



*Peter Hyne, Volunteer District Assistant Chief of the Nanaimo Fire Department, took this spectacular shot on April 17 during live fire training of adjunct Fire Academy faculty in Nanaimo. They were training in the assembly and use of the propane cannon. The huge fireball was created when unusually warm weather caused the pressure in the cannon to increase. See story, page 4.*

## Excellence Committee seeks core values

by Phil Crosby-Jones

The most important task facing the Excellence Committee is its responsibility for the development of a set of "core values" common to all Academies and Divisions at the JI. This set of principles will let everyone know what we at the JI stand for. It will serve as a road map towards excellence for each of us in both our work and our relationships with one another, our clients, students and the public at large.

For such "core values" to be truly representative of the JI requires a sense of ownership by all who work here. To that end, each Academy and Division has been asked to conduct a "brainstorming" session to identify its own "core values." These values will then be subject to synthesis by the Excellence Committee in order to generate a common set of core values for the JI.

Derek White, Paramedic

Academy, has already conducted a workshop with members of that Academy. The core values generated at that workshop have been operationalized within the Academy and, according to Paramedic Instructor, Ernie Gaudet, are a source of renewed pride, awareness and commitment by faculty and staff towards the promotion of excellence.

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## Police Academy hosts "less than lethal force" workshop

Several months ago, a coroner's report recommended that, "the Justice Institute with another appropriate agency research alternatives to the use of deadly force by police, including the study of impact weapons, capicum and other non-lethal agents."

In April, the Police Academy hosted a workshop sponsored by the BC Police Commission which showcased weapons designed to be effective without inflicting the degree of damage inflicted by some of the weapons currently in use.

Three "use-of-force" instructors from the United States demonstrated a side-handle baton that can be used either in defence or as a baton, and a new chemical spray that can stun an attacker. Corrections officers Paul Erickson (an Instructor with the Corrections Academy) and Gord Racette, Cst. Joel Johnston of the Vancouver Police, and Vancouver *Province* reporter Greg Middleton volunteered to help test the chemical spray called "Cap-Stun." Their obvious discomfort gave participants a preview of its effectiveness.

In addition to BC police officers from all ranks and departments, and representatives from Corrections and Court Services, visitors from a number of other agencies across Canada who are involved in the use of force attended the workshop. □

**Successful participants from the Nisga'a show off their certificates from the Front Line Training for Residential Settings program. The Nisga'a operate several group homes in New Aiyansh (north of Terrace). The homes are used as facilities for the community's children while they attend school during the week. The front line training program offers participants the opportunity to learn basic skills in the areas of written and verbal communication, conflict management and stress management. Marg Huber, Amanda White and Elaine Stoll, the instructors in the program, were warmly welcomed by the community and enjoyed the enthusiasm and commitment to learning that they experienced with the group in New Aiyansh.**

## Excellence Committee...continued from page 1



Photo: Tad Dick

**The Excellence Committee Plus One.**

**Front row (l to r): Phil Crosby-Jones (Chair), Sandra Rice, Tracey Mydonick, Jim Bond. Back row (l to r): Larry Goble, Debbie Watts, Ernie Gaudet, Peter Pershick.**

Other emerging roles for the Excellence Committee include:  
JI Ombudsman

The committee could operate in a facilitation capacity to help staff or students who felt that they were unable to accomplish an objective through regular channels, or were unclear about where to bring their concerns. This would be a way for the committee to offer its services to support the core values established for the JI.

**Orientation to the JI**

Another area where the committee could be useful is the orientation process to the JI. Several members noted that they were not aware that a new orientation package is available; it is not always being used by all the academies/ divisions. The committee has agreed to support the process by contact-

ing new staff members within the first month of arrival to ensure they have been properly oriented. To help facilitate this process, Debbie Watts has agreed to send each committee member an orientation package for review.

President Larry Goble, who attended the last committee meeting, suggested that the primary focus for the committee should be a role where staff are recognized for their continued exceptional performance within the JI. He suggested also that the committee explore methods for acknowledging the performance of JI students and that the Board be involved in excellence recognition.

