

Justice Institute video wins national award

The Justice Institute of British Columbia has won a top national award for a video that helps social services and emergency response workers cope with the consequences of troubling or violent work-related situations.

The 30-minute video *Critical Incident Stress*, produced by the JI's Media Centre, won the International Television and Video Association's Judges' Choice Award over 57 other entries from across Canada.

"It's an honour for us to be recognized by our peers in the industry," said Bob Walker, Director of the Media Centre. "We were delighted to win the Golden Maple Award in the training category, but it was a complete surprise to receive the Judges' Choice Award for the best video in Canada."

The JI Media Centre produces videos for in-house training of police officers, fire fighters, paramedics, and many outside clients who train other professionals in the fields of justice, public safety, health, and human services. Many JI videos are accompanied by support materials or easy-to-use curricula produced by other JI departments.



Left to right: Bob Walker, Curt Hunter and Will Mah.

Critical incident stress debriefing is a method of supporting workers immediately following traumatic situations such as bank robberies or multi-victim

fires. The video demonstrates the use of this debriefing method and is being used to train counselors, emergency response staff, and frontline workers across Canada.

Sharing the award with Walker are director Curt Hunter, camera operator William Mah, script writer Elizabeth Wilson, and executive producer Shelley Rivkin.

This video has already received top awards from police organizations in both the United States and Canada, and will be marketed in the United States in early fall. □

Photo: Media Centre

Police Academy trains First Nations fisheries guardians

A team of instructors from the Police Academy recently shuttled back and forth to Massett, Queen Charlotte Islands, to conduct training for 24 native fisheries guardians drawn from seven west coast First Nations. The training was a seven-week law enforcement component of a federal fisheries training program provided through a contract with the Haida Nation. The instructors

provided a quality of instruction and personal one-on-one coaching that resulted in a very high level of achievement.

At graduation ceremonies, candidates received joint certification from Department of Fisheries and the Justice Institute Police Academy. Instructors received a standing ovation and ceremonial drum beat as they departed to catch their plane to the mainland. □

New IDS courses "enhance school safety"

"School outing ends in tragedy"

"Two teachers shot by expelled student"

"School rocked by bomb explosion"

by Mark Lalonde

These recent Canadian newspaper headlines leave the impression that high schools in our communities are dangerous places. The new JIBC course *Enhancing School Safety* helps to reassure professional educators that schools are, by and large, safe and secure for staff, students, and parents.

Over the course of two days, *Enhancing School Safety* provides educators with the tools to set a vision for a school community that improves upon the current level of safety. Course participants learn: how to design and conduct a safety audit/risk assessment; verbal strategies for breaking up fights; how to manage intruders; crisis planning and preparation; and how to use the police as a resource.

Terry Waterhouse and Mark Lalonde, the two *Enhancing School Safety* instructors, bring a unique perspective to the issue of school safety. Both are former police school liaison officers. Prior to embarking on careers in policing, Terry taught school in

Kamloops and Mark worked as a group home parent and child care counsellor. Mark works in Interdisciplinary Studies at the JIBC, while Terry continues as a police officer.

Since it was first offered last fall, *Enhancing School Safety* has been presented at over 12 communities, including Duncan, Victoria, Whistler, Penticton, Prince George, Terrace, and Delta. Communities have been as small as the nine school teachers in the remote First Nations community of Kitkatla, and as large as the group of representatives from the Ontario Public School Board's Association in Toronto.

Plans are underway to develop new courses for educators. Topics being considered for offer this fall include an elementary school version of the course, strategies for classroom management, and a course devoted entirely to crisis management in schools.

Mark Lalonde is a Program Planner in Interdisciplinary Studies. □

Bob Hull is new Director of Police Academy



Bob Hull will succeed Phil Crosby-Jones as Director of the JI Police Academy when Phil retires as the end of March 1995.

