

## First class completes community program worker course

*by John Laverock*

The first class of students in the corrections community program worker employment readiness program graduated on October 15 at the Justice Institute. JI President Larry Goble, Board Chair Bob Stewart, and Board members Sandy Robertson and Don Pamplin, as well as invited guests of the graduates, attended the ceremony.

For the 20 graduates, this was the conclusion to an intensive, 15-week program which covered working with adult offenders, working with young offenders, and working with families. Prior to this course, the students also completed a three-week prerequisite course and an extensive screening process. Most of the graduates expect to find full-time employment almost immediately as

Photo: Will Mah



*John Laverock and Larry Goble present a certificate of achievement to Alikhan Alihai. Program Director Paul Pershick is in the background.*

probation officers and family court counsellors.

The second course in this two-year pilot project will begin on January 10, 1994.

*John Laverock is Director of the Corrections Academy. □*

## Board approves new Strategic Plan

*By Larry Goble*

"The JI 1994-96 Strategic Plan will be one of the most important tools in guiding the course of the Justice Institute over the next three years." President Larry Goble expressed this view to the JI Board prior to their review and discussion of the plan at the October 19 Board meeting.

The plan states a vision for the future which addresses the JI's role within the BC post secondary system related to justice and public safety training programs. It also provides an updated mission and goals statement which is backed by the core values that were recently developed by the JI's Excellence Committee.

Eight strategic issues were identified by the JI Strategic Planning Committee after a number of workshops and meetings with JI staff, clients, and students. The issues relate to challenges and opportunities facing the JI over the next three years such as: growth and change, an increasing emphasis on decentralized delivery of courses, a trend toward more pre-employment or

*continued on page 2*

# The changing face of police training

by Phil Crosby-Jones

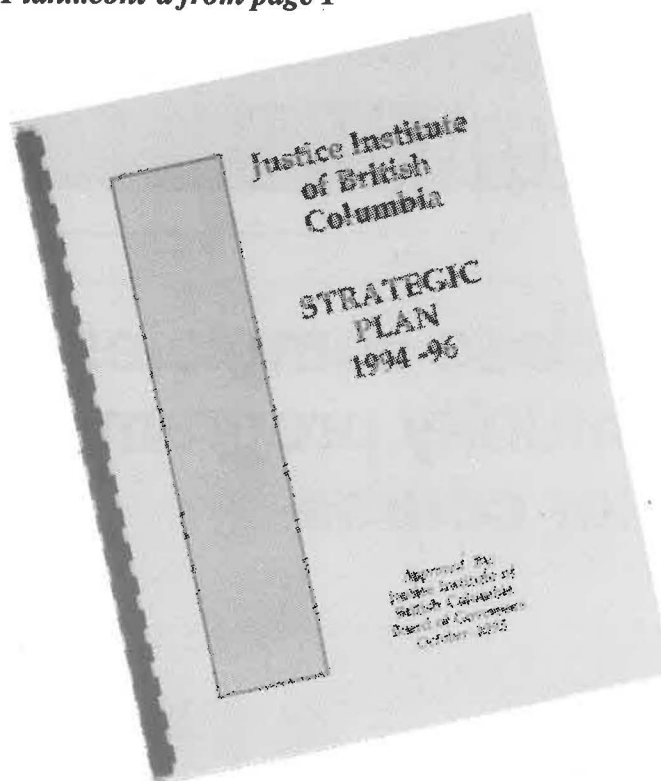
Police have recognized that to be truly effective they must involve the community in the problem-solving process traditionally associated with policing. This movement, generally referred to as community policing, prompted a major review and revision to the way in which police training is delivered.

Throughout the summer, a series of workshops and consultations addressed these changes, which were ushered in with a new recruit class that entered the Academy in September. Recruits will now be taught component tasks in an integrated sequence as they would occur in actual police response to calls for service. This requires earlier emphasis on communication and team building skills, as well as simulated exercises, so that they start thinking about possible problem-solving techniques (problem oriented policing) involving community resources in such issues as youth violence and disorderly conduct.

