprète soit présent lorsque vous viendrez me rencontrer.

Si vous avez des questions, vous pouvez me joindre en vous adressant au service de psychologie. J'espère avoir bientôt le plaisir de vous rencontrer.

Je vous prie d'agréer l'expression de mes meilleurs sentiments.



Kathleen Kendall

GENERAL OUTLINE

FOR

INFORMATION GATHERING

**GENERAL OUTLINE
USED IN INFORMATION GATHERING
FOR SERVICE/PROGRAM DESCRIPTIONS**

What is it?

Objectives

History

Who is Served?

How Do They Come to Participate?

What is the General Approach?

General Content

Schedule of Activities

Where are the Services Provided?

Current Evaluation Procedures

Communications Link

Relationship to Other Programs

NOTES

ON

INTERVIEWS

NOTES ON INTERVIEWS

The interview schedules consist mostly of open-ended questions developed to address each of the key issues and concerns identified in Phase I. Separate interview guides were constructed for inmates, service providers, and staff. During the actual interviews, the interview guides were not strictly adhered to, but rather, they served as a point of departure for dialogue. The exact phrasing of questions often varied from the interview guide and respondents often directed the course of dialogue, while nonetheless addressing the questions I had intended to ask. This process allowed for respondents to include any information they felt was relevant, and for unanticipated comments to emerge.

Interviews with staff and inmates included a section asking them to rate the quality of the programs they had been involved in on a scale of one to five. However, most refused to do so, typically because they felt that they could not reduce their involvement in programs to simple measures and because they perceived such actions to dehumanize the program providers.

INTERVIEW GUIDE

FOR

PROGRAM AND SERVICE PROVIDERS

INTERVIEW GUIDE FOR PROGRAM AND SERVICE PROVIDERS

PROGRAM/SERVICE TITLE
PROGRAM/SERVICE PROVIDER

PARTICIPANTS

Who is Eligible to Participate in the Program?

How Do They Come to Participate?

Do They Differ in Any Ways from Nonparticipants?

Do Any Particular Groups Benefit More or Less From the Program/Service? Why?

GOALS

What is the program/service intended to accomplish?

What formal goals and objectives have been identified?

Which goals or objectives are most important?

How does the program/service provider determine how well they have attained the goals?

Is more time spent trying to accomplish certain objectives than others?

How were objectives arrived at?

What unintended impacts might the program/service have?

ORGANIZATION

Where are the programs run or the services provided?

Are there important differences among sites?

How is the program/service funded?

How is the program/service delivered?

Who are the advocates for the program/service?

What individuals or groups oppose the program/service or have been critical of it in the past?

What channels of communication link the program with other parts of a parent institution and with outside organizations?

HISTORY

How long has the program/service been offered?

How did the program/service come about?

Has the program grown or diminished in size and influence? In what ways? Why?

Have any significant changes occurred in the program recently?

Are any major program changes anticipated in the near future?

PROCESS

What is the general philosophy of the program/service provider? Of the program?

What is the general approach of the program? Examples.

What types of activities are there?

What is the schedule of activities?

Do activities vary from day to day?

Are there monthly or annual cycles which affect program activities?

What is the policy regarding confidentiality?

CONCERNS

What concerns does the program/service provider have (if any) regarding the program?

What concerns does the program/service provider have (if any) regarding the participants?

What concerns does the program provider have (if any) regarding the institution?

Any other concerns?

PROGRAM MATERIALS

What written or other information is used in the program? (ie. program manuals, films, handouts, etc.). How is this accessible?

EVALUATION QUESTIONS

What measures of performance (if any) are currently used?

Are any data gathering routines or procedures used?

Were any previous evaluations conducted?

How could the evaluation be most valuable to the program/service provider?

How could previous evaluations have been made more valuable?

What kind of information should the evaluation should contain?

ADDITIONAL

Is there any thing else the program/service provider would like to add?

Are there any other questions which should to be asked?

INTERVIEW GUIDE

FOR

INMATES

INTERVIEW GUIDE FOR INMATES

Date: _____

Identification Code: _____

Demographic Information

How long have you been at the prison for women?

Have you been in this prison before? When? For how long?

What is your sentence length?

How much more time do you have left to serve before you think you will be paroled? If parole is unlikely, when is your M.S. date?

What is your security level? Has it changed?

Where is your living unit?

What is your age?

How would you describe your race or ethnicity?

What is your educational level?

What is your marital status?

Do you have any children? If so, how many, and what are there ages?

What was your past and/or current occupation?

Case Management

Have you developed a plan with your case management officer?

Yes _____

No _____

Discuss.

If so, how well have the programs you've taken fit into the plan?

How aware is your case management officer of the programs you've been involved in?

How supportive and involved has your case management officer been in terms of program involvement? In other ways?

Any other comments?

Groups

Of the following programs, which were you were involved in during your current stay at the Prison for Women? During previous stays at the Prison for Women?

What were you hoping to get from each of the groups you've participated in?

Did you get what you were hoping to get out of them?

What did you like and/or dislike about the groups?

In what ways were they helpful and/or unhelpful?

On a scale of 1 - 5, how would you rate the overall quality, content and facilitator of the groups you participated in?

5	4	3	2	1
Excellent	Above Average	Satisfactory	Unsatisfactory	Poor

Substance Abuse Education Program
Kate Thomas

Dorothy

Mutual Support Substance Abuse Group
Barb Wollinger

Women's Therapeutic Substance Abuse Program
Sarah & Dorothy

Bath Substance Abuse Relapse Prevention
Diane Black

Northern Treatment Centre

The Sacred Tree

Narcotics Anonymous
In the Institution
In the Community

Alcoholics Anonymous
In the Institution
In the Community

New Women in Sobriety (Community)

Peer Support Team

Women and Fraud

Healing from Sexual Abuse Group
Wanda, Tamarack & J. Chartrand
Sexual Assault Crisis Centre (Community)

Bath Anger Management
Dave McKay

Cognitive Skills
Helene Brochu_

Parenting

Community Integration

Any others?

Have you been involved in any of these groups more than once? If so, which ones and how many times?

With which group or groups did you have the most positive experiences? What made it a positive experience?

Which group or groups did you have the least positive experiences?
What made it a negative experience?

.How do you feel about the number and accessibility of groups available at the prison?

If you could design groups for women in prison, what would they look like?

Do you think the group you were involved, were sensitive to the cultural differences among women in the prison?

Are there programs not available at the prison that you would like? If so, what are they and how would they be useful to you?

Is there anything else that you would like to tell me about the groups at Prison for Women?

Individual Counselling

Of the following counsellors, which were you seeing for regular individual counselling during your current stay at the Prison for Women?