A panel composed of representatives from Police Services, Ministry of Attorney General; BC Police Commission; BC Federation of Police Chiefs; and BC Federation of Police Officers; together with the President of the Justice Institute, Larry Goble, unanimously selected Bob as the best candidate to replace Phil and provide leadership for the academy in the years to come. □



Photo: Sabrina Tong

Date: Wednesday, February 15, 1995

Place: JIBC Blake Hall East Courtyard

Event: Celebration of the "major" snowfall that crippled the Lower Mainland's commuter network for a day and a half

Subject: Wilbur I. C. Burgg

Artists: (left to right) Dennette Retel and Cheryl Redding, Interdisciplinary Studies; Robyn Towle, Police Academy; Helen Bruins, Corrections Academy

It was a beautiful day for those who braved the elements to report for work at the JI (which was closed for the day). The four artists collaborated with nature and Wilbur was created. Cool!

On Staff

Changes...

Linda Meyers and **Cheryl Rowley** joined the Corrections Academy in September to instruct and co-ordinate the corrections worker employment readiness program and advanced institutional training. Cheryl came to the JI from Holly Youth Open Custody Centre where she worked as a youth supervisor for six years and co-ordinated youth case management for two years. Linda was previously at Burnaby Correctional Centre for Women, where she was a line officer for three years. She was promoted to a shift supervisor position in 1990.

In February, **Allen Wong** was seconded to the Corrections Academy institutional team as an instructor. For the past two years, Al was at Vancouver Pretrial Services Centre. Prior to that, he spent four years at Holly Open Youth Centre.

Steve Sharlow been seconded to the Corrections Academy for a one-year period starting April 1, to work with the community programs. Steve will develop and implement sex offender supervision for probation officers. Prior to coming to the JI, Steve was the director of the East District Specialized Sex Offender Unit.

John Konrad has been seconded to the Corrections Academy for six months to develop the corrections management certification program. His last position was Director of Forensics Services.

Trudy Salt was hired as senior registration representative effective March 8. For the past several years, Trudy has worked for the GVRD Parks Department. In her most recent position as co-ordinator of facility, reservations, program registration, and permits, Trudy was responsible for supervising the bookings and reservations of all regional park facilities and the registration of

the public in the parks programs. The senior registration representative is a new position in the Registration Office.

Renee Nyberg is the JI's new First Nations planner. She replaces **Grace Adams**, who resigned in October to move to Fort Simpson. Renee is a member of the Shuswap First Nation. She has a bachelor of science degree from UBC, with a minor in First Nations studies. Renee has several years' experience as a trainer/facilitator and course developer, and has worked in government ministry settings as well as with First Nations organizations.

Effective February 6, **Mary Smethurst** joined Interdisciplinary Studies as a program assistant. Mary is replacing **Linda Getz**, who is on maternity leave. Mary has been working as a casual employee with various academies for several months. Prior to coming to the Justice Institute, she worked as a communications operator for the RCMP and at Kwantlen College as a secretary and accounts payable clerk.

Meenpal Basi has been hired as the receptionist in Interdisciplinary Studies effective February 20 to July 14. She is replacing **Carolyn Eyres**, who is on temporary assignment as a program assistant in the Centre for Conflict Resolution Training. Carolyn is replacing **Kim Howse** who is on maternity leave. Meenpal has been working as a casual and has worked in the registration office and at the central switchboard.

Maureen Wood is taking **Janet Mensay's** place as library technician for circulation and interlibrary loan while Janet is on maternity leave. Maureen just graduated from the library technician program at the University of the Fraser Valley, and has worked at the College of New Caledonia library and the Prince George public library.

The revolving door created by a secondment model in Police

Academy produces a new crop of instructors each year as terms expire. Recent departures include **Jess Ram**, replaced in traffic and driver training by **Dave Reichert** from the RCMP; **Brad Pellegrin**, replaced by **Paul Ballard** from Vancouver as firearms instructor; **Barry Nickerson** replaced by **Stu Wyatt** from Saanich in legal studies; and **Jordan Taylor**, replaced by **Chris Rattenbury** from Port Moody in physical training.