The new class is particularly well suited for such a change in philosophy as it is the first time that women outnumber men (15 women, 13 men). Later on in their practical field training, members of the new class will be required to complete a work assignment with a social service or community based agency.

*Phil Crosby-Jones is Director of the Police Academy. □*

*Strategic Plan...cont'd from page 1*



employment readiness training programs, more inter-academy collaboration, enhanced management training, greater demands from an expanding group of justice and public safety related client groups, and an increased involvement in applied research.

All this and more is laid out in the Strategic Plan. The goals and actions are organized to focus attention, responsibility, and a target completion date on each identified item.

Members of the JI Strategic Planning Committee will continue as part of a JI team to ensure that the implementation of the plan is monitored and reported back to staff, clients, and students at regular times throughout the year.

Special thanks go to the many individuals and groups who participated in the preparation of the Strategic Plan, including the members of the committee (Maureen Ferreira, representing JI support staff; Sandra Enns, representing program directors and instructional staff; Pat Ross, representing the JI Executive Committee; Irwin Devries and

Roy Uyeno); and David Whetter, our consultant from Cornerstone Planning Group Limited who provided overall co-ordination for the project.

**Note:** If you would like a copy of the JI Strategic Plan 1994-96, phone Sabrina Tong at 222-7245 or pick one up at her office (Room 239, Blake Hall).

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

**Next deadline  
for  
submissions  
to the  
*Ji News*  
is  
January 10,  
1994**

## On staff

### Changes...

**Robert W. Aldcorn** has accepted the position of Deputy Director of the Fire Academy. He will start his new job on November 15. Aldcorn comes to the Academy from the City of Richmond where he had 10 years' experience in organizational development, training, and strategic planning at the managerial level. He has a Master of Science in Organization Development and Bachelor of Philosophy. The executive development program conducted by the Academy is the result of a need he identified a number of years ago.

**Dan Murphy** has accepted the position of Manager of the JI section of the Safety Training Centre in Maple Ridge effective October 18. Murphy was a firefighter with the Vancouver Fire Department for over six years and spent the latter part of this

time at the Fire Academy as a seconded Co-ordinator/Instructor responsible for driver training programs and completion of the Edukit series. In his new position, Murphy's primary duties will involve the operation of the Safety Training Facility as it pertains to the JI Fire Academy. This will include live fire training and other hands-on programs on site. He will continue to be responsible for driver training.

**Mark LaLonde**, a former police officer with the Vancouver Police Department, has been hired to work half time with Interdisciplinary Studies to develop and co-ordinate training related to preventing peer violence. His appointment represents a co-operative venture with the Police Academy, where Mark will also be working.

**Michele Robinson** has rejoined Interdisciplinary Studies staff as a part-time Program Assistant. Michele was most recently with Corrections Academy.

The following people have recently joined Paramedic Academy: **Geoff Kleine-Deters** and **Terry Jessup**, EMA 1 Instructors; **Steve Menchions**, EMA 2 Instructor, Recertification; **Bill Maser**, **Russ Heyland**, **Mike Billingham**, and **Jim Tettamanti**, EMA 2 Instructors, Certification; and **Deborah Cherry**, **Norm Bickle**, and **Darcy Wilson**, Dispatch Instructors.

### Recognition...

In recent BCGEU elections, **Lori Wideski** and **Margot D'souza** were elected shop stewards; Margo D'souza, Lori Wideski, and **Cheryl Redding** were elected to the bargaining committee; and **Debra Dolan** was elected bargaining committee chair.

## Conferences/ Training Events...

**Ross McIntyre**, an Emergency Management Instructor for the PEP Academy, was one of two Canadians who recently took part in a two-week course held at the New Mexico Law Enforcement Academy in Santa Fe. The course was a test for the Incident Command System, a flexible system of managing small to large emergencies and disasters. The 22 participants from around the US and Canada were expected to evaluate the course as they learned.