*Phil Crosby-Jones, Director of the Police Academy, chairs the Excellence Committee. □*



Photo: Elaine Stoll

## New member appointed to JI Board

The Honourable Bruce Strachan, former Minister for Advanced Education, Training and Technology, recently announced the appointment of Dr. Gerard McKenzie to the Board of the Justice Institute of BC. In his letter to Dr. McKenzie, the Minister emphasized that "the role of the Board in the leadership and governance of our universities, colleges and institutes is integral to the success of our post secondary system. In agreeing to serve on the Board, you will be performing a valuable service to your community and the Province."

Dr. McKenzie received his pre-medical and medical school education from the University of British Columbia. He graduated from medical school in 1977, served his internship at the Ottawa Civil Hospital, and residences at the Vancouver General, Shaughnessy, Royal Columbian, Children's and acute care hospitals in the Vancouver area. Dr. McKenzie presently is a consultant orthopaedic surgeon at the Prince George Regional Hospital where he has held a number of positions since joining them in 1985.

On hearing of Dr. McKenzie's appointment, Chairman Bob Stewart immediately wrote, welcoming him to the JI Board and stating, "we look forward to you joining us and assisting us in our efforts to provide leadership and guidance to the Institute in the years to come." President Larry Goble also welcomed Dr. McKenzie: as an individual who has a lot to contribute, as a member of the medical community, and as a resident of a region of the province that has not previously been represented on our Board. □

### On staff

**Paul Dampier** has resigned his position as Program Director, Educational Services Division, to accept a position as Registrar and Director of Educational Support Services with Northern Lights College in Dawson Creek. Northern Lights College has nine campuses and learning centres serving 13 northern communities. Paul will be responsible for co-ordinating and facilitating the efforts of College staff across the region in the areas of registration, libraries, marketing, community relations, student

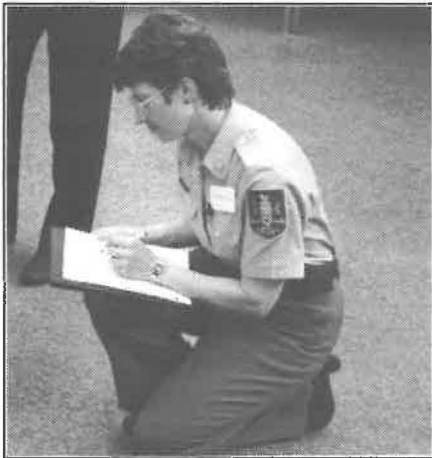
records, financial aid, daycare centres, bookstores, international education, and student council liaison.

**Pati Alain** is assisting in the Library on a part time basis while **Lydia Stewart** is on sick leave. Lydia is expected to be away for approximately two months.

Still with the Library ... **Diane Nation** resigned her position as Library Assistant effective the end of February. Diane wants to spend more time at home with her daughter, Katherine, born last September.

**Cindy Teather**, who held  
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## JI Student Profile



Why do people take Justice Institute courses? Generally, our students take those courses that will get them ahead in their own area of justice and public safety. When a deputy sheriff graduates from Justice Institute courses, for example, we know that she is involved with the Courts Academy. But when this same deputy sheriff also graduates from courses sponsored by the Fire Academy and the Paramedic Academy, we know that she is a committed student.

Marion Harvey is Deputy Sheriff II and a supervisor in North Vancouver. She has lost

count of the JI courses she has taken, but she has recently completed Fire Safety at Work, First Responder, Performance Planning and Review, Management Skills, Labour Relations, Panel Chairperson, and Coaching Skills (instructional techniques) — and these are just the courses that she remembers. Marion will take courses to help her perform her job better, and because of her dedication her management has been extremely supportive of her requests. If management is not able to sponsor her, Marion will probably take the course on her own. She often finds out about the courses from the Extension Programs course calendar.

