

II
**INSTITUTE
OF B.C.**

**Social Services
& Community
Safety Division**
"Training for Safer Communities"

**CALENDAR
MAY TO AUGUST
1999**

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Jl Telephone Numbers

Registration Office	(604)528-5590
General Inquiries, Receptionist.....	(604)525-5422
First Nations Advisor.....	(604)528-5621

Library	(604)528-5599
Instructional Media Development Centre	(604)528-5600
Student Services Advisor	(604)528-5663

General Information

PARKING

Parking at the JI campus is free of charge.

PAY PHONES

Pay phones are located on the ground floor of the building.

FOOD ON CAMPUS

Cafeteria hours of operation are from 6:30 am to 4:00 pm Monday through Friday. Vending machines are located in the atrium. Food is not permitted in the classrooms.

Registration

It's easy to register!



Justice Institute of B.C.
715 McBride Boulevard
New Westminster, B.C. V3L 5T4
Attn: Registration Office

By phone: (604)528-5590; TDD/TTY: (604)528-5655
(8:30 am - 4:00 pm, Monday to Friday)



In person: 8:00 am - 4:30 pm,
Monday to Friday



By fax: (604)528-5653

INQUIRIES BY E-MAIL

The Registration Office is not yet set up to accept registration by electronic mail. It can, however, respond to general inquiries and information requests through this medium. The Registration Office general e-mail address is register@jibc.bc.ca

REGISTER EARLY

Many courses fill quickly, so register early to avoid disappointment. Registrations are accepted on a first-come, first-served basis. Registration cannot be completed until we receive full payment for the course(s). *No post-dated cheques will be accepted.*

TAX DEDUCTION

You may deduct tuition fees from your taxable income if the total amount exceeds \$100 for the year. Income tax receipts will be issued in February 2000 for all 1999 courses.

REFUNDS

Registration fees are refundable provided we receive notification of cancellation one week (7 days) prior to the course date. *Refunds are subject to an administrative charge.*

TRANSFERS

We must receive notification regarding transfer from one course to another *one week (7 days) prior to the date of the course you are transferring from. Transfers are subject to an administrative charge.*

SUBSTITUTIONS

Course substitutions are welcome as long as the substituting participant has completed the course prerequisites. The substituting participant must obtain a substitution form from the Registration Office.

CONFIRMATION OF REGISTRATION

Confirmation of registration is sent to students by mail. We are unable to confirm registration by fax. If you have questions regarding your confirmation, please contact a registration representative by telephone at (604)528-5590.

COURSE CANCELLATIONS

A full refund of tuition fees will be issued for courses cancelled by the Justice Institute. In every case, as much advance notice as possible will be provided. The Institute is not responsible for participants' expenses (e.g., airline or hotel reservations) if a course must be cancelled. The Institute reserves the right to cancel courses. We truly regret any inconvenience this may cause.

NSF CHEQUES

A fee of \$15 applies to all cheques returned "not sufficient funds."

ADDRESS OR NAME CHANGE

If your name or address has changed since you last registered for a course at the Justice Institute, please indicate this on the registration form so that we can update your student file.

STUDENTS WITH DISABILITIES



The Justice Institute has received funds from the Ministry of Advanced Education and Training to provide classroom support for students with disabilities attending courses at the Institute. For more information on the services available, please contact the Student Services Advisor at (604)528-5663 or TDD/TTY at (604)528-5655.

STUDENT PERSONAL EDUCATION NUMBER

The Ministry of Education has extended their student number system, called the Personal Education Number (PEN), into the post-secondary system. Each institution will be able to issue PEN numbers to students who do not already have an assigned number. In order to issue the number, we must collect information on gender and level of education. This information is collected under the authority of the Freedom of Information and Protection of Privacy Act, and is needed to process each student's registration form.

NEW REGISTRATION COMPUTER SYSTEM

The Registration Office is currently changing over to a new registration computer system. During the changeover, you may notice a brief delay in the services provided. We apologize for any inconvenience this might cause you.

REGISTRATION FORM

Have you ever taken a course at the Justice Institute of B.C.? ☐ YES ☐ NO CURRENT DATE: _____

If YES, Student Identity Number (if known): P.E.N. (if known): _____

If NO, please provide us with the day and month of your birth: _____

☐ MALE ☐ FEMALE (for statistical purposes)

Have you moved recently? If so, we need your new address. If you have changed your name, we need your previous and current names.

