

## 800 attend conference managed by Interdisciplinary Studies

by Robin Bentley

*The knowledge I gained from the workshops and from the men and women I met who give unselfishly to others is invaluable.*

**Justice: Extending the Vision,** A National Conference on Victimization and Recovery was held March 2 - 5, 1992 at the Victoria Conference Centre. It brought together women and men from First Nations and visible minority organizations; from police departments; from victim service programs; from the legal, social service and health professions; from community agencies; and from government ministries. The Justice Institute took on the role of conference management under the leadership of Shelley Rivkin, a Program Director in Interdisciplinary Studies.

*...to you and the others who worked so long and hard in making the conference a reality, I shall be forever grateful.*

Justice Institute staff Kerry Gruber, Kate Walker, Robin Bentley and Patricia McNeill, worked alongside Shelley and a corps of volunteers on-site to facilitate the requests and desires of the more

than 800 participants, presenters, moderators and VIPs. Support from Interdisciplinary Studies staff Lori Ovens, Jude Laird, Margaret James and others at the JI during the two-year planning stage was invaluable to the successful outcome of the conference.

*continued page 6*



Photo: Patricia McNeill

Left to right: Robin Bentley, Shelley Rivkin, Kate Walker

## Corrections/Security Worker Employment Readiness Program

*...Corrections Academy initiates bold, new program*

by Murray Finlay

On April 6, 1992, with the commencement of the Corrections/Security Worker Employment Readiness Program at the University College of the Cariboo, Kamloops, the Corrections Academy took another significant step in the Academy's *Training in the '90s* initiative. The Employment Readiness Program is directed to-

ward individuals interested in pursuing a career in the corrections, security or public safety field. Twenty-four carefully screened applicants will attend eight scheduled offerings of the program at various locations in the province during 1992/93. Corrections Academy instructors

*continued on page 2*

## Employment Readiness Program...cont'd from page 1

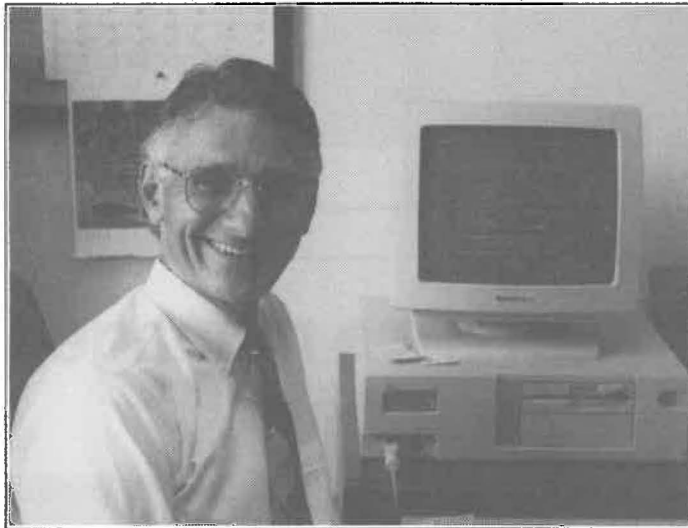
provide the training, and on successful completion of the 20-day program participants will have acquired skills valued by a range of employers including provincial and federal corrections, private security agencies, and contractors operating residential attendance programs for adolescent and adult offenders.

In Kamloops, the Corrections Academy has established a co-sponsor protocol agreement with the University College of the Cariboo. A similar partnership has been formed with the Langley College of Trade and Commerce, with the first Employment Readiness program in Langley scheduled to begin September 14.

The Corrections Academy will offer the training independently at locations such as Prince George and Victoria, where co-sponsorship agreements with other educational institutions are not currently established.

In advance of each of the offerings, an extensive public awareness program will be implemented in order to introduce the training program to the widest possible cross section of potential participants. All of the information highlights this as an equal opportunity program, encouraging women, visible minority groups and First Nations people to apply.

This bold and exciting initiative is not the first experience that the Corrections Academy has had with the employment readiness concept. In 1988, again in cooperation with Cariboo College, Kamloops, the Academy piloted a highly successful employment readiness program which resulted in 85% of the 21 graduates obtaining employment, 15 of whom were employed by BC Corrections.