Catherine (Cathy)

Groenveld joined Paramedic Academy in a part time position as a word processing operator on January 16. Cathy recently moved from Toronto, where she worked at the Toronto Hospital in the Department of Social Work.

Effective February 13, Paramedic Academy also has a new program assistant. **Lisa Arens** is replacing **Val Morris**, who is on temporary assignment in the Corrections Academy. Lisa has several years of related office experience and came to the JI from a furniture distribution company, where she was a receptionist and secretary.

Recognition...

Joey Taylor, program assistant in Professional Health Programs, was asked to speak at her alma mater's professional day on March 16. Joey is a graduate of Capilano College's legal secretary program. She spoke to the graduating class on career opportunities outside of the legal profession, and described her experiences working at the JI.

Announcements

Congratulations to the following new JI moms:

Kim Howse, program assistant in Interdisciplinary Studies. Kim's daughter, Samantha Taline, was born prematurely on

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Major changes underway in registration office

by Flora MacLeod

Increasingly, the Registration Office is involved in the planning, development, and implementation of new programs at the JI. The specialized registration needs of pre-employment training, for example, has prompted the Registration Office to adapt procedures and expand its services. In addition, registration staff have been challenged to cope with unpredictable numbers of applicants.

Registration supervisor, Debra Dolan, recently visited the Fire

and Safety Training Centre at Maple Ridge to work with managers and program assistants to transfer registration operations to the central registration office as of April 1. She is also working with the Ministry of Attorney General, Security Programs, to plan the integration of the JI registration process with licensing requirements for private security training. This change will take effect once mandating legislation is passed. Computer capacity in the

Registration Office has also been enhanced. Now, courses with prerequisites are flagged and details automatically appear on screen while students are in the process of registering. And, students no longer have to save confirmation forms for each course taken; in February of each year, they will receive a total of their expenditures on tuition at the JI for use in claiming available tax benefits.

Other changes include the following:

- More statistical information better tailored to programming needs is now produced daily for instructors and programmers.
- Wait list procedures have been revised in co-operation with programmers.
- Revenue reports are now available for each academy/division.
- The capacity to handle large conferences, including individual course registration, has been expanded and put into use this month at an IDS conference on Workplace Stress and Trauma. Registration staff assisted with registrations for the 400 participants on site at the conference facility.
- In collaboration with the Finance and Administration Division, receipts, refunds, and other financial transactions are being handled more quickly and efficiently.

System enhancement and procedure improvements are ongoing. Upgraded equipment and new programming have been tested for networking efficiency and, at the JI's new building, more information will be "on line" to users.

A centralized student data base, including financial tracing and integrated student identification/registration numbers, is in the planning process.

Flora MacLeod is a Program Director in Educational Services. □

Spotlight...continued from page 3

January 22. Samantha weighed 5 pounds 5 ounces at birth but at her last weigh-in on March 26 she was a healthy 9 pounds 11 ounces.

Lynda Getz, also a program assistant in Interdisciplinary Studies. Linda's son, Paul James, was born on January 31. He weighed 8 pounds 11 ounces.

Janet Mensay, library technician for circulation and inter-library loan. Janet's daughter, Casandra Marie, was born on February 21. Casandra Marie weighed 7 pounds 14 ounces.

Robin Bentley's daughter, Michele Victoria, was born on March 7. She weighed 6 pounds. Robin most recently worked at the JI in a temporary position as Secretary to the Director of Paramedica Academy.

Dr. He expressed her willingness to co-operate in future training programs with the JI.