Did you see any of them for a crisis or short term problem?

What were you hoping to get from the counselling sessions?

Did you get what you were hoping to get out of them?

What did you like and/or dislike about counselling/therapy with the therapists you saw?

In what ways was counselling/therapy helpful and/or unhelpful?

On a scale of 1 - 5, how would you rate your overall satisfaction with the counselling/therapy you received?

5	4	3	2	1
Excellent	Above Average	Satisfactory	Unsatisfactory	Poor

Heather McLean

Alex Loucks

Jill Atkinson

Betty-Anne Howard

Barb Wollinger

Jan Heney

Julie Darke

Lada Tamarack

Shoshana Pollack

Brenda Woodcock

Ana Margaret

Giselle Pharand

Leon Steiner

Wanda Whitebird

Bev Folkes

Roy Brown (Psychiatrist)

Peer Support Team Counsellor

Any others?

In what ways has counselling been a positive or negative experience for you?

What would you like to see done differently in counselling? Why?

What would you like to see remain the same in counselling? Why?

Have you ever felt that during counselling you dealt with issues you were not ready for?
What happened?

How do you feel about the level and accessibility of individual counselling?

Do you think that individual counsellors are sensitive to the cultural differences among women?

Is there anything else that you would like to tell me about individual counselling at the

INTERVIEW GUIDE

FOR

STAFF

INTERVIEW GUIDE FOR STAFF INTERVIEWS

Date: _____

Identification Code: _____

Demographic Information

What is your current position?

What previous positions (if any) have you held while working in the prison for women?

How long have you been working at the Prison for Women?

Have you worked at other institutions? Where? In what capacity?

Gender

What is your age?

What is your marital status?

How would you describe your race or ethnicity?

What is your educational level?

What level of formal education do you have?

Have you had any formal education or training in psychology, counselling or social work?

Have you ever worked as a counsellor or program provider? If yes, where, when and for how long?

Awareness/Understanding

GROUPS

What therapeutic groups are available to inmates?

How long does each group run for?

How many women are in the group?

What is the purpose of each group?

What is the impact of each group?

How were you made aware of the group?

How do you feel about the level and accessibility of groups? Why?

If you were to design the ideal group for incarcerated women, what would it be? How is it different from current groups?

Is there anything else you would like to mention about groups?

INDIVIDUAL COUNSELLING

What kinds of individual counselling and/or therapy is available to inmates?

How many counsellors are available for inmates? Who are they? What do they do?

What do you think the main purpose of therapy/counselling is in prison?

How long are the counselling sessions?

How long does an inmate continue to see someone for individual counselling?

What is the impact of individual counselling?

How were you made aware of individual counselling within the prison?

Is there anything else about individual counselling that you would like to add?

General

What impact does therapy have on the women? On the prison environment? In what ways does it impact upon you (if any?)

What do you think it is about successful therapy that helps women?

What would you change and keep the same about the way therapy is being done inside the prison?

Do you think that the programming available for inmates is sensitive to the cultural diversity among them?

Is there anything else you'd like to add about therapy/counselling and inmates?

Involvement

Does your role intersect in any way with inmate programming? In what ways?

Do you think you could become more involved in inmate programming? If so, in what ways?

Would you choose to become more involved in inmate programming? Why or why not?

Do you think that other staff members **could** become more involved in inmate programming? If not, why not. If so, which staff members, and in what ways?

Do you think that other staff members **would** choose to become more involved in inmate programming? Why or why not?

Is there anything else you'd like to add about staff involvement in programming?

Staff Training

Which of the following staff training courses have you attended?

What were you hoping to get from each of the training sessions you've participated in?

Did you get what you were hoping to get, out of it?

What did you like and/or dislike about the training?

In what ways was it helpful and/or unhelpful?

On a scale of 1-5, how would you rate the overall quality, content and facilitator of the sessions you participated in?

5	4	3	2	1
Excellent	Above Average	Satisfactory	Unsatisfactory	Poor

French Language

Cross Cultural Awareness

Harrassment

Suicide Intervention

Visible Minorities

Sex Offenders

Women's Issues and Empowerment

Difficult Patients

Native Program

Survivors of Sexual Abuse

AIDS Awareness

Are there any other staff training courses you have taken which were particularly related to staff-inmate interaction and understanding? With which staff training course did you have the most positive experience? What made it that way?

With which staff training course did you have the least positive experience? What made it that way?

If you could design courses for staff, what would they look like? Why?

Were the courses you took sensitive to the cultural diversity among staff and/or inmates?

Did any of the courses assist you in dealing with the cultural diversity of the inmate population?

Is there anything else you would like to add about Staff training?

Additional

Is there anything else you would like to tell me?

Are there any other questions I should or shouldn't be asking?

PARTICIPANT EVALUATION

**QUESTIONNAIRE
AND INTERVIEW RESULTS**

**SUBSTANCE ABUSE EDUCATION
PROGRAM**

FACILITATOR: KATE THOMAS

PARTICIPANT EVALUATION QUESTIONNAIRE RESULTS
SUBSTANCE ABUSE EDUCATION PROGRAM
PRISON FOR WOMEN
Facilitator: Kate Thomas

1. How would you rate the quality of service you received?

4	3	2	1
3.7			
<i>Excellent</i>	<i>Good</i>	<i>Fair</i>	<i>Poor</i>

2. Did you get the kind of service you wanted?

1	2	3	3.4	4
<i>No, Definitely Not</i>	<i>No, Not Really</i>	<i>Yes, Generally</i>	<i>Yes, Definitely</i>	

3. To what extent has the program met your needs?

4	3.4	3	2	1
<i>Almost all of needs have been met</i>	<i>Most of my needs have met</i>	<i>Only a few of my needs have been met</i>	<i>None of my needs have met</i>	

4. If a friend were in need of similar help, would you recommend the program to her?

1	2	3	3.7	4
<i>No, definitely Not</i>	<i>No, I don't think so</i>	<i>Yes, I think so</i>	<i>Yes, definitely</i>	

5. How satisfied are you with the amount of help you have received?

1	2	3	3.5	4
<i>Quite Dissatisfied</i>	<i>Indifferent or mildly Dissatisfied</i>	<i>Mostly Satisfied</i>		<i>Very Satisfied</i>

6. Have the services you received helped you to deal more effectively with your problems?

4	3.5	3	2	1
<i>Yes, they helped a great deal</i>	<i>Yes, they helped somewhat</i>	<i>No, they really didn't help</i>	<i>No, they made things worse</i>	

PARTICIPATORY EVALUATION QUESTIONNAIRE RESULTS
SUBSTANCE ABUSE EDUCATION PROGRAM
PRISON FOR WOMEN
Facilitator: Kate Thomas

CONTINUED

7. In an overall, general sense, how satisfied are you with the service you have received?

4	3.5	3	2	1
<i>Very Satisfied</i>	<i>Mostly Satisfied</i>	<i>Indifferent or mildly Dissatisfied</i>	<i>Quite Dissatisfied</i>	

8. If you were to seek help again, would you come back to the program?

1	2	3	3.5	4
<i>No, Definitely Not</i>	<i>No, I don't think so</i>	<i>Yes, I think so</i>	<i>Yes, Definitely</i>	

**SUBSTANCE ABUSE EDUCATION PROGRAM
PRISON FOR WOMEN
INTERVIEW RESPONSES**

Facilitator: Kate Thomas
Group running from September 28 - October 29, 1993

How Did You Find Out About This Program?