Murray Finlay

Photo: Patricia McNeill

These impressive figures indicate that the program will satisfy the security officer hiring requirements of a major employer of the program graduates. One of the key benefits to the Corrections Branch is, of course, that the Branch will be hiring employment ready staff, thereby drastically reducing the costs of basic, up-front training.

As a post-secondary training program, the Corrections/Security Worker Employment Readiness Program is revenue-generating with participants paying a program fee; however, the most significant and positive aspect of the initiative revolves around the Corrections Branch's potential cost savings in the basic

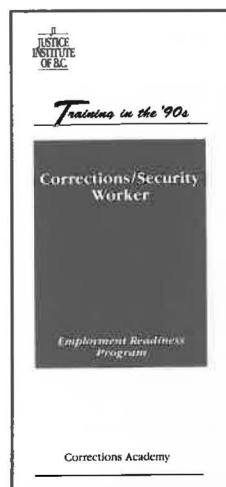
training area. For 1992/93, the projected savings represents \$500,000, and, given the continuing commitment of the Branch's senior managers to a dynamic, high-quality training and staff development program, the beneficiaries of these cost efficiencies will be Corrections Branch staff. The Corrections Branch Management Committee is retaining all of the projected savings within its training program, thereby increasing their ability to expand training, particularly in the

area of advanced training for line staff and managers.

The Corrections Academy's *Training in the '90s* initiative is an exciting venture that guarantees improved use of valuable training resources. Based on the employment readiness concept, the initiative builds the efficiencies back into the Corrections Branch training program through the second part of the overall initiative, the establishment of regional training plans. Given approval from the Corrections Branch, those plans are already in the implementation stage and include the half million dollars in projected additional training resources that will be realized through employment readiness.

The final step in the *Training in the '90s* initiative formulated by Dave Bahr, Corrections Academy Director, is the design of an employment readiness training model for community-based justice system personnel such as probation officers. This model will be completed over the next few months for presentation to the Corrections Branch Management Committee and Justice Institute administration.

Murray Finlay has been coordinating Corrections Academy's Employment Readiness Program (see note in Spotlight, page 3). □



## On staff...

### Changes

**Donna MacLean**, Vancouver Region Analyst with Corrections Branch, has been seconded to the Corrections Academy for a ten-month period starting May 18. Donna will coordinate the Academy's new Employment Readiness Program. She replaces **Murray Finlay**, who returns to Logan Lake as Director of the High Valley Youth

Open Custody Centre.

**Kim Davidson** has been hired to assist JI academies and divisions on an "as needed" basis. For the past several weeks she has been filling in at Blake Hall switchboard while **Mary Watson** was on leave.

### Recognition

A video directed by **Will Mah** of the JI's Media Centre, and produced for the Police Academy, has won the International Television Association's Silver Birch Award.

The award (which has been described as similar to a silver medal in the Olympics) was presented at a 'Gala' held in Toronto on February 22 of this year.

The video, *When to Call Ident*, shows police officers how to preserve evidence and demonstrates how the identification section does its work.

Large and small private production companies, as well as government agencies from across Canada, submitted programs for judging in the video festival. □

# First Nations Advisory's update

by *Flora MacLeod*

Contract renewal has been confirmed for continuation of the JI First Nations Advisor position for the coming year. Grace Adams will give priority to establishing the JI First Nations advisory com-

mittee. The committee will advise the JI on programming, protocol, cross-cultural awareness and the identification of issues relevant to the educational needs of First Nations learners.

## Fire Academy has new Deputy Director

James E. Bond has been promoted to Deputy Director of the Fire Academy. Jim has served as a Program Coordinator/Developer for the Academy, and has developed a number of special, hands-on programs and several workbooks in Incident Command.

His educational background includes a Master of Public Education, a Master of Arts - Department of Educational Administration, a Faculty of Education Professional Certificate, and a Bachelor of Arts, all from the University of British Columbia.

Jim's areas of expertise include: Needs Analysis, Job Analysis, Policy Analysis, Program Design, Program Supervision, Pro-



Photo: Media Centre

gram Evaluation, Instruction and Public Address, Writing, and Research Design and Application.