The following is my: ☐ Work address ☐ Home address

LAST NAME	FIRST NAME	MIDDLE NAME
POSITION		ORGANIZATION
STREET NAME AND ADDRESS		
CITY	PROVINCE	COUNTRY
POSTAL CODE	EVENING OR HOME PHONE ()	DAY PHONE ()
HIGHEST LEVEL OF EDUCATION COMPLETED: _____		
DISABILITIES/SPECIAL REQUIREMENTS (PLEASE DESCRIBE): _____		
ARE YOU OF ABORIGINAL HERITAGE? 0 YES 0 NO		

Many of our courses have prerequisites. Please read the course descriptions in our calendar carefully before undertaking to register in a course.

COURSE NAME	COURSE NO.	START DATE	COURSE FEE
Note: Courses are GST-exempt. Fee payment should be submitted with this form.			TOTAL FEE

ENCLOSED IS MY COURSE FEE PAYMENT BY:

☐ Cheque or money order. Cheque issued by: _____

Name of Cardholder

☐ MasterCard Exp.

☐ VISA Exp.

Authorization Number _____

Justice Institute of B.C., 715 McBride Blvd., New Westminster, BC, V3L 5T4
For registration only: (604) 528-5590; fax (604) 528-5653

Social Services and Community Safety

The Social Services and Community Safety Division (formerly Interdisciplinary Studies) offers a wide range of discipline-specific and multidisciplinary courses, workshops, and skills-based certificate programs to people working in social services, health, education, justice, and community safety-related organizations, agencies, and government ministries. The training offered by the Social Services and Community Safety Division covers current issues related to child, youth, and family; community health and safety; and management and career development. Our goal is to provide participants with new or enhanced skills for working with clients, staff, and members of the public.

We currently offer nine skills-based certificate programs. Last fall we introduced our new Substance Use/Misuse certificate program (see page 35). Each certificate program has been developed with input and consultation from practitioners and administrators currently working in the human services, community safety, and management fields. Certificate programs are updated regularly to ensure that participants receive the most current information and have the opportunity to observe and apply skills presented by exemplary practitioners. For specific information on one or more of the certificate programs, please contact the appropriate Program Coordinator.

As well as our regular calendar offerings, we are sponsoring or co-sponsoring a number of high-profile special events on topical issues. Check the Conferences/Special Events section (page 46) of the calendar for complete details.

Courses are offered at the New Westminster campus of the Justice Institute and at various locations in the Lower Mainland and throughout the province. We use a combination of instructors selected by the Justice Institute and those identified by local communities and agencies.

Our staff also provide a wide range of consultation, curriculum development, and project management services. For more information on these services, please contact the Director, Shelley Rivkin, at (604)528-5628.

JUSTICE INSTITUTE OF B.C. OUR VALUES

Student-Centred

Our programs, courses and services focus on providing practical job-oriented skills to meet the learning and developmental needs of our students.

Accessible

We believe learning and employment opportunities should be equitable and available to all.

Innovative

We believe new ideas and new ways of providing learning build on our successes, and ensure flexibility and creativity.

Positive and Supportive

We strive to maintain a positive, supportive and safe learning and working environment.

Quality-Driven

We are committed to excellence and continuous improvement, reflecting the highest standards in justice and public safety.

Relevant

Our programs, courses and services enhance justice and public safety and are relevant to the needs and interests of the people we serve.

Responsive

We respond quickly and appropriately to the changing learning needs of the people we serve.

Teamwork

We produce our best work by communicating, planning and working together in an atmosphere of mutual respect and trust.

Partnerships

We believe in developing partnerships that provide leadership and innovation in justice and public safety education and training.

Whom to Contact

If you require specific information on a course offered in this calendar or want more information on the Social Services and Community Safety Division, please contact one of our staff at the appropriate number listed below. If you have an idea for a new course or want to discuss some program ideas that could be offered in the future, please call the Director, Shelley Rivkin.