**Debra Dolan** is representing the JI with the Association of Registrars of the Universities and Colleges of Canada as an associate member. A principal purpose of the Association is to promote communication and exchange of information on admissions, registration, records, and other functions associated with the office of the registrar. □

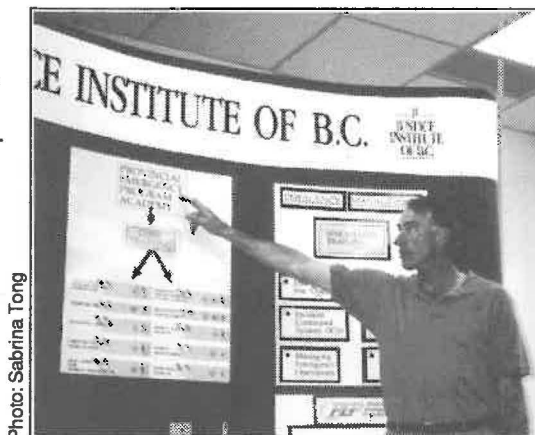
## Justice Institute display available at Media Centre

by April Haddad

The Justice Institute recently purchased a display unit that can be used at conferences, courses, and meetings to promote Justice Institute activities. It contains photographs of training sessions and blocks of print that explain what we do.

The display is stored in two large vinyl cylinders (3 feet tall and 1 foot in diameter), plus a cardboard container of the photos and printed blocks. It is easy to assemble, and can be set up in less than half an hour.

To reserve the display for a special occasion, call



Peter Pershick (PEP Academy) with the new display unit.

the Media Centre at local 3606.

April Haddad is the JI's Librarian. □



# JI Board approves new harassment policy

by Pat Ross

The Justice Institute Board of Governors recently approved a new workplace harassment policy for the JI. The policy, which deals with both personal harassment and sexual harassment, begins with a statement that the Justice Institute, its employees, and the BCGEU recognize the benefit to be derived from a work environment free from harassment and where the conduct and language of employees meet the acceptable social standard of the workplace.

Within the policy, personal harassment is defined as harassment of an individual or individuals on any of the prohibited grounds of discrimination under the Human Rights Act of BC. These include: age, race, sex, national and ethnic origin, colour, religion, disability, marital status, family status, sexual orientation, or conviction of an offence for which a pardon was granted.

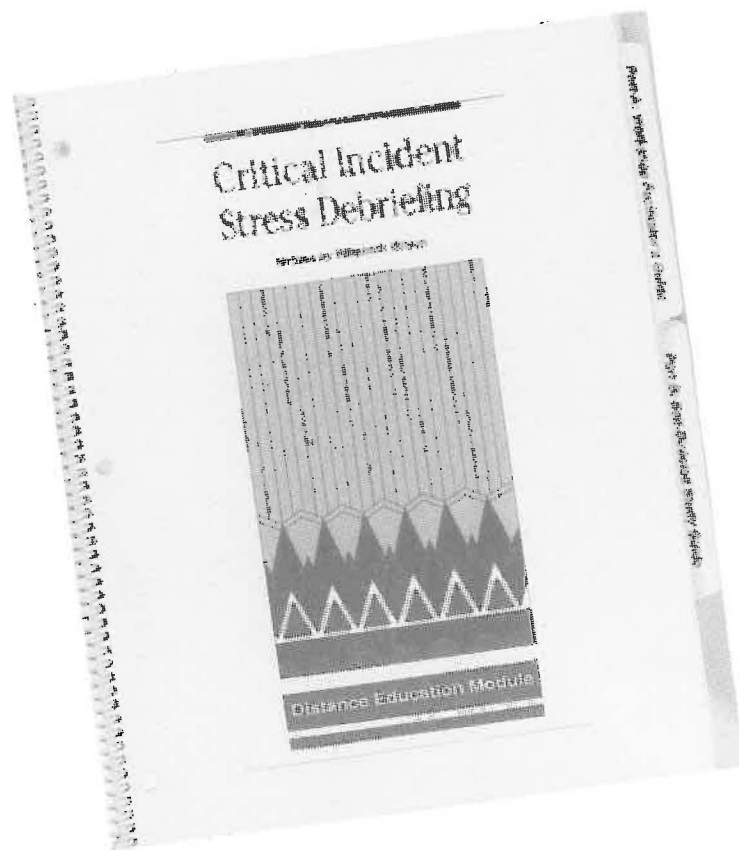
Under the new policy, sexual harassment is defined as unwanted sexual attention, sexual solicitation, or other sexually oriented remarks or behaviour made by a person who knows or ought reasonably to know that such attention or solicitation is unwanted.