Jim replaces Irwin DeVries who left the Fire Academy to become head of the Courts Academy at the Justice Institute. □

In the past month, Grace has travelled to Victoria, Merritt and Mission in her role as JI representative to First Nations communities. She has visited the Saanich Tribal School Career Fair, the Nicola Valley Tribal Council regarding the proposed aboriginal minimum security facility, and the BC Regional District Native Fire Chief's Conference in Mission.

In May, Grace will travel to the second annual Career Fair at the College of New Caledonia in Prince George, and the Regional Fire Fighter's Competition in Masset. Her itinerary varies and Grace plans to regularly notify JI staff by memo of her travel plans so that she can be informed if any academy or division is already active in that community.

The 17 First Nations Education Advisors appointed to colleges and institutes in BC will meet in Kamloops in June to review the program and share information on First Nations learners and their needs.

*Flora MacLeod is a Program Director in Interdisciplinary Studies.* □



# 'Core Values' reflect

# Jl's 'spirit and essence'

A year ago, the JI's Excellence Committee appealed to all academies and divisions to identify and submit their 'Core Values' to the Committee for synthesis.

Over the ensuing months, the Excellence Committee reviewed group and individual submissions

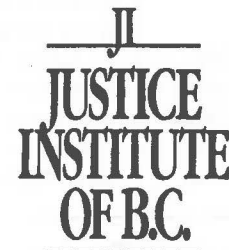
and incorporated them into a set of fundamental principles which were circulated throughout the JI for feedback and refinement. The result is a set of core values that the Committee feels truly reflect the spirit and essence of our organization.

The core values that JI staff helped to create and shape were received by the JI Board and are published here for your endorsement and support.

The next step will be to determine the most appropriate manner in which to display the core

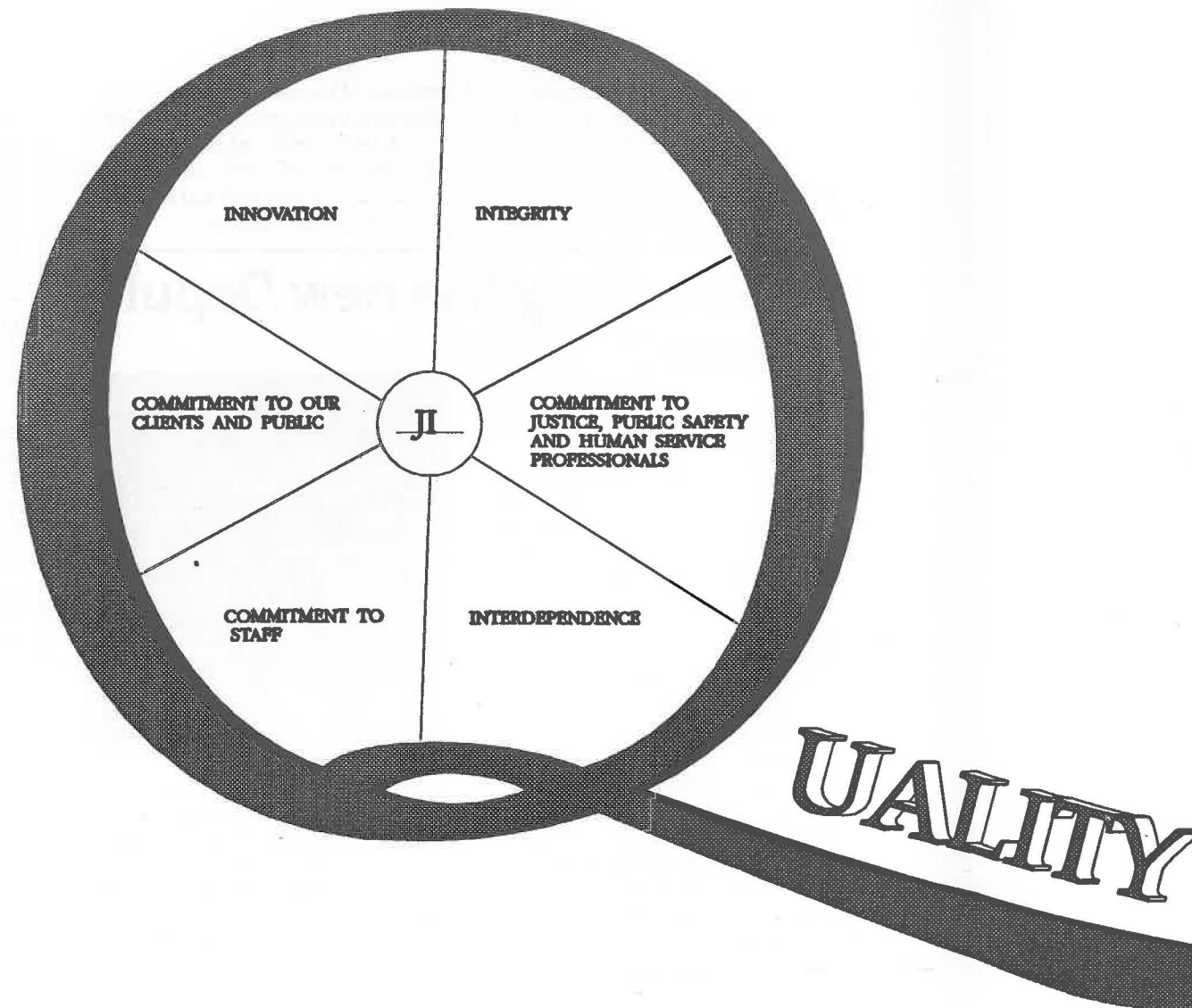
values so that they become a constant reminder and integral element of our daily commitment to quality service.