Marion is the second person to complete Fire Safety at Work, a course designed for non fire service personnel. She chose to take this course while on secondment because it gave her background to co-ordinate a fire plan for use within court buildings in Vancouver, North Vancouver, Squamish, Sechelt, Richmond and Delta. Now, when courts personnel are travelling throughout these areas, they know that they have a generic fire safety plan. □



# Fire Academy goes boom

by Jackie Goodwin

Live fire training is unpredictable and dangerous. In order to make live fire training more controlled and therefore relatively safer, the Fire Academy uses a propane cannon and a propane tree. If you have been in Blake Hall when fire "simulations" are under way you may have noticed the windows rattle. The word *simulation* is used loosely here, because there is nothing simulated about the fire. The fireball rises 60 feet into the air and throws intense heat. (In future, this fire training will take place primarily at the BC Safety Centre burn site in Maple Ridge.)

In order to provide students with the experience of live fire, the Fire Academy employed a Hollywood special effects technician, Gary Paller. He designed a system adapted from the movie industry and trained Fire Academy faculty in its proper operation.

Besides instructor and fire fighter safety, the Academy had to consider environmental protection. We needed a fuel that would not pollute land, groundwater or air. Noise pollution is also an environmental issue, but noise is as important as flames and heat in creating a realistic scenario. Propane was chosen as a fuel because it produces flames and heat but provides a clean burn with minimal effects on the environment.

Mechanically, the cannon is a closed cylinder with a valve that opens electronically. The propane gas is under pressure in tanks. When the valve opens, the propane gas rushes forward to an ignition source (a pilot light), creating a fire ball or explosion.

The propane tree is a series of tubes with vents for the gas to escape. It acts as a large torch. For really large explosions the cannon is fired through the tree while the tree is used as a giant pilot light.

Because the cannon is fired



Paul Smith (left) and Gary Paller discuss propane live fire training.

remotely and the gas can be shut off at any time, the instructor has control over the extent of explosion and the intensity of fire.

Fire fighting is dangerous work and it can be life threatening to learn the skills on the job. Tools such as the tree and cannon pro-

vide an opportunity to train with live fire but to introduce predictability and control while maintaining a regard for the environment.

Jackie Goodwin is a Coordinator/Instructor in Fire Academy. □

## Conflict Resolution Certificate Program offered in satellite locations

Extension Programs' Conflict Resolution Certificate Program is expanding to six locations outside the Vancouver area. Courses will be held this fall in Kelowna, Whitehorse, Victoria, Fort St. John, Quesnel, and Tacoma, Washington. Courtenay and Nelson have also expressed an interest in running the program and are currently exploring interest in their communities.

In Tacoma, the program will be offered through Tacoma College;

courses in Victoria will be available through co-sponsorship with Camosun College; in Kelowna, the program is co-sponsored with Okanagan College; and Yukon College co-sponsors the Whitehorse program.

This popular certificate program was created to meet the needs of a wide range of professionals for increased skill and knowledge in dealing with conflict in their work environments. It is the only program of its kind in Canada. □

# Social Committee scores success with Tacky Pub Night



*Betsy and Bitsy — otherwise known as Dennette Retel (l) and Robyn Towle.*

Well, *Tacky* is what we asked for, and *Tacky* is what you delivered - in spades, helmets, ties, earrings and assorted tack-drag. And to those who chose to turn up in their work clothes... that was extremely tacky, so you definitely contributed to the spirit of the evening!

Bitsy and Betsy, by far the brunettest and blondest bartenders this side of the CAF base, and Muffy (aka Sabrina) jump-started the whole tacky affair by dispensing tickets, name tags and suds. They were even able to pawn off the San Miguel - for which there was zero demand. Very tacky but a most impressive coup d'état. Brava, Bits and Bets!

The Seriously Sincere Segment of an otherwise tasteless evening was hosted by Phil Crosby-Jones, who applauded Ed Illi and dished Keith Hutchinson for the various "accomplishments" achieved during their secondments to the Police Academy, and by the urbane Bob Hull who fired off a volley of live thanks (and blank looks) on behalf of the retiring (but not shy) John Waddington - the JI's own Guy Fawkes. Their contributions to the JI and their respective fields have left a

measurable dent in our memories.

Those merry pranksters from the infernal Fire Academy stole the evening - and all the expensive prizes - with their creative, none-too-subtle ensembles. Winners - decided by the most cat-calls and boos - were Anne Langdon (Hot), Dennis Leigh (Elvis) and Pat Abercrombie (Olga).