- My Case Management Officer
- My Psychologist
- My Case Management Officer
- My psychologist.
- Through other inmates.
- Through the school.
- CX staff
- Through a meeting upstairs about drug programs inside here.
- Other inmates

What Was Your Main Reason for Joining This Group?

- Case Management Officer said I needed it for parole
- I was told to take it for the parole board
- Out of curiosity and for parole.
- To deal with my alcoholism and anger.
- I wanted to know what drugs did to people who use them.
- Parole purposes. I was in for importing and need some programs.

- For parole and to be with people who've been where I've been.
- Parole and to learn about what drugs can do.
- I have a problem with drugs and alcohol and wanted to help myself. And, when I'll be on conditional release, I'm not supposed to do drugs or alcohol, so that I need this program to help.

What Were You Hoping To Get Out of the Substance Abuse Education Program?

- More information about drugs.
- I wasn't thinking to get anything out of it, except for the paper I needed for the parole board.
- I'd never been to a program in here, so I wasn't sure. Knowledge and facts
- To understand my problems.
- Find out who uses drugs and what the effects of drugs are on users.
- To see the other side of the coin. To hear from women who are addicted
- To understand more about addictions. How to handle problems without drinking. Everyday living without having a drink.
- Knowing what drugs can do, to share with young people so they will not do drugs.
- I wanted different ways to see my problem.

What Specific Things Did You Learn in the Group?

- The types of different drugs: what they are and what they do to you
- The positive and negatives with drug use
- Hearing people's experiences.
- I learned how to work in a group. I don't usually work in groups.
- To see other viewpoints, besides my own.
- Not only knowledge about drugs, but about myself and others.

- To be reliable and responsible.
- Alot about drugs. What they can do to you
- Better self-esteem
- How to get along with others
- It is difficult to control addictions.
- I wasn't aware of what addicts go through, how difficult it is to stay away.
- I was able to see with my own eyes, what drugs can do. If you see it, you believe it. The films helped do this.
- What drugs can do to you. Things you don't realize you're doing. They can make you go astray.
- It brought my self-esteem up a bit. I learned that I'm not a bad person.
- How to be more positive and assertive, and less negative. It goes back to old tapes saying "you'll never be good enough." I know how to change those tapes now.

In What Ways Did You Find the Program Helpful or Unhelpful?

- Everything was positive
- I found ways to release negative anger
- Learned alot about the effects of drugs
- I realized that not all addiction is necessarily done out of abuse, there's alot more things involved. Addicts shouldn't all be lumped together, simply as sexually abused.
- It was non-judgemental and opened up people's minds. It was about everyday life, not stuffy so that everyone could understand. Everyone participated.
- Kate took the time to answer everyone's questions.
- I found the listening and learning very helpful.
- Very helpful. How to see trouble coming quickly.
- Things about the effects of drugs I didn't know.
- Job search skills.
- Helpful because everyone talked openly about what happened. You get to know your own feelings, to express yourself.
- Everybody felt safe, because Kate isn't CSC.

- Sharing helped alot. Knowing what others went through. It helped to listen to others stories.
- I'm not a user, but it was helpful to know to stay away from drugs and alcohol. Prevention. I can talk to others about drugs.
- It was really helpful to be able to see my behaviour as it was before. To see how destructive my life was before, with an addiction.

In What Ways Was the Program a Positive Experience?
--

- Learned alot about what drugs can do to you
- The discussions were excellent
- I enjoyed coming here. Although I started taking the program to get my paper for the parole board, I ended up coming because I wanted to. I did alot of learning in talking with the others, through the interaction with women.
- I always looked foward to going to the program. It was comfortable, and everyone participated.
- Stimulating to the mind. It makes you take the time to think about things. Interesting.
- Women make connections in here, confide in here.
- How to talk in a group.
- Kate is a good teacher.
- We talked about things you could do to improve yourself, or solve problems.
- It was practical
- Kate never brought book ideas, but experience.
- It helped to see that life is worth living. To see a plan: long term goals and stuff.
- I saw the other side. Learned from the life experiences of addicts
- Group was a good mix- women talked about where they were coming from.
- I liked the group. I liked sitting in a circle. I was comfortable in this group. I haven't been as comfortable in other groups. People were all sharing and discussing.
- We asked questions and got alot of feedback.

- Everybody and Kate expressed themselves.
- It helped me to see that I wasn't the only one who is addicted and that there are quite a few who struggle to be straight. I don't feel so isolated. To hear others tell about their lives and what happened to them as a result of addictions and reflect upon my life as a result of addiction, and how similar we are. Addictions are a way to escape from dealing with real problems. To get at the root is to abstain from substances.

In What Ways Was the Program a Negative Experience?
--

- None
- None
- It could have been longer. Everyone was happy to come here, putting time and effort into it, not without it, people will be lost.
- The program wasn't negative at all.
- None.
- When we talked about the positives of using. I'm not a user, but it made me think of the good feelings.
- None.
- None
- When two in the group were carrying on.

Do You Feel That You Were Heard?

- Yes, by everyone.
- Yes.
- Yes. It was made safe.
- Yes.
- Yes

- Yes.
- Yes. Others heard what we had to say. It felt good.
- Yes. Everybody had time to talk and listen one another.
- Yes.

Do You Feel That Your Opinion Was Respected?

- Yes.
- Yes, it was much better than my experience at Bath Institution. I was not treated as a child in this program.
- Yes.
- Yes
- Yes
- Yes.
- Yes.
- Yes.
- Yes.

If a Friend Was Interested in Taking the Program, What Would You Tell Her About It?

- Anything you want to know about drugs, you will find out from first hand experiences from women who've experienced them. Their stories will make you want to stay away from drugs.
- I would tell her to take it. It is interesting and fun.
- It's a great program. Go for it! Even girls with passes come back to be in the class!
- It was a good program. Take it.
- It's very good. Educational. Go ahead. You'll love it.