The committee welcomes your ideas.



## MISSION STATEMENT:

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



THESE CORE VALUES SUPPORT OUR MISSION STATEMENT.

## QUALITY

### COMMITMENT TO JUSTICE, PUBLIC SAFETY AND HUMAN SERVICE PROFESSIONALS

The Justice Institute recognizes the ethnic, physical and geographic diversity of those we serve and train, and will strive always to respect their values, views and achievements, and to provide courteous, friendly and efficient service.

### COMMITMENT TO STAFF

The Justice Institute believes that human resources are the key to a successful organization. We commit to the support of our staff through provision of a thorough orientation, leadership by example, recognition of achievement, opportunities for staff development, and the encouragement of open communication throughout the organization. We support ethnic diversity, staff autonomy and initiative by ensuring a friendly, safe, helpful and humanistic environment.

### INTEGRITY

The Justice Institute is committed to provide the highest standard in service delivery, professional ethics and confidentiality. This is reflected in the loyalty given by Justice Institute staff to clientele, and pride shown in quality products. This professional image projected by staff also demonstrates concern for human rights, justice, safety and the protection of the environment.

### INNOVATION

The Justice Institute is a dynamic organization. As leaders in the field of justice, public safety and human service education, we explore new technologies and innovations in teaching. We seek continued partnerships with a wide range of organizations and agencies, and other educators. We emphasize practical, innovative, accessible and portable ideas, programs and products to meet the needs of our clientele.

### COMMITMENT TO CLIENTS AND PUBLIC

The Justice Institute recognizes the responsibility to provide knowledge and understanding of justice, public safety and human service issues to our clients and the public through interdisciplinary training and educational opportunities.

### INTERDEPENDENCE

The Justice Institute is a unique organization committed to supporting the identity of each academy and division. The Justice Institute encourages cooperative efforts among the academies and divisions, and coordinates and integrates the training and services offered.

## Interdisciplinary Studies Conference...cont'd from page 1

*My head is spinning, ideas are swirling around, I am energized and I feel empowered. I am certain that my future work will be more effective than before. I credit this conference for renewing my confidence and giving me greater trust and confidence in others.*

Sixty-five workshops in eight workshop streams, daily keynote speakers, film premieres, and optional activities were designed to motivate, inspire and challenge the participants over the four days. Both internationally-known and regionally-respected presenters provided their views on current realities and contributed encouraging visions for the future of the victims' movement.