They were all in their everyday wear. We were especially transported by Elvis' tie. Congratulations on your coup de feu!

Special thanks are extended to our MC for the evening, the suavely-Tacky Tad from Extenuating Circumstance Programs, for his brave attempts to be heard above the roar of the (tacky) crowd of revellers.

The Social Committee thanks



*Pat Abercrombie (Olga the Athlete) was one of the big winners.*

you for your moral and monetary support - and warns that it will be back to pester you. Don't forget the JI Barbecue and All-Party Election Campaign on (new date) Friday, June 14th. Be there, and bring your flanks, chops, br...ts and other body parts with you. More details to follow.

P.S.<sup>1</sup> The 50/50 winner was Norm Matheson from Paramedic Academy. Norm! Come and pick up your winnings, or else we'll...

P.S.<sup>2</sup> Montages of Pub Night photos will be posted in the Lawrence and Blake Hall Staff Lounges real soon. Beware! □



*MC Tad Dick is head, shoulders and thumb above Fire Academy's Tacky Pub Night contestants (l - r) Irwin DeVries, Dennette Retel, Carlos Rockhill and Anne Langdon. Pat Ross (background) seems amused by their antics.*

## • • • NOTES & NOTICES • • •

**The Justice Institute  
of B.C.  
is dedicated to  
improving the  
quality of justice  
and public safety  
by developing  
and delivering  
training programs  
and offering  
educational services  
to professionals  
and  
the public.**

*The JI News* is produced nine times a year to keep staff up-to-date with what's going on at the JI.

If you have suggestions or comments, please contact Patricia McNeill in Extension Programs (222-7229).

Justice Institute of B.C., 4180 West 4th Avenue, Vancouver, B.C. V6R 4J9 (228-9771).

Deadline for submissions is the 15th of every month — except July, August and December when the newsletter is not published.

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### **Women make up almost half of the 50th police recruit class**

Monday, April 22nd marked the commencement of the 50th recruit class at the Police Academy. By recent standards this is a small class of 16, but in terms of its make-up it represents a breakthrough in gender balancing: 44% of the 50th recruit class are female Constables. Whether this heralds a trend or is merely an aberration remains to be seen. In any event, it is a refreshing and encouraging sign that a determined effort is being made by police recruiting staff to increase the representation of women in policing.

### **Wanted - Hockey Players**

A group of individuals at the Justice Institute who do not consider themselves as "Old Time"

hockey players, are looking for any players within the Justice Institute who would like to form a team and play once in a while against another team whose members probably consider themselves as "Old Time" hockey players.

If you would like to play an occasional game of hockey, have fun, and still be able to make it to work the next day, call Peter Pershick, local 231; Bob Walker, local 206; or Paul Pershick, local 297.

### **Now you can bike to work**

The fresh air and exercise devotees among us will be pleased to learn that, just in time for the biking season, the JI is installing bike racks. The first rack has been located outside portable #14 near Blake Hall. Another rack is on order and will be placed outside Lawrence Hall. □

### *Spotlight... continued from page 3*

temporary positions in Extension Programs and Courts Academy for several months last fall, is assisting in the Registration Office. She replaces **Brenda Adam** who resigned the position at the end of March to return to Edmonton.

### **Recognition**

Media Centre Technician **Curt**

**Hunter's** second independent film is premiering in the JI's Blake Hall theatre on May 9. Titled **Deadline**, the film is described as "taking us into new dimensions in the darkness of man ..." where Hunter "... plays with our Psyches with disturbing scenes of split personality, time warp, conspiracy and - Murder!" The show starts at 7:30. □

### **Upcoming 1991 Social Events**

Month		Activity
May	23:	50/50 Draw
June	14:	Annual Barbecue featuring <ul style="list-style-type: none"> <li>• the Texas Mickey Draw</li> <li>• June 50/50 Draw</li> <li>• other surprising events</li> </ul>

**Winner of the April 50/50 Draw: Norm Matheson, Paramedic Academy**

We'll keep you posted on further events.....

*Your Social Committee*