Mea Culpa

Although it may have seemed so, names of Administration Division staff were **not** deliberately missed or misspelled in the last JI News. Sincere apologies to **Joan Glover**, who joined Administration Division staff in December as Blake Hall receptionist. Joan was, inadvertently, not included in the listing of new staff. Apologies also to **Kirsti Renwall**, **Wendy Desjarlais**, and **Sandy Kinney** whose names were misspelled. □

On Visitors

Last December, the Justice Institute of BC and the Paramedic Academy were honoured to receive a visit from Dr. He Jiesheng, the Deputy Minister for the People's Republic of China Ministry of Health. Dr. He and her delegation enjoyed an Advanced Life Support demonstration put on by Academy instructors and staff. Before departing,



Photo: Ryan Shellborn

Newly published job inventory sure to be a sell-out

by Irwin DeVries

It is all too common among the JI academies to receive phone calls or visits from job seekers in the area of justice and public safety. Many have completed a variety of studies and programs they believed might help them obtain a job, only to discover that the requirements were, in fact, different from their original expectations. Unfortunately, solid information about jobs in this area is very difficult to find.

In order to address this need, the Justice Institute recently published the first edition of an information book for job seekers. The Justice and Public Safety Job Inventory is a catalogue of information about employment opportunities in the justice and public safety sector in BC.

The manual profiles 17 justice and public safety positions. In doing this, it accomplishes several important tasks:

- It helps define the scope of justice and public safety
- It provides applicants with specific information on what they need to improve their chances of securing a job in this field
- It presents a realistic view of the prospects for employment in justice and public safety.

The guide profiles entry level jobs and provides information on such areas as employer, summary of duties, working conditions, salary, application requirements, career paths, and projected hirings.

This is a unique collection of information which is intended to be updated on an annual basis. The particular strength of this manual is that the information was gathered directly from employers; it therefore provides an accurate picture of the nature of the job. A distribution plan for the manual is underway. For information, contact Sabrina Tong at 222-7245.

Irwin DeVries is a program director in Courts Academy. □

Courts Academy to launch a new employment readiness program

by Susan Hall

In September 1995, the Courts Academy will launch the Deputy Sheriff Employment Readiness Program. The program is a six-week, pre-employment training course whose aim is to create a pool of trained candidates ready to undertake the duties and responsibilities of deputy sheriffs, which include

- Providing security for the courts
- Escorting accused, convicted, and other persons
- Implementing jury management procedures
- Serving court-related documents
- Assisting in the coroner's court
- Assisting the Superintendent of Motor Vehicles

Successful completion of the program does not guarantee employment, but graduates will be well prepared to compete for deputy sheriff positions in court locations throughout the province.

The Courts Academy will begin receiving applications to the program after March 31, 1995, when advertisements will appear in the career section of newspapers throughout the province. Applicants will be screened for experience and education, background, general aptitude and personality factors, physical fitness and abilities, judgement and personal interaction skills, and oral and written communication skills. Twenty students will be selected for each course offering.

The program marks an important addition to the courses offered by the Courts Academy, which has to date provided only on-the-job training for employees of the Court Services Branch, Ministry of Attorney General. After deputies now working as auxiliaries have received their training, the current on-the-job

training model for deputy sheriffs will be phased out, and those who want to become deputy sheriffs will have to be certified in the Employment Readiness Program.

Follow-up training—for example, for part two of the defensive tactics program—will continue to be provided by the Courts Academy once graduates of the program are employed as deputy sheriffs.

The employment readiness course will feature a combination of instructional approaches, such as instructor-led classroom sessions, simulations, field trips, workshops, and home study. Instruction for deputy sheriff duties will be provided by deputies currently working in the field. The program will run from September 18 through October 31. In future, the course will be offered as often as is required to meet the hiring projections of the sheriffs' offices throughout the province.

The information/application package and a brochure will be available after March 31 from Danielle Salles in the Courts Academy.

Susan Hall is a program coordinator in Courts Academy. □

**Next deadline
for submissions
to the
JI News
is
May 15,
1995**

Green Committee update

by Sherri McLennan

The Green Committee would like to thank Justice Institute staff for their continued support of the

recycling programs. The paper and pop can recycling programs are working well and the program

has been expanded to include glass recycling. *A reminder to users of this new service: please remove the lids from glass juice containers before placing them in the bin.*

At present, the HP laser printer toner cartridges are being recycled through the Hewlett Packard toner cartridge recycling program. The used laser printer cartridges can be repacked in the new toner cartridge packaging and placed in the Kodak Room in both Blake Hall and MacDonald Hall where they will be collected for recycling.