- It will open your eyes about drugs. The talking is good.
- It was good for me.
- A good program. Comfortable. You're able to open up.
- What I learned. You can express your feelings.
- If she used drugs I would convince her to go to the program, she would get alot out of it.
- It's worth it to learn. To help overcome addictions.
- If you really want to change your lifestyle, I would suggest the program, if they really want to change and stop.

Who Do You Think Should Take This Program?

- Anyone who wants information on drugs
- You don't need to be an addict or a user to take the program
- Anyone could benefit from the group.
- Importers could learn about the harm they cause, and addicts should take it. Some staff too, could use it.
- Everyone, even if you're not in for drugs or alcohol, because it's about life.
- Anybody
- Everybody. The group is all about women.
- Anyone who is in for drug charges, or is addicted. Women with low self-esteem.
- People that have problems with drugs and alcohol.
- There should be a different group for importers, because they never went through what the rest of us have. You gotta be able to understand what it's like to be six feet under. I felt okay about them being there but think they should be in another program.
- It's suitable to everyone. Everyone gets something out of it. The addicts know what it can do to them. They are more conscious of it now and want to get out of drugs.
- Anyone who thinks they've got a problem with substance abuse. Anybody who wants to overcome addiction.

- Can combine traffickers and importers too. Because they wouldn't do it if they knew how it affected people.

How Does The Program Fit With Other Programs You've Taken?

- First rate
- This is one of the better ones
- I haven't taken any others here.
- Almost the same as others. Not really any different.
- Good.
- Like the Sacred Tree Group : alot of sitting and talking.
- Was the first program I've taken in here.
- Like the E. Fry group, except there's more about alcohol in this group.
- It confirmed what I already took in an intensive 28 day treatment.

If You Could Design a Substance Abuse Education Program, What Would You Do the Same?

- Bring somebody in to talk about AIDS
- Open group discussions
- Touch on every kind of drug, including prescription drugs
- I would do it very similar to Kate.
- We bore really easy, so we have to keep busy.
- Everyone should be allowed to have their point of view
- Show movies that are real life.
- Be open and flexible like Kate.
- Do the same.
- Show videos
- Do the same. It is all wonderful. Teaching alot of things.
- Have people sitting together in a circle. Bring in flyers and poems. Lots of discussion.

- Films and discussions.
- Getting to know yourself better instead of hiding.
- Outside speakers.
- Hearing about the experiences and feelings of others.
- Using the cassettes.
- I'd do it all the same.

What Would you Do Differently?

- Nothing
- Nothing. I have found other programs offensive, but there was nothing offensive in this program. In another program, I was set into a flashback by a film we had to see, then I had nightmares all the time. But this program was respectful.
- Make it longer.
- Nothing
- Nothing
- Have more speakers come in. Have ex-inmates come and talk.
- I would include a book to work on, like the Sacred Tree. Include projects and homework. Assignments for yourself, to know yourself better.
- Nothing
- Nothing

What Would the Ideal Substance Abuse Education Program Look Like?
--

- Take students to a drug rehabilitation center, so they can see first hand what addicts go through
- Seating arrangements would be in a circle.
- Take students to pediatric wards of hospitals, to see AIDS babies and addicted babies.

- Lots of discussion
- Lots of speakers who know what they're talking about.
- Hearing from somebody who has made it, to give use hope.
- It's difficult doing it in prison, because it's easier serving your time high.
- Make it four months, easily. Make it more than about drugs, include what to do when we're out - how to stay away from drugs on the outside.
- Put signs up around the room, like in AA. Hold it in different places, like in the chapel or out in the yard in the summer.
- How to get help when on the outside, once released. I don't know what's out there. Need a place to go: somewhere to go, to have some support on the outside. The experience in half-way houses is really negative.
- Groups. Discussion. Getting to know yourself and why you use.
- The same as what we had.
- Intensive clinics, programs just for addicts.

Do You Think the Program Gave You a Better Understanding of Women and Substance Abuse? If so, in What Ways? Why or Why Not?

- Yes, because you heard alot of personal experiences. It is not something I would want anyone to go through. Women use because of stress and problems - thinking they will go away with drugs - but they don't. They end up worse off. Never let yourself get into it.
- Yes, I understand what we lose - self -esteem and confidence. Drugs give you the illusion you're getting these things, but you're really losing them. It helped me to make connections between my own use and others. It was easy to think that I was different, but I'm not.
- Yes. My father was an alcohol, but I didn't see how that related to me and my drugs before.
- If you want to live, you need to take care of yourself.
- How it relates to my anger and to my rough childhood.
- Yes. Women use drugs out of frustration, to relax them and when they stop thinking. Drugs isn't the answer.

- Yes. A lot of women feel low about themselves, they don't love themselves enough and try to get away from everything by using drugs. They feel they don't fit in, but they have to fit in so they think drugs will make them feel better.
- To hide who I am, the way I feel. I drink because I want to forget. To hide, so people can't see through me, so I can talk in front of people. There are all kinds of reasons. But, there are other things you can do instead: you can talk to people and you don't have to forget. You can do all kinds of things like get involved and talk to someone.
- Before, I never knew that women used drugs to forget abuse
- Friends can pressure you to take drugs.
- It's up to you. If you want to use, you will; if not, you won't.
- Lack of self-esteem. To hide. To escape sexual and physical abuse - to forget it. To try and deal with everyday living.

Do You Think The Program Will Help You To Abstain From Substances? If So, How? If Not, Why Not?

- I am not a user, but the program is only five weeks long. I don't think it will impact on someone once they're released. You need much more time than five weeks. But, the program is educational, not rehabilitative. The course will not make a woman say "no." If you want to attain that goal, the course should be longer. If you want to focus on rehabilitation, take part of the institution and make it separate - an intensive drug unit. But this course was very, very educational. I think people like me, who aren't users benefit the most from a program like this - and I'll know what to tell my kids.
- No. No program can do this. It's a personal decision.
- I'm not worried about that. I'll go to N.A.
- Yes. I'll think about what it does to my health, my liver.
- I'm not a user, but I think it will help others.
- If they want to it can. They would see the positives of life without drugs and see the risks of AIDS.

- You still have to work! It is a lifetime commitment to stay out. But you have to do something or you'll end up back in prison or die. You need to be with other people.
- I don't think it will help to stop right away. But it helped me. I'm more wise now.
- I decided to abstain before the program, and it reinforced my ideas.

What, if anything, would you like to see in place as follow-up to this program?