Shelley Rivkin, Director

srivkin@jibc.bc.ca 528-5628

Dennette Retel, Administrative Assistant

dretel@jibc.bc.ca 528-5632

Child Abuse, Counselling, and Traumatic Stress

Natalie Clark, Program Coordinator

nclark@jibc.bc.ca 528-5627

Amber Hall, Program Assistant

ahall@jibc.bc.ca 528-5620

Workplace Skills, Enforcement, and Trainer Development

Patricia McNeill, Program Coordinator

pmcneill@jibc.bc.ca 528-5623

Carol McClenahan, Program Coordinator

cmcclenahan@jibc.bc.ca 528-5685

Nadine Wolitski, Program Assistant

nwolitski@jibc.bc.ca 528-5619

Management Development for Residential Settings and Working with Youth

Sandra Rice, Program Coordinator

srice@jibc.bc.ca 528-5633

Nenita Capili, Program Assistant

ncapili@jibc.bc.ca 528-5631

Couple and Family Issues and Violence Against Women; Non-Traditional Therapies

Cheryl Bell-Gadsby, Program Coordinator

cgadsby@jibc.bc.ca 528-5626

Heather Olson, Program Assistant

holson@jibc.bc.ca 528-5573

Community Partnerships

Community partnerships are our strength. We collaborate with agencies, organizations, and communities throughout B.C. to offer courses described in this calendar. Social Services and Community Safety Division staff can also custom-design and deliver a broad range of skills-based workshops and certificate programs by working closely with agencies and communities to identify current training needs, develop courses to respond to the identified needs, and deliver the training in a variety of settings.

For the past 11 years, we have responded to the training requests of Aboriginal communities and agencies for culturally relevant, skills-based training. Our program staff are committed to working with First Nations communities to develop and deliver training to meet changing needs. Social Services and Community Safety Division staff work closely with our First Nations Advisor, Renée Nyberg-Smith, to ensure that the training we develop reflects the concerns of First Nations communities and that, wherever possible, Aboriginal instructors are selected. For a listing of courses and certificate programs that have been designed to meet the needs of Aboriginal participants, please see page 47.

If you wish to bring a Social Services and Community Safety Division program or course to your community:

- Contact the appropriate Program Coordinator or the First Nations Advisor, Renée Nyberg-Smith, to discuss how we may help you.
- Set up an appointment to discuss your training needs, develop a program proposal, and prepare a training budget.
- Work with the appropriate Program Coordinator to identify content, select instructors, schedule dates, choose locations, and advertise the event.

First Nations Programs and Services

Renée Nyberg-Smith is the First Nations Advisor at the Justice Institute. She is Shuswap and German and was raised in the interior of B.C. She has worked with Aboriginal communities and agencies in the area of social development since 1988. Her specific training is in addictions, family violence, and child abuse, and she is an experienced counsellor, trainer, and curriculum developer.

Renée's main duties as the First Nations Advisor are to provide a link between the JI and First Nations communities and agencies and to offer support and information to Native students attending the Justice Institute. She also consults with all divisions and academies of the JI on First Nations issues and develops and delivers training programs for Aboriginal communities and agencies on a periodic basis.

Renée is available from 7:30 am to 3:30 pm Monday to Friday. Her office is Room A226 in the Administration block. Please call first to see when she is available.

First Nations Advisor
Renée Nyberg-Smith
Office: A226
Phone: (604)528-5621
Fax: (604)528-5640
E-mail: rnyberg-smith@jibc.bc.ca

Students with Disabilities and Special Learning Needs

The Justice Institute has received funding from the Ministry of Advanced Education and Training to provide classroom support to students with disabilities and special learning needs who meet Social Services and Community Safety Division course requirements. For more information on the support services available, please contact the Student Services Advisor at (604)528-5663 or TDD/TTY at (604)528-5655. The New Westminster campus of the Justice Institute is completely accessible. Wherever possible, Social Services and Community Safety Division courses held off site will be offered at wheelchair-accessible locations.

■ CHILD, YOUTH, AND FAMILY

Child Abuse and Neglect

Unless otherwise indicated, Child Abuse and Neglect courses will be held at the Justice Institute and will be in session from 9:00 am to 4:30 pm. For more information, call the Program Coordinator, Natalie Clark, at (604)528-5627.

Courses marked with an asterisk (*) may be taken as electives in the Working with Youth in Community Settings Certificate Program.

Fee: \$940 for certificate program. Participants cannot register for the individual courses and must take the entire program.

Location: Health Unit Auditorium, 3412 Kalum Street, Terrace, B.C.

For more detailed information on the certificate program and course content, please contact Amber Hall at (604)528-5620 and ask for a brochure.

Child Abuse and Neglect Support Worker Certificate Program

This new certificate program was developed in response to the creation of the Ministry for Children and Families, changes resulting from the introduction of the Child, Family and Community Service Act, and increasing concerns about the prevalence of child abuse and neglect. The certificate program recognizes the need for front-line support workers to respond to all types of child abuse and neglect in an multidisciplinary, collaborative way. The program will emphasize practical skill development for support workers working with children who have been abused and neglected and their families.