The policy includes an option of an informal consultation process involving "advisors" designated by the JI from existing JI staff.

A complete copy of the policy is available from the Bursar's office at the JI.

*Pat Ross is Dean of Educational Services and Interdisciplinary Studies.* □

# Critical Incident Stress Debriefing Module Completed



## Distance Education Module

Interdisciplinary Studies has produced a distance education package designed to assist people in a variety of occupations and organizations to identify critical incident stress (CIS) and the stages and procedures of CIS support.

In addition to those working in emergency response and high-risk occupations, the package will be of interest to people working in:

- helping professions (social workers, mental-health professionals, public health and long term care staff, victim service workers);
- volunteer organizations (Red Cross, ski patrols, searchers, etc.);
- transportation companies;
- parking enforcement divisions;
- banks, and
- many others.

The package consists of:  
A **video** that follows a fictional critical incident and illustrates the stages of critical incident stress support that precede and follow it.

A **workshop facilitator's guide** that will assist the facilitator to conduct a half-day workshop that explains the concepts and rules of critical incident support. The guide includes group exercises based on the written material and the video.

A **self-directed study guide** that explains the concepts and rules of critical incident stress support in detail. It includes a short self-test at each stage.

Price (including GST, shipping, and handling): in B.C. \$60; out-of-province: \$95. To order, call Dennette Retel at 222-7295. □

# First MDFRS\* grad

by Sandra Rice

Photo: Andrew Duncan



**Sandy Johnson, Program Assistant, and Marion Smith, former Program Planner with the certificate program.**

The first graduation for the Management Development for Residential Settings Certificate Program was held on Friday evening, September 24, with 54 graduates and 70 guests attending.

Each graduate received a certificate and a JI pin, and many of the community agencies had made special arrangements for their graduates: some received flowers or corsages; others received small gifts in recognition of their accomplishment. As well, several Executive Directors attended to acknowledge the commitment and effort of their staff in completing the program.

Shelley Rivkin, Program Director, Interdisciplinary Studies, gave the welcoming address and Deputy Ombudsman Brent Parfitt was the keynote speaker. Parfitt reviewed a checklist that the Ombudsman's office has developed to serve as a framework for the systematic, comprehensive review of poten-

tial sources of complaints against a public agency. He encouraged graduates to use this checklist as a guide to ensure fairness within their agencies.

At the reception following the ceremonies, the Aldoria Trio played light classical background music and Menu Setters provided the food. BCBC generously allowed the use of the old South and Southwest rooms for the reception area, and with the help of the decorating committee (Sandy Johnson, Froma Saxe, Sheila MacCallum, Kate Walker, Cindy Bettcher, and Lori Ovens) the rooms were transformed.

Thank you to all the contributors to the success of this graduation: Paul Pershick for the use of the new Corrections furniture; Paul Harris and Bernie Astles for transporting furniture; Library staff; Peter Pershick, and Pat Ross for the assembly of the new JI display unit; Margaret James, Sandy Johnson, and Froma Saxe as part of the hosting crew; Andrew Duncan from Media Centre for taking the graduation photos.

*Sandra Rice is the coordinator of the \*Management Development for Residential Settings Certificate Program. □*



**JI hosts: Froma Saxe, Margaret James, and Sandy Johnson.**

## Courts Academy develops training for enforcement of out-of-province maintenance orders

by Irwin DeVries

When family breakup occurs, it can be particularly difficult to enforce custody and maintenance orders if some parties move out of province or country. The Courts Academy is currently developing a training program for court registry staff in the policies, procedures, and legislation covering extra-provincial enforcement issues.