- A bit longer
- More of the same and tours of hospitals, rehabilitation centers: to see the hurt and pain first hand.
- A relapse program. Something like Grant House in Toronto.
- It's really difficult in the half-way house, when everyone's using.
- Nothing
- Nothing
- More like this.
- A support program upon release. More understanding from staff - they should take training in drug education.
- Go to meetings. Have an AA hotline, something to help right away. AA downstairs and in the community. Need 2-3 meetings of AA per week instead of one meeting.
- A group for P.C.'s, because they need to talk too.
- The group to meet following this. To hear struggles with abstaining. Support group sessions.

How did you Feel About Working in a Group?

- I worked very well with others. I'm a good listener. The group brings everyone closer together. I never knew any of these women before, but I'm feeling a bond with them now.
- Confidentiality is an issue, and I don't know how to deal with it here. We discuss it in class, but it's difficult.

- I normally don't like groups, but I'm getting past that with this group. We bonded well. Kate pulled alot of things together for us. A good sense of humor helped to keep things light. This group helped to get me through many days in here.
- Great. Easy. Interesting.
- The group worked O.K.
- Good. I liked the group. Everyone could say what was on their mind, and it helped to understand others.
- Good. Comfortable and safe.
- It was good and comfortable. I usually don't open up, but I opened up. I said what I had to say. I felt comfortable in this group.
- It's good to hear what other inmates have to say. It's good to have someone like yourself to talk to. To share experiences.
- Gossip is difficult, but this group worked. I think because Kate said that whatever we say in the group is confidential, it stays inside the group. We had a group upstairs that was alot of gossip.
- Okay. It's difficult to get around trust and confidentiality - which really can't happen in prison. Alot of surface things are discussed, women are really careful about saying personal things in here. It's like a cobweb - things you say will stick with you. Anybody in prison has lost alot of trust, and you can't just walk in and develop trust in a group.

If you were putting this interview together, are there any questions you would delete or add? How would you do it differently?

- No.
- No.
- No.
- No.
- No.
- No.

- No
- No.
- No

Is There Anything Else You Would Like to Tell Me About the Substance Abuse Education Program?

- I think that it could help others who have problems with drugs.
- Keep Kate here.
- I learned to be more tolerant
- I liked the group.
- Before I was promised money on drug deals, but now I see how it kills.
- I liked Kate. She is down-to-earth. She relates to the women, and that's important. She is layed back and not strict. I would go back.
- No.
- People should know about it and go to it.
- Everyone has a turn to talk, and we talk about alot of things.
- Speakers are excellent.
- Booklets to share are good.
- It's alot of work.
- I was in for importing, but now that I'm aware, I probably won't do it again because it's not worth it and it takes peoples lives.
- It was very good, but a few in the group really aggravated me.
- They tested Kate, to see how she'd react to their behaviour. She did a really good job.

**PARTICIPANT EVALUATION OF
WOMEN WHO ARE SURVIVORS OF
SEXUAL ASSAULT**

STAFF TRAINING COURSE

FACILITATOR: LADA TAMARACK

PARTICIPANT EVALUATION OF WOMEN WHO ARE SURVIVORS OF SEXUAL ASSAULT STAFF TRAINING COURSE

November 9 & 16, 1992

Will you please take a few minutes to complete this form? Your feedback will assist in developing future staff training courses. This form will be collected at the end of the course.

COURSE CONTENT

How would you rate the content of each of the following course topics?
Please circle your answer.

	Excellent			Poor		
Historical Perspectives on Violence Against Women	5	4.2	4	3	2	1
Myths and Facts About Incest	5	4.6	4	3	2	1
Types of Incest	5	4.3	4	3	2	1
Realities of Rape	5	4.3	4	3	2	1
Ritualistic and Satanic/Cult Abuse	5	4.2	4	3	2	1
Long and Short Term Effects	5	4.2	4	3	2	1
The Process of Healing	5		4	3	2	1
Healing While Incarcerated - Specific Problems	5		4	3	2	1
Do's and Dont's	5	4.2	4	3	2	1
Resources in P4W	5		4	3	2	1
Group Counselling/Individual Counselling	5	4.1	4	3	2	1
Topics of Discussion	5	4.4	4	3	2	1
Effective Coordination of Services	5		4	3	2	1
Problem Solving	5		4	3	2	1
Resources in the Community	5		4	3.5	3	2
Bibliography	5	4.3	4	3	2	1

How would you rate the following with regard to course content?

	Excellent			Poor		
Overall Program Content	5	4.5	4	3	2	1
Usefulness of the Information	5	4.5	4	3	2	1
The Relevance of the Course to Your Job	5	4.6	4	3	2	1
The Balance Between Lecture and Discussion	5	4.4	4	3	2	1

Are there any topics you think should be taken out?

Yes No **11**

If yes, which topics _____

Are there any topics you think should be added?

Yes **5** No **3**

If yes, which topics? _____

FACILITATION

How would you rate the facilitator on the following?

	Excellent			Poor		
Prepared	5	4.9	4	3	2	1
Organized	5	4.8	4	3	2	1
Interesting	5	4.5	4	3	2	1
Informed	5	4.8	4	3	2	1
Effective	5	4.6	4	3	2	1

Was the facilitator sensitive to the needs of participants?

Yes **11** No

Comments: _____

GENERAL

What were you hoping to get out of the course? _____

To what extent were your expectations fulfilled? Please check off one of the following?

All of my expectations were fulfilled 1

Most of my expectations were fulfilled 2

Some of my expectations were fulfilled 1

None of my expectations were fulfilled

Would you recommend this course?

Yes 11 No

Comments: _____

ADDITIONAL

Do you have any suggestions on how this course can be improved?

What kind of staff courses would you like to see, if any, as a follow-up to this course?

Are there any other courses you would like to see available for staff training ?

Please add any other comments about this course: _____

Thank you for taking the time to fill out this questionnaire

**PARTICIPANT EVALUATION OF
WOMEN WHO ARE SURVIVORS OF SEXUAL ASSAULT
STAFF TRAINING COURSE
November 9 & 16, 1992**

DESCRIPTIVE RESPONSES

Are there any topics you think should be added?

Yes 5 No 3

If yes, which topics?

- how the children act towards their mothers being in prison & relating to her problems (incest, etc). Because some mother's say how hard it is not to see their kids to be able to make them understand what she has gone through.
- The more the better. Anger control should be talked about. Also how staff can interact with inmates.
- Anger control
- More with husband's sexually abusing wives.
- Handout and list of community services available to ex-inmates. IE: therapists/resources which specialize in treating women who are incarcerated.

Was the facilitator sensitive to the needs of participants?