A certificate of achievement will be given to registrants who complete the courses in the order identified below, and successfully complete the other program requirements.

- Understanding Child Abuse and Neglect (#EP260): fee, \$165; April 23-24
- The Impact of Child Abuse and Neglect: Child Development and Resiliency (#EP261): fee, \$190; May 27-29
- Supporting Children Who Have Been Abused and Neglected (#EP262): fee, \$190; June 24-26
- Safety and Risk: Support Worker Self-Care (#EP263): fee, \$165; September 17-18

Instructors: Fran Grunberg, Faye Luxemburg-Hyam, and Ronnie Riehm.

Child Abuse and Neglect Support Worker Certificate Program in Terrace

Co-sponsored with Ksan House Society. The entire certificate program will be offered over 10 weekdays in Terrace in Spring 1999. Courses are as follows:

- Understanding Child Abuse and Neglect (#EP260): April 12-13
- The Impact of Child Abuse and Neglect: Child Development and Resiliency (#EP261): April 14-16
- Supporting Children Who Have Been Abused and Neglected (#EP262): May 3-5
- Safety and Risk: Support Worker Self-Care (#EP263): May 6-7

Child Sexual Abuse

Child Sexual Abuse Intervention: Certificate Programs for Practitioners (Series #CSA105)

NEW AND IMPROVED PROGRAM FORMAT

In response to requests from the community, we are in the process of redesigning these certificate programs. Future offerings will include a series of individual courses that lead to the certificate of achievement. Watch for the program brochure describing the new and improved format.

Abuse-Focused Therapy with Children and Adolescents: Working with the Family and Understanding Countertransference (#CSA181C)

Working with the non-perpetrating parent(s) can be the most critical component of a practitioner's work with a child or adolescent who has been sexually abused. The parent's own traumatization needs to be recognized and addressed to enable the parent to support the child. If a perpetrating parent is to continue to be in contact with the child or adolescent, the parent needs to recognize not just the abuse but also the subtle verbal and non-verbal messages given to the child or adolescent. Participants will consider when it is appropriate to work with the perpetrator and child/adolescent, and explore ways of working with perpetrating and non-perpetrating parents and then with the parents and child/adolescent together. The practitioner's experience and countertransference while working with children or adolescents who have been sexually abused will be considered.

Length: 1½ days or 2 full days (includes half-day consultation for those attending course series)
Date(s): April 16-17, 1999
Fee: \$165 for 1½ day course or \$185 for the full 2 days (includes consultation)
Instructor(s): Sandra Wieland, Ph.D., R.Psych.

SPECIAL EVENT

Trauma and Community Summer Institute: Children, Families, and Trauma

For a course description, see page 46 in the Conferences/Special Events category.

Institute faculty confirmed to date include: Kendall Johnson, Ph.D.; Aphrodite Matsakis, Ph.D.; Marie Jose-Dhaese, Ph.D., ATR, CET, RPT-S.; Cheryl Bell-Gadsby, M.A., R.C.C.; Dr. Rod McCormick, Ph.D.; Natalie Clark, M.S.W., R.S.W.; Margaret Jones Callahan, M.A.; Maggie Ziegler, M.A.

Date(s): July 12-16
Location: Justice Institute of B.C., New Westminster

SPECIAL EVENT

Voices from Each Generation: Reclaiming Wellness in Aboriginal Communities

Co-sponsored with Nicola Valley Institute of Technology and Native Education Centre. For a course description, see page 46 in the Conferences/Special Events category.

Length: Three days
Date(s): February 17-19, 2000
Location: Executive Inn Hotel & Suites, Coquitlam

SPECIAL EVENT

Trauma and Recovery: A Special Training Session with Dr. Judith Herman

For information, see page 46 in the Conferences/Special Events category.

Length: Two days
Date(s): November 8-9, 1999
Location: Executive Inn Hotel & Suites, Coquitlam
Fee: \$125 before April 30, 1999; \$195 after April 30, 1999

Introduction to Ethics and Professional Boundaries (#EP211)

For a course description, see page 12 in the Counselling category.

Length: Two days
Date(s): April 21-22, in Vanderhoof
Fee: \$350
Instructor(s): Monica Franz, B.A., RCAT, BCATR

The Art of Marketing and Networking in Private Practice (#EP522)

For a course description, see page 13 in the Counselling category.