The Green Committee is looking for new members. If you would like to join the team, contact a Green Committee member (check the green board in MacDonald or Blake Hall for the list of current Green Committee members).

Sherri McLennan is the Fire Academy's Green Committee representative. □

Executive Committee approves Green Committee recommendations

The Green Committee has been active in proposing recommendations to JI President, Larry Goble, and the Executive Committee. The Executive Committee has approved the following recommendations:

1. That all operational decisions of the Justice Institute consider their environmental impacts, and that the Green Committee monitor and advise the Executive Committee of any environmental concerns and issues.
2. That the Justice Institute endorse a policy of using double-

sided printing or copying of all materials except where there are important practical reasons for the use of single-sided printing.

3. That recycling boxes for paper be placed in all classrooms and a formal memo sent to all academics and instructors to indicate proper use of the boxes. The Green Committee will initiate the memo. (Note: this is on trial basis for now.)
4. That all recycled products be collected in one or two locations for removal from the site. □

Notes and Notices

IDS sponsors conferences

On March 5-7, over 400 participants attended a conference hosted by Interdisciplinary Studies on *Workplace Stress and Trauma: Sources, Symptoms and Solutions*.

Some of North America's leading practitioners shared their experiences and knowledge in developing critical incident stress programs, responding to accumulated stress on the job, and taking measures to reduce the likelihood of workplace violence.

In May, IDS will co-sponsor a conference hosted by the Vancouver Association for Survivors

of Torture. The focus of the conference will be on a Canadian model for intervening with survivors of torture.

Empty Stocking Fund

Anita Miles and Robyn Towle would like to thank those who generously donated money and new toys to the Empty Stocking Fund. In addition to "bags and bags" of toys, they collected approximately \$350 which they used to buy more toys and clothing for children ranging in age from infants to 15-year-olds.

In expressing their appreciation, Anita and Robyn said: "It is refreshing to see that during

a financially hard time, people will still reach into their pockets to unselfishly donate to this wonderful cause. I know we made Christmas very special for many kids. Thank you."

Sexual abuse of children with disabilities topic of new video production

The Media Centre has received a contract to develop a video and support materials for parents and caregivers concerned about sexual abuse of children with disabilities. The video will be developed in collaboration with IDS and LeRose-Bartlett Productions. □

Excellence Committee update

As we move ever closer to the "Great JI Move of '95," the Excellence Committee is working on a number of initiatives. They include:

JI tours



On Saturday, April 22, Tracie Mydonick and her team of trained tour guides will provide a tour of the new JI in its semi-finished state for JI families and friends. Sign-up sheets are posted in the staff lounge, Blake Hall, and outside the staff lounge, MacDonald Hall. This is an excellent opportunity to get your bearings and show off the new campus.

Save the turtle

With the help of JI petitioners, the Excellence Committee's attempt to rescue the two ton stone turtle that resides in the grotto garden have been partially rewarded: BCBC, who manage the JI site for the government, have indicated that the JI can have the turtle when the facility is finally converted to another use. In the meantime, which could be up to five years, the garden will be maintained as it is and rented out along with the gym and swimming pool. The Excellence Committee will contact BCBC at least annually to ensure that the turtle does not get lost or forgotten.

Catering contract

The "Good Taste Committee" consisting of April Haddad, Tracie Mydonick, and Phil

Crosby-Jones, toured four Lower Mainland college cafeterias on behalf of JI staff and students to determine the most suitable caterer for the new campus. After thoroughly digesting, savouring, and evaluating these varied food services, the committee recommended Corporate Classic Caterers (CCC) from the Open Learning Institute. CCC offers a healthy food selection and kind and courteous service (which they demonstrated when the committee arrived, unannounced, at the OLA facility). The recommendation was approved by the JI Executive.