The program will be a two-day session offered in various court locations around the province. It covers two main topics: Reciprocal Enforcement of Maintenance Orders, and Extra-Provincial Custody and Access. The program design is hands-on, assigning fictional case studies and histories for resolving by small groups of students in the classroom. The program is part of a Court Services Branch initiative known as "Registry Skills" which, under the executive sponsorship of Northern Regional Director William Norton, has initiated such programs as Service Quality, Family Rules, and Orientation, among others.

The instructors are senior court registry staff who receive a train-the-trainer course from the Courts Academy prior to the start of program delivery. A similar model was used last year to deliver the Family Rules training program. It proved to be an effective training model. Program Developer Shannon Melnyk has been contracted by the Courts Academy to design and write the training manuals. Program delivery is scheduled for February and March, 1994.

*Irwin DeVries is Program Director, Courts Academy. □*

Photo: Andrew Duncan

# Vancouver Foundation funds Preventing Peer Youth Violence program

by Shelley Rivkin

In September, Interdisciplinary Studies received funding from the Vancouver Foundation to develop and deliver two "Train the Trainer" workshops to adult and youth representatives from community agencies involved in preventing an increase in peer youth violence.

The purpose of the program is twofold: to provide community representatives with a presentation package that can be used to increase the public's awareness of the issues surrounding peer youth violence, and to provide these representatives with specific skills to conduct community forums on the topic in an interesting and useful fashion.

Community organizations and agencies are being asked to select participants to attend the training who are interested in establishing partnerships between themselves and local youth in order to reduce the growing incidence of peer youth violence. These representatives will then be invited to attend the two-day workshop at the Justice Institute where they will have an opportunity to observe and practise effective presentation and community facilitation skills. Participants will also be given a comprehensive package of materials to assist them to organize workshops in their organizations or in the community. The workshops will be held in February and March, 1994.

Mark LaLonde, who was with the Vancouver Police Department for 12 years and served as a school liaison officer for several years, has joined Interdisciplinary Studies on a half-time basis to co-ordinate this program.

Interdisciplinary Studies is grateful to the Vancouver Foundation for their financial contribu-

tion. The Vancouver Foundation was established 50 years ago by Mr. W.J. VanDusen to create a permanent endowment that would provide funds to a wide range of charitable causes across British Columbia. The Foundation's goals are to encourage and support those charitable organizations best able to carry out the purposes for which the Founda-

tion was established and to provide philanthropic leadership and to create and promote efforts which improve the quality of life in the community. The Vancouver Foundation is governed by a Board of Directors chosen to represent the public interest.

*Shelley Rivkin is a Program Director in Interdisciplinary Studies.* □

## Annual Report available

- During the 1992/93 fiscal year, over 42,000 students registered in almost 1,800 courses, workshops, seminars, and conferences offered by the Justice Institute.
  - The number of student training days totaled 146,000, an increase of 14% over 1991/92.
  - Seven new members were added to the Justice Institute Board.
- These are some of the highlights from the 1992/93 Annual Report. If you would like a copy, contact Sabrina Tong at 222-7245. □



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## Notes and Notices

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### Japanese police visit

Thirty-six police officers from the national police agency in Japan are spending nine weeks at UBC on an English immersion training program. The Police Academy's participation in the visit includes a series of lectures on such topics as organized crime and comparative legal systems, a demonstration at the driver training facility, and an opportunity to shoot at the firearms range. Even though they are experts in the martial arts, the Japanese visitors attended the JI to challenge the Police Officers Physical Abilities Test and compare arrest and control techniques.

On the social side, the Police

Academy faculty arranged a round of golf, which most Japanese police officers don't get a chance to play due to cost and accessibility.