*I have attended a lot of Conferences in my day and this had to be the best I have experienced in terms of enthusiasm, leadership and organization.*

The final evaluation of the conference is currently being com-



Photo: Patricia McNeill

**Tad Dick (right) makes another sweatshirt deal while Curt Hunter and Pat Ross examine the merchandise. The sweatshirt sales were used to raise money for the Justice: Extending the Vision conference.**

pleted, from participant feedback and budgetary standpoints. Both indicate good news. On the whole, delegates were pleased with both organization and content, with an overall wish expressed for annual meetings of the same nature. Budget projections were accurate, and thanks to funders and sponsors, it ap-

pears the conference will break even.

The conference *Justice: Extending the Vision* is over. The work towards the future it envisioned has just begun.

*Robin Bentley is an Administrative Assistant in Interdisciplinary Studies.* □

## Minister taken to the mat during JI visit

by Larry Goble

The Minister of Advanced Education, Training and Technology, Dr. Tom Perry, visited the JI on Monday, March 9th. He asked to meet briefly with members of our

board and senior staff, but also to have the majority of his time available to meet with as many students and staff as possible.

The campus tour provided Dr. Perry an opportunity to sit in on eight different classes that dealt with: ethics affecting residential care managers, how to conduct a police drug bust, understanding native customs and values for police recruits, corrections officers self defence training, paramedic recruit and upgrade training, fire officer management training, and conflict resolution training.

In each class, Dr. Perry had a chance to listen to presentations, enter into question-and-answer sessions, and talk with a number of students and staff.

Highlights of his tour would have to include the lesson he received from Corrections Academy instructor Colleen Vaughan. She



Photo: Jackie Goodwin

quickly demonstrated a self defence move that took the Minister from a standing position to one flat on his stomach, with his arm twisted behind his back and Colleen's knee on his neck.

Many people on the scene felt that it might be timely to begin discussions about an immediate ministry grant increase. But the opportunity was resisted, Colleen released the Minister, and the tour continued on, appropriately, to the Paramedic Academy.

*Larry Goble is President of the Justice Institute.* □

### • Notes & Notices •

#### **PTEC/Fire Academy conduct joint training program**

Fire Academy and PTEC have just conducted a pilot driver training program in Victoria for the Capital Regional District Fire Departments. Instructors for the Emergency Vehicle Operation program were Dan Murphy of the Fire Academy, and Jan Weir, Ross Bentley and Al Lund from PTEC. The success of the program has paved the way for conducting this type of training in other field locations. □

# Police Academy hosts investigative hypnosis course

by Bob Kowan

"I want to go back." Those were Robyn Towle's first words when she was brought back to reality. She had been in a hypnotic state induced by Dr. Mike Webster during the first Investigative Hypnosis course ever offered in Canada.

Dr. Webster developed the course specifically to meet Canadian police needs. Thirteen police polygraph examiners from across Canada were joined by the RCMP artist from Vancouver in attending the course. They were at the Justice Institute to learn how to use hypnosis and how to recognize a hypnotic state.

Through hypnosis, victims and witnesses are able to recall such vital information as the detailed description of persons, vehicles and licence numbers, as well as more personal information, long after the event. To illustrate this, Dr. Webster, a local Hypnotherapist/Psychologist and regular contract instructor to the Police Academy, subjected a willing volunteer from outside the course to hypnosis. Robyn Towle of the Police Academy was the volunteer.

Dr. Webster took Robyn back



to her youth and childhood. As one illustration of the degree of detail people remember under hypnosis, Dr. Webster asked Robyn to sign her name as she had written it at three stages of her life: as a high school grad, a grade six student, and a kindergarten student. As she decelerated through time, Robyn signed her name at each stage with increasing difficulty. She took a painfully long time to print her name in kindergarten.

At first, Robyn was very nervous about being hypnotised in front of these senior police officers, but once she reached a hypnotic state she wasn't even aware of other people in the room.

Through hypnosis, Robyn re-

Grade 12

Elaine

We'll we've been  
best friends for 4 year now  
Love  
Robyn

Grade 6

Robyn

Kindergarten

Robyn

membered many things from her childhood that she hadn't thought of in the last 15 years or so. For example, when she later watched a video of herself under hypnosis, she noticed how her fingers slipped down the pencil as she wrote. She recalled that she used to get in trouble in kindergarten and grade one for holding her pencil too close to the tip.

When Robyn was brought back to reality, she admitted that she had never felt so refreshed and relaxed in her life. She described the experience as one of the most incredible she had ever been through.