Closing ceremonies

While a great deal of emphasis will naturally be placed on a suitable opening ceremony at the new JI, plans are also underway for a final gathering to reflect on what this beautiful setting has meant to JI staff and students during the formative years of the Institute. To that end, the Excellence Committee will join the Social Committee to organize a suitable event, perhaps afternoon high tea in the grotto garden. Watch for announcements with further details toward the end of April. □

Excellence awards

Following a special luncheon in their honour, Excellence Award winners Kate Walker, Alice Spurrell, and Sally Pollock (seated, left to right) posed for a photo with JI President Larry Goble (back row, left) and Excellence Committee members Florence Wong, April Haddad, Pat Abercrombie, Tracie Mydonick, Pam White, Barbara Hunter, Phil Crosby-Jones. Ross McIntyre (absent) and Phil Crosby-Jones (standing, right) also received awards.

Phil Crosby-Jones is one of the founders of the Excellence Committee. He helped to form the Justice Institute's Core Values and established a strong direction for the Excellence Committee as its first chair. Phil is also an active member of the Attorney General's provincial committee on police and visible minority relations and is the director of the law enforcement torch run for the BC special olympics. Although he will retire at the end of March, Phil will still be involved with the Excellence Committee as a member of the new Alumni Subcommittee. He will be greatly missed by all at the JI.

If you think someone has contributed outstanding service to the JI, its staff and programs, submit a letter of nomination to the Excellence Committee.



Photo: Ryan Shellborn

Move update

by Barry Hawkins

The project is in the final stages of realizing a major milestone event in the JI's history. All efforts are now focused on completing the campus for the May 6-7 move-in date.

Work on the project includes:

Classroom Block

- flooring has been installed on main, 2nd, and 3rd floors
- light fixtures, doors, and hardware are being installed
- theatre drywall is underway
- basement painting is nearing completion
- carpet has been installed in the library

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).

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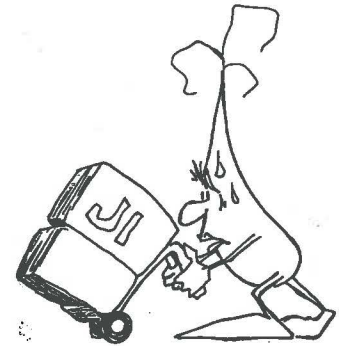
- the heating system and millwork have been started
- wood handrails and quarry tile flooring have been started and concrete stairs have been poured in the atrium

Office Block

- drywall on the 3rd floor is nearing completion
- carpet installation has been started on the 2nd floor
- glass installation is nearing completion
- painting and elevator installation are underway
- wood doors and millwork have been started
- cafeteria equipment installation is underway

Gymnasium

- gym interior wall panels installation is nearing completion
- lighting fixture installation is underway
- gym flooring has been delivered
- painting is completed
- basement flooring and plumbing fixtures have been installed
- locker areas are completed and ready for lockers



Site

- parking and roads have been paved and lines painted
- lighting poles are being installed
- sidewalks are being poured
- loading dock concrete has been poured
- the stone retaining wall is being installed in the pond area

Other

- cable for voice and data is being installed
- contracts have been awarded for furniture, telephone system, voice mail system, signage, cafeteria operator, library shelving, and data pilot system. □

First Responder puts new skills to work "post haste"

by Jackie Goodwin

Sunshine Coast Regional District Fire Prevention Officer Dale Boghean's First Responder certificate arrived in the nick of time. Boghean, who also responds as part of the Gibsons Volunteer Fire Department, received his certificate in the mail on Friday, March 3, 1995. On Sunday, March 5, just two days later, he responded to a call that required his first responder skills.

A 72 year-old man who was repairing his second storey roof fell from a ladder and injured his lower back when he landed on a portion of the first storey roof. When Boghean arrived he used his First Responder Level III training. The man is expected to recover fully after a short stay in hospital.

Jackie Goodwin is a program co-ordinator in Fire Academy. □