Yes 11 No

Comments:

- Tamarack has a way of creating an environment that encourages people to speak and she is very supportive.
- But some biases were present and clear.
- You were very good in your answering.
- Always. I think Lada Tamarack is one of the best speakers/lecturers/most informed people employed by CSC. She is a very sensitive, caring person who makes me feel that she is accessible and that one can approach her if needed.
- Wanted to hear more.
- Explained things not understood.
- Very receptive to comments - which invited further discussion rather than putting people on the defensive.

What were you hoping to get out of the course?

- Information re. how to work with survivors of sexual assault in P4W & an opportunity to interact with other staff.
- More understanding of inmate's problems and being able to be more aware in certain situations.
- Awareness
- More information, and I did. You can always learn more.
- I was previously informed that Lada's lectures were unique and informative. I would add valuable for persons in our professions.
- Better understanding
- More understanding of inmate's needs - also being a survivor myself it gave me a better understanding of how and why I feel.
- Knowledge of sexual abuse - make me more aware.
- Refresher
- How to apply information regarding effects of abuse within the prison setting

Would you recommend this course?

Yes 11 No Comments:

- Most definitely. Should be required by all staff.
- Absolutely
- To most P4W staff.

Do you have any suggestions on how this course can be improved?

- Small group work - with staff and contract people, to discuss how to address issues/problems, that would help increase the understanding of each others' work.
- More than two days.
- Maybe visual aids - such as overhead/tapes of people actually talking about their abuse. IE. Phil Donahue.
- More information.
- The staff college to provide better classroom facilities.

What kind of staff courses would you like to see, if any, as a follow-up to this course?

- A follow-up half day to continue discussion.
- On the progress some inmate's make.
- Anger control.
- Anger control, why people hurt themselves:slashing/hanging
- More listening/counselling skills.
- Dealing with anger.

Are there any other courses you would like to see available for staff training ?

- Human relations development re. communication anger, problem solving, etc.
- Peer support.
- Anger control, why people hurt themselves.
- Anger control. IE. the courses that inmates take, cognitive skills,etc. We should have to take to understand more.

Please add any other comments about this course:

- I'm glad it was offered and that I was able to take it as a contract person. Special thanks to Tamarack for doing a great job.
- Thanks Lada - may see you soon!
- Good work. Opened my eyes!
- Explained well and helped me to understand a little better about our inmates.

**EVALUATION OF
THE PEER SUPPORT TEAM**

BY: SHOSHANA POLLACK

EVALUATION OF THE PEER SUPPORT TEAM

BY: SHOSHANA POLLACK

Excerpted From: Pollack, Shoshana (1993). **Opening the Window on a Very Dark Day: A Program Evaluation of the Peer Support Team at the Kingston Prison for Women.** Unpublished Master Thesis, School of Social Work, Carleton University, Ottawa, Ontario.

Abstract

This brief report is composed of excerpts from an evaluation of the Peer Support Team at the Kingston Prison for Women conducted in late 1992 and early 1993. The evaluation was undertaken by the Shoshana Pollack as part of her Masters thesis in social work at Carleton University. Twelve women trained as peer counsellors were interviewed about their experiences with the Peer Support Team. A survey was distributed to the prison population to assess frequency of service use and to obtain recommendations for program improvement. Interview results suggest that group training based upon principles of feminist counselling and empowerment is useful in building group cohesiveness and participant self-confidence. Survey results indicate that the PST, although used by less than half the prisoners, is a highly valued service.

This report includes a brief discussion of the main findings and recommendations. For further information, the reader is advised to refer to the original thesis.

DISCUSSION

This study evaluated the effectiveness of the Peer Support Team at Prison for Women. Four primary research questions were explored in order to determine: (1) if prisoners in the general P4W population were profiting from the PST; (2) if the training session was in fact meeting its goals of helping participants cultivate their counselling skills and gain a fresh perspective on women's lives; (3) if trust and group cohesiveness was established among peer counsellors; and (4) how racial and cultural issues figured into the PST program. Interviews were conducted with women who had volunteered for and been accepted on the Peer Support Team. They can not, therefore, be assumed to represent the perspectives of the entire prison population. Future qualitative research is needed involving prisoners who have received peer counselling in order to supplement the peer counsellor's evaluation of the program. In addition, there is so little literature detailing participant-evaluated prison programs that comparability to similar and contrasting programs is also limited. Of the existing literature, however, there is some indication that the PST's approach to learning and support during the training, the validation of the concept of peer support, and the adoption of a feminist analysis of violence and oppression in women's lives, has been found effective elsewhere.

The results of the survey indicated that the majority (81%) of respondents valued the existence of the program even if they had never used a peer counsellor in a crisis situation. Of the 53 survey respondents 13 did not feel comfortable using the service themselves because of concerns for confidentiality. The peer counsellors themselves said that during the PST training they learned counselling skills, established trust within the group context, and experienced positive changes in their self-concept and in their perceptions of others. Participants said that they appreciated the ethnic and racial diversity of the group participants and that hearing women of colour speak of their own experiences helped them achieve a better understanding of racial oppression. Non-white peer counsellors said that they share a common cultural background with the majority of women that asked to see them for counselling. The results of the study suggest that the concept of peer support and the approach to program training have important theoretical implications for mental health services in prisons for women. The PST poses a challenge to conventional attitudes about female offenders and offers, in its philosophy and structure, an alternative paradigm for prison programming.

How female offenders and their crimes are understood inevitably influences the type of prison programming provided for them. The PST co-ordinators view many of the emotional and psychological needs of women prisoners within the context of their experiences as women. Specifically, an understanding of the psychological effects of violence against women and child abuse guides both the PST training program and the individual counselling provided by the Psychology Department. Central to the peer counselling program is the recognition that survivors of childhood abuse have been robbed of their power at a very early age and that, in order to cope with painful experiences, they may "embrace values that ease their frustration, that give them a sense of power" (Pinderhughes, 1983: 333).

With the exception of the Family Violence Program at Bedford Hills, which has not yet been formally evaluated or documented, there are few programs specifically designed to help female prisoners heal from sexual and physical assault. The same approach to helping women confront their experiences and current problems adopted by the PST has, however, been advocated in several recent reports. Deschepper (1989) asserts that therapeutic programming in prisons for women should reflect an awareness of the traumatic effects caused by experiences of violence. She further suggests that prison services be modeled on community programs for female survivors of violence, because of the potential that these groups have to "strengthen the common bonds between all

disadvantaged women in society at large" (Deschepper, 1989: 31).