Bob Kowan is Program Director, Advanced Programs, in the Police Academy. □

## First aid procedures now in place

It's official, Kathryn Reid's first aid certificate is on the wall!

Recently, the Health and Safety Committee held a "hanging of the shingle" ceremony in the new first aid room for the JJ's first aid attendant. The room is located in the northwest corner of the gym.

If you need assistance, follow these procedures:

**Medical Emergencies:** First DIAL 911. After activating the 911 system, dial 0 to reach the JJ's response team. Tell the switchboard operator the nature of the problem and the location of the patient. The switchboard op-

erator will then contact the JJ's medical response team.

**Non-Emergencies:** Dial 0. In these situations, too, switchboard operators will need to know the nature of the problem and the location of the patient. Switchboard will then contact the JJ's medical response team and, if possible, will phone the patient back with the estimated time of the team's arrival.

If you have any questions about the JJ's new first aid

procedures, contact Lorne Harder at local 122. □



Members of the Health and Safety Committee, Sam Meckbach (l) and Dean Winram (r), pose with Tracy Wheeler (centre l) and Kathryn Reid. Tracy is part of the JJ's Medical Response Team and Kathryn, of course, is the new first aid attendant.

Photo: Bob Walker



# Social Committee Notes



Photo: Sabrina Tong

Sally Pollock

- Karaoke Night at the JI was a success, thanks to the many talented staff from each academy/division, and students of the Corrections and Paramedic academies.

The less talented PEP Academy staff provided an appreciative audience. Requests are pouring in for another Karaoke evening and plans are underway for a repeat performance in the fall.

- The Hawaiian Beach Party Pub Night on April 2 offered a tropical flavour of relaxation. PEP Academy staff were strong winners, with Director Sam Meckbach winning two prizes and Sally Pollock (also of PEP) taking top spot in the Hula Hoop Contest after weeks of practice. Robyn Towle of the Police Academy won the Best Costume with her authentic Hawaiian grass skirt.

- With Lawrence Hall competing against Blake Hall, the Annual Baseball Tournament scheduled for Thursday, May 28, will be a challenge you won't want to miss. If baseball isn't your game, there'll be a barbecue and refreshments for the sociable spectator sports group. Watch for an announcement of starting time for the game.
- Families will want to mark Friday, July 10 on their calendars right now. The Annual JI Barbecue/Picnic is being planned with activities for all — Dunk Tank, Tug of War, Croquet ... just to mention a few. Look for further announcements. □

*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 Interdisciplinary Studies (222-7229).

Justice Institute of B.C., 4180 West 4th Avenue, Vancouver, B.C. V6R 4J5 (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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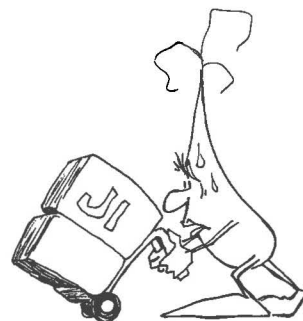
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## JI move update

Following the press conference held February 28th announcing that the Ministry of Advanced Education, Training and Technology was funding a new purpose-built JI facility, and that an agreement for the sale of the 12-acre site at 8th and McBride, to the Justice Institute, had been agreed to by the New Westminster School Board and the City of New Westminster, the following activities have taken place:

March 11: Meeting held with members of the Ministry of Advanced Education Facilities Branch and JI Facilities Committee to discuss the overall planning and construction process. The roles of the following were discussed: project manager, facilities planner, cost consultant, architect and contractor. It was agreed that the first person contracted should be the project manager.

Following the meeting, a list of nine companies who provide project management services was developed. All nine were asked to submit a proposal on



how they would do the job and how much it would cost.

Once all proposals were submitted they were shortlisted to six.

April 22: The members of the JI Board's Facilities Committee interviewed the six firms. After hearing all the proposals and reviewing their written documents, the committee made a decision which they planned to take to the next JI Board meeting for approval.

April 28: Sandy Robertson, Chairman of the JI Facilities Committee, reported to the Board. After some discussion it was moved and seconded that *UMA Spantec Ltd.* be awarded the contract to provide project management services for the new JI building. The motion was approved. □