### The 'Green Team' has been revived

The Green Team, aka the Environment Committee, is back and here to stay! Members of the Team are: Ann Grant (PEP), Paul Harris (Administration), Laurence Hoffman (Corrections), Sandy Johnson (IDS), Diane Joyal (Police), Shauna Lappin (Corrections), Will Mah (Media), Sherri McLennan (Fire), and Candace Shaw (Library). If you have any suggestions or items that you

would like the committee to address, please forward them, in writing, to one of the team members. Also, please watch for articles from the Green Team on various environmental issues in future editions of the JI News.

### Fire Academy introduces field training program

Fifteen instructors have completed their training and lesson plans for the Fire Academy's field training program, and instruction is about to begin. The program will cover 11 subjects determined by the fire service and based on Edukit topics. To date, 60 fire departments have applied for training under the program. □

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## SOCIAL COMMITTEE EVENTS

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### JI Annual Holiday Dinner/Dance



Saturday, December 11  
Tickets are now on sale  
from your social rep.  
\$25 per person



### Craft Fair

November 30  
10 am - 4 pm



In the Blake Hall student lounge





# Move update: construction of the New Westminster campus is underway

by Barry Hawkins

The \$20.9 million general contract for the JI's new facility was awarded to DGS Construction Company Ltd. on September 10 and construction is now underway. With the start of construction at the New Westminster site, the Justice Institute's visibility within the community has taken a quantum leap.

Work on the site began with clearing of vegetation and stripping of native soils. Once the site was cleared, excavation of the gym and classroom blocks began. Installation of 400 steel pipe piles is the next step, followed by



The JI site

The JI News is produced five 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).

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concrete work for foundations.

The site construction has a recycling program in place. As a first example, the existing asphalt parking areas and roads were ground up on site to gravel-size material which will be used as bedding and backfill for various on-site items. Protection has also been placed around a number of on-site trees in an effort to save them.

Construction will take approximately 16 months, with the official move targeted for January 1995.

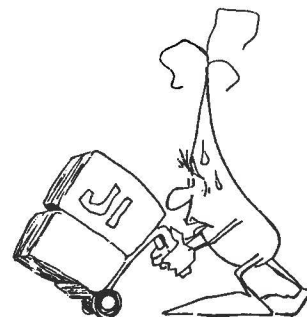
During the last week of September, the project model rendering and other JI information were available for public viewing at the neighbouring Royal Square mall. Response to the new campus was extremely positive.

For trivia buffs some project stats are:

- Campus building area - 15,822 m<sup>2</sup>

- Backfill material required - approximately 9,500 m<sup>3</sup>
- Steel pipe, concrete-filled piles required - 400
- Concrete - 8,900 m<sup>3</sup>
- Masonry - 7,000 m<sup>2</sup>
- Structural steel - 800 tonnes (1,760,000 pounds)
- Asphalt paving - 15,600 m<sup>2</sup>

Barry Hawkins is Project Manager for the JI's new facility. □





# Contracts and Partnerships 1992/93

Through a variety of contracts and other partnership arrangements, the JI developed and delivered programs and services to the following private and public agencies during 1992/93.

## Colleges and Universities

Arctic  
Camosun  
Cariboo  
Douglas  
East Kootenay  
Kwantlan  
New Caledonia  
North Island  
North West  
Northern Lights  
Okanagan  
Selkirk  
University College of the Fraser Valley  
University of British Columbia  
Vancouver Community

## Provincial Government

Ministry of Advanced Education,  
Training and Technology  
Ministry of Attorney General  
Ministry of Environment, Lands  
and Parks  
Ministry of Finance and Corporate  
Relations  
Ministry of Forests  
Ministry of Health  
Ministry of Labour and Consumer  
Services  
Ministry of Social Services  
Ministry of Transportation and Highways  
Ministry of Women's Equality

## Federal Government

Environment Canada  
Health and Welfare Canada  
Indian and Northern Affairs Canada  
Department of National Defense  
Solicitor General Canada

## Municipal Government

City of North Vancouver  
City of Richmond  
City of Vancouver  
Municipality of Whistler