In contrast to traditional models of therapy that define psychological health as the capability to suppress affect, to be autonomous and self-reliant, and to be oriented towards individual achievement (Ferguson, 1984), the PST program emphasizes relationship and interdependence. Peer counsellors said that by inviting activist women into the training sessions and by offering the participants a space to learn from and about each other, they felt a strengthened connection to one another. Often, the peer counsellors spoke of finding voice and a sense of autonomy through this connection. During the last decade feminist psychologists have highlighted the Eurocentric and sexist bias inherent in the medical model of psychological health and its essential inapplicability to women's emotional growth and development (Surrey, 1991). Carol Gilligan and her colleagues have found that it is through women's relationships with others that they flourish emotionally and discover personal independence. Gilligan writes that "women's experiences of connectedness to others leads to enlarged conceptions of self, morality, and visions of relationships" (Gilligan, in Surrey, 1991: 52) and Janet Surrey writes about what she refers to as "the self-in-relation." The self-in-relation refers to the recognition that "for women, the primary experience of self is relational, that is, the self is organized and developed in the context of important relationships" (Surrey: 52). This concept was illustrated by the peer counsellors who felt that by "getting involved with others" they were able to secure a sense of autonomy, self-worth and empowerment. Feeling connected to other prisoners, to the Correctional Staff, and to the Psychology Department, helped to increase self-esteem and self-growth. The relationships they established and the women to which they were exposed, provided "exceptional role models" of strong women and healthy relationships, and helped to reinforce the common experiences of women. Furthermore, strengthening the connections between the outside community and female prisoners can be even more fruitful, as the peer counsellors recommended, if programs include "role models" who are ex-prisoners and/or ex-addicts. Doing so would enable current prisoners to feel a deeper affinity with these women and may better address their present concerns.

Although a woman-centred perspective towards healing is adopted by the peer counsellors and the mental health staff, it is clear that imprisonment compounds the issue of recovery. Peer counsellors spoke of the arbitrary enforcement of prison rules, the power imbalance between prisoner and keeper, and the pervasive threat of danger

as elements that replicate the dynamics of the abusive relationship. The prisoners at P4W are some of the most seriously damaged women in Canada (McLean, 1991) and incarceration inevitably intensifies any pre-existing psychological and/or emotional difficulties. Peer counsellors said that the most prevalent problems confronting prisoners were feelings of powerlessness and extreme anxiety, feelings that often brought back memories of abuse. The peer intervention was important because the team members worked to provide the distressed prisoner with options in an environment where few resources for coping are available. (Jan Heney speculated that self-injury is common even among prisoners who were not regular slashers before incarceration because the sense of powerlessness is so high and options for coping so few). Peer counsellors said that trying to contain anxiety by helping the woman restore a sense of personal efficacy and control, is the primary goal during crisis intervention.

V: RECOMMENDATIONS

Peer counsellors offered five main suggestions for improving the strength of the PST program. Many of these recommendations also reflect their thoughts on strategies for improving other kinds of prison and community programming that would better meet the emotional and mental health needs of female offenders.

Recommendation I: Longer Training Session

The most common suggestion for improving the PST was to extend the length of the training session. Currently, training workshops are held twice weekly for three hours each. The training session extends for six weeks. Women who requested that the training be extended felt that they did not always have sufficient time to assimilate the intense and sometimes overwhelming information. "It's a lot to go through in a short period of time. It's a lot to take in...some of the topics, there is more about that particular topic, especially when you hear people talking." In order to address this problem, women suggested that the program facilitators comb through the training agenda and "make adjustments depending on the topic. Sit down and decide if this topic needs to be longer, or maybe we don't need to spend so much time on this topic."

Most women commented on the benefits of group discussion during the PST training session. However, because of time restrictions and the fact that group facilitators need to present certain material, it is not always possible for all trainees to have a chance to speak. One woman remarked that for those prisoners whose "personalities...are quiet"

vying for speaking time can be a challenge. "The world is made up of loud people, quiet people, medium people. But always the loud ones get heard." Other women suggested that the training be extended simply because they found comfort in the group and wanted to continue group meetings. "You get to the point where that's what you live for...that's where you feel comfortable, that's where you get your stuff done...when it ended, nobody wanted it to end!" One peer counsellor proposed that the length of training be extended to "eight or ten" weeks to compensate for some of these problems.

Recommendation II: Information About the Existence of the PST

Several women commented on the inaccessibility of information regarding the peer counselling team. Originally, an elected PST chairperson would inform all newly arrived prisoners about the peer counselling program. Currently, however, there is no PST orientation and prisoners must rely upon word of mouth to find out about the service. One peer counsellor said that being introduced to a PST member when she first arrived at the prison would have helped to assuage fears about incarceration at P4W. Disconcerting rumours tend to circulate around provincial prisons regarding who and what federally sentenced women will encounter at P4W -the "big house."

I remember coming from 'the West' [Toronto West Detention Centre] and crying all the way on the bus. 'Cause, to me, you're leaving that whole world behind and...this is my new world, this whole prison here...if I had another inmate that was a peer come and speak to me...and let me throw some questions at this person, as opposed to what I heard the last few weeks in the Metro West...

Women also felt that "more advertising" like "posters to be up all the time around the institution" would also improve the accessibility of the program.

Recommendation III: Correctional Staff in the PST Training

The recommendation to involve Correctional Officers in the PST training has already been implemented but several peer counsellors emphasized the importance of continuing this practice. ("I think one of the most interesting things is bringing the Correctional Officers into it."). A common reason for wanting to include Security staff in the training was a feeling that the experience improves the guard's attitude towards

and interaction with, the prisoners. Michelle remarked:

I know [a guard] was in the first training session...you see if you watch her, her whole attitude about how she treats women [is much different] than some of the other people who haven't taken the training.

Prisoners reported witnessing a positive change in how guards who participated in training interacted with the prisoners on their living unit and contributed this change to the opportunity for the officers to witness their humanity in a group setting. A PST graduate commented that these guards come to understand "that we are human beings first, before we're prisoners." Renee advised that "they should aim for every training session, when possible, to get one or two staff...involved. 'Cause the more [staff] you have going through the training session, sooner or later, it's going to spread."

Recommendation IV: Community Involvement

The peer counsellors emphasized an appreciation for community involvement in the PST training workshops and proposed that other prison programs invite in guest speakers. Some team members, though, felt that they would have been more "inspired" had ex-offenders and ex-addicts also be invited to speak of their experiences of "making it" on the outside. Some felt that they would be better able to identify with someone who had actually experienced incarceration and/or was a recovered drug addict. "I'm not saying you have to know what a broken arm feels like to fix it, but if you've had a broken arm you certainly can understand the pain."

Women also felt that inviting ex-prisoners or ex-addicts to present training workshops would help strengthen their ties with the outside community and to people with whom they share more in common than they do with "professionals." It was also suggested that ex-PST members be invited back to "talk about what day parole is like, talk about what it's like out there if you have a drug problem...what kind of counselling...what

it's like to look for a job." In this regard, one peer counsellor proposed that group members "have a little more say in who comes in."

Recommendation V: PST On the Outside

Many women expressed the need for a formal peer support team to be established for women once they leave P4W. They felt it would be helpful as a support group for the peer counsellors as well as a valuable service for newly released women.

You have women who are coming out who have spent seven years of their life on the inside and she's coming out and she's by herself. It is scary!...have a Peer Support Team out here with women to say, 'I know what you're going through, I've been there.'

Informal peer support continues on the outside, particularly in the half-way house where "we are forever keeping each other up, supporting each other...we wouldn't still be out here if we weren't." The pressures of release can be extreme and several women spoke of difficulties coping with the amount of therapy sessions, half-way house meetings, job interviews, and academic classes, that many are required to attend. One peer counsellor described her initial release period as "suffocating." "When I first came out I had all this stuff I had to do...I was going nuts!...I was ready to go back to prison...the pressure was just unreal!" One of the contributing difficulties for parolees is a stipulation in their parole conditions called the "non-association clause." This clause prevents women from associating with people who either have, or are suspected of having, a criminal record. In many cases, people with whom they are prohibited to associate are the very people who supported them through their prison sentence. The non-association stipulation sometimes forces women to carry on "clandestine" meetings in order to continue the friendships and support that recently paroled women often need. Women felt that a formally sanctioned Peer Support Team on the outside would provide a valuable post-release support. One ex-prisoner told me, "you write a [funding] proposal,...get the money, and we'll do the work."

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PRELIMINARY EVALUATION

OF THE PRISON FOR WOMEN'S
WOMEN AND FRAUD GROUP

BY:
JILL ATKINSON
HEATHER MCLEAN

Report on the Prison for Women's Women and Fraud Group

**Jill Atkinson and
Heather McLean**

INTRODUCTION

This is a brief report on a group program for female fraud offenders offered at the Psychology Department at the Prison for Women. This report is based on findings from the first three such groups, conducted between August 1991 and October 1992. The impetus for such a program came in part from the women themselves, who complained that their needs were not being met by regular psychology services. Most of these women did not pose any institutional difficulties, and did not have high crisis intervention needs, and hence were not getting individual intervention. In addition, available group programs such as anger control, substance abuse, cognitive skills, and educational or vocational training, while designed to meet the needs of many offenders, are not appropriate for these women who are more likely to be educated, drug-free, socially skilled, stably employed, and of average to above average intelligence (Zietz, 1981; Atkinson & McLean, 1992). Unfortunately, these women pose a significant problem in that their fraud is typically chronic and results in multiple incarcerations. The costliest of the property crimes, fraud is also the fastest growing category of offending in Canada for both men and women. Women, while receiving only 17% of all charges in Canada, account for 27% of all fraud charges (Statistics Canada, 1992). Given the unique needs of fraud offenders and their growing numbers, a group of limited duration was chosen as the most cost effective intervention given the limitations of available resources.

Clinical assessments of these women indicated somewhat different features than other federally incarcerated women. A model of the historic/familial development of chronic fraud was developed, as well as the current functional relationships that maintained the behaviour. A curriculum was developed for the group program, based on principles used in relapse prevention programs for addictions, using the tenets and process guidelines of feminist therapy. The models of feminist therapy used with women in conflict with the law needed to be expanded to incorporate many of these women's histories, in that many had not been abused by men, but virtually all had experienced abuse by their mothers. A fuller description of the curriculum, model, homework assignments, groups objectives, etc. is available (Atkinson and McLean, 1992, unpublished manuscript).

PROGRAM PARAMETERS

Three groups were conducted at approximately 6 month intervals. The total number of women who began the group was 19, with 6, 8 and 5 women in each group. One woman did not complete the group because of an untimely transfer, and thus 18 women completed the group. the initial group was planned as 8 sessions but was expanded to 9, and subsequent groups were composed of 10 sessions, each of 2 hours duration. The women signed consent forms at the beginning of the group for use of pre- and post-test data for research purposes. Each woman was also informed that they would be discretely contacted 6 and 12 months after the group was completed for follow-up information, but that they could decline to participate if they wished.

ASSESSMENT INSTRUMENTS

A number of psychometric measures were completed by the women prior to the group and again upon completion of the group. The instruments used consistently across all three groups included:

The Interpersonal Behavior Survey: The IBS (Mauger & Adkinson, 1980) samples subclasses of assertive behaviours and is useful in outcome evaluation as it was designed to measure change.

The Parental Bonding Instrument: The PBI (Parker, Tupling & Brown, 1979) was designed to measure parental care and overprotection in childhood.

Subjective Rating of Likelihood to Reoffend: Using a 7 point scale, participants were asked to rate the likelihood that they would reoffend.

Background Information: A number of demographic variables including age, race, number of offences, educational attainment, marital status, etc. were collected.

Program Evaluation Questionnaire: This questionnaire provides consumer ratings of the group's curriculum, leadership and relevance.

HYPOTHESIS:

1. It was hypothesized that female fraud offenders would be from families (particularly mothers) that were characterized by low warmth/care and high control on the Parental Bonding Instrument in comparison to community norms.

2. It was hypothesized that the women would be lower in assertion, and particularly relationship skills as measured by the Interpersonal Behavior Survey (IBS) than comparative norms for women. No elevations were expected on the aggression scales of the IBS, therefore no hypotheses were generated.

3. It was hypothesized that the women would evidence an improvement in assertion and relationship skills, and a decrease in subjective likelihood to reoffend scores.

LONGITUDINAL FOLLOW-UP INFORMATION

The women are being contacted at 6 and 12 months following completion of the group. Information on reoffending is being noted, and group comparisons of women who reoffend versus those who do not will be made as sufficient numbers allow. If and when recidivism data for female offenders, by offence, becomes available, comparisons of recidivism rates could be made for women who were in the group versus those who were not.

PRELIMINARY RESULTS

Results of three fraud groups are mixed. Reliable treatment gains found in group one are not evident in subsequent groups. None of the pre-, post-or change measures discriminated between recidivists and non-recidivists at 6 and 12 months post-release. This is likely due to the nature of the measures which were general and not directly related to group content. Future group evaluations will employ specific tests of knowledge acquisition (such as those currently used in evaluating the efficacy of release planning programs for alcoholics and sex offenders).

Unfortunately we cannot determine whether our recidivism rates are different than those for untreated fraud offenders as these data are unavailable.

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