## Hospitals

Ashcroft  
Bella Coola General  
Bulkley Valley District, Smithers  
Burnaby  
Children's, Vancouver  
Chilliwack General  
Cowichan District, Duncan  
Cranbrook Regional  
Creston Valley  
Eagle Ridge, Port Moody  
Enderby Memorial  
Golden and District General

Grace, Vancouver  
G.R. Baker Memorial, Quesnel  
Langley Memorial  
Lions Gate, North Vancouver  
Mills Memorial, Terrace  
Mission Memorial  
MSA General  
Nanaimo Regional General  
Nicola Valley General, Merritt  
Penticton Regional  
Powell River General  
Prince George Regional  
Prince Rupert Regional  
Queen Victoria, Revelstoke  
Richmond General  
Royal Columbian, New Westminster  
Royal Inland, Kamloops  
Saanich Peninsula, Saanichton  
Shuswap Lake General, Salmon Arm  
St. Joseph's, Comox  
St. Mary's, Sechelt  
St. Paul's, Vancouver  
Squamish General  
Summerland General  
Surrey Memorial  
Tofino General  
Trail Regional  
UBC Health Science Centre, Vancouver  
Vernon Jubilee  
Victoria General

## Other

ACT II Society for Children and Youth  
Advanced Education Council of B.C.  
B.C. Ambulance Service  
B.C. Building Corporation  
B.C. Hydro  
B.C./Yukon Society of Transition Houses  
B.C. Systems Corporation  
B.C. Telephone Company  
B.C. Transit  
Brink's Canada Ltd.  
Campbell River Women's Resource  
Centre  
Canada Post Corporation  
Canadian Broadcasting Corporation  
C.N. Police  
C.P. Police  
Canadian Society of Clinical Hypnosis  
Cantel Cellular  
Centre for Curriculum Development  
Dawson Creek School District  
Delta Police Department  
Dupont Canada  
Emergency Mental Health Services  
Family Services of Greater Vancouver  
First Nations Tribal Justice Institute  
Ford Motor Company  
Greater Vancouver Mental Health  
Services  
Highland Valley Copper  
Insurance Corporation of B.C.  
Intersect Children's Services  
Langley Services to the Mentally  
Handicapped

Law Courts Education Society  
Loomis Armoured Car Service Ltd.  
Lotus Club  
Medical Services Plan  
Mission Association for Community  
Living  
Nalco Canada  
Nanaimo School District  
Native Courtworkers and Counsellors  
Association  
New Westminster Community  
Education  
Nlaka Panwx Nation Tribal Council  
North Shore Continuing Education  
North Vancouver Fire Department  
Northern Native Family Services  
Society  
Pacific Armoured Car Ltd.  
Pacific Institute of Traffic Safety  
Penticton and District Community  
Resources  
Ports Canada Police  
ProFormance Advanced Driving  
School  
Province Newspaper  
Provincial Emergency Program  
Provincial Road Test Committee  
RCMP  
Shuswap Family Services  
Society for Children and Youth  
Special Needs Adoptive Parents  
G.F. Strong Rehabilitation Centre  
St. Leonard's Society  
Sunshine Coast Community Services  
Surrey Community Resources  
Toyo Tires, Inc.  
Traffic Injury Research Foundation of  
Canada  
Tribal Police Officers  
Union of B.C. Municipalities  
Vancouver Island Advanced Technology  
Centre  
Vancouver Fire Department  
Vancouver Police Department  
Victoria Fire Department  
Victoria Women's Sexual Assault  
Centre  
West Coast Training Institute  
West Vancouver Police Department  
Western Canadian Feminist Counselling  
Association  
Whistler Medical Clinic  
Workers Compensation Board

## Out-of-Province

Hong Kong Society Emergency  
Medicine and Surgery  
Nova Scotia Department of Community  
Services  
Red Deer College, Alberta  
Tacoma Community College,  
Washington  
Traffic Safety Association of Michigan  
Yukon College  
Yukon Territorial Government ☐