Length: Two days
Date(s): May 28-29
Fee: \$175
Instructor(s): Monica Franz, B.A., RCAT, BCATR

NEW

Taking the Next Step: The Art of Developing an Established Private Practice (#EP523)

For a course description, see page 13 in the Counselling category.

Length: 5 evenings
Date(s): May 4, 11, 18, 25 & June 1
Fee: \$175
Instructor: Monica Franz, B.A., BCATR, RCAT

Instructors

Cheryl Bell-Gadsby M.A., R.C.C., has over 15 years of Canadian and U.S. experience as a therapist, clinical supervisor, and educator. She specializes in issues of trauma, family violence, and hypnotherapy with children, adolescents, and adults. She has recently co-authored a book for clinicians on solution-focused treatment of sexual abuse.

Liz Choquette, R.N., B.Sc.N., R.C.C., is a therapist with Greater Vancouver Mental Health Services working as an abuse survivor resource worker.

Natalie Clark, M.S.W., R.S.W., is a Program Coordinator with the Social Services and Community Safety Division at the Justice Institute. She was the past coordinator of Cameray Counselling Centre's Burnaby office and teaches part-time at the Native Education Centre.

Monica Franz, B.A., RCAT, BCATR, has been successfully self-employed for almost 20 years, the last eight as an art therapist in private practice.

Fran Grunberg, M.S.W., R.S.W., is a therapist, educator, and consultant in private practice. She has 24 years of experience working on child, youth, and family issues, including child protection, policy analysis, program development, research, training, prevention, and treatment.

Wendy van Tongeren Harvey, LL.B., is a Crown counsel in Abbotsford. She has co-authored a number of books, including *Sexual Offences of Children and Dilemmas of Disclosure*, and is currently writing a book on survivors' rights in Canada.

Margaret Jones-Callahan, M.A., is a counsellor in private practice with over 21 years of clinical experience with children, adults, and families. She has particular expertise in the treatment of sexual abuse, grief and trauma, human sexuality, creativity, the expressive arts, and Buddhist psychology.

Marie Jose-Dhaese, Ph.D., ATR, CET, RPT-S, is an adult and child therapist, clinical supervisor, and educator in private practice. She is a registered art therapist, certified expressive therapist, and registered play therapist with over 25 years of experience as a therapist.

Faye Luxemburg-Hyam has been working as a child and family counsellor, private and agency therapist, and educator in the area of child abuse for 23 years. She has extensive experience in working with survivors of childhood sexual abuse.

Maureen McEvoy, M.A., is a therapist in private practice. Special areas of interest include adult women survivors, work with couples, and dissociation. She recently co-authored a manual for counsellors on the legal process for the Justice Institute.

Ronnie Riehm, M.Ed., is an elementary school counsellor and has been involved in inner-city school programming and community school development. She has developed training curricula and trained in the areas of child abuse and neglect, childhood sexual abuse, violence prevention, and children who witness violence.

Brenda Rudko, M.A., ABS, has extensive experience working with children and families in a variety of settings. She has developed a family-based program for children with sexual behaviour problems for Fraser Valley/North Shore Mental Health Services.

Lisa Shatzky, B.A., M.S.W., is a family therapist working at Act II Child and Family Services. She is also in private practice, specializing in child sexual abuse and other trauma work. She teaches at Pacific Coast Family Therapy Training Association.

Pam Sleeth, M.A., is a therapist in private practice and the co-author of *Recollecting Our Lives: Women's Experiences of Childhood Sexual Abuse*. Special areas of interest include adult female survivors and dissociative identities.

Beth Trotter, M.A., R.C.C., has been a therapist in private practice for 12 years, specializing in working with adults who have experienced trauma in childhood.

Rosalie Walls, M.S.W., R.S.W., currently works with Nisha Family and Children's Services Society. She has taught courses on ethics for City University, Douglas College, and the Justice Institute. She has a private practice as a clinical and consulting social worker.

Sandra Wieland, Ph.D., R.Psych., is the former director of the Centre for Treatment of Sexual Abuse and Childhood Trauma in Ottawa. She has written two books: *Hearing the Internal Trauma: Working with Children and Adolescents Who Have Been Sexually Abused* (Sage, 1997) and *Specific Techniques and Issues in Abuse-Focused Therapy with Children and Adolescents: Addressing the Internal Trauma* (Sage, 1998). She is currently in private practice in Victoria.

Heather Whiteford, M.S.W., currently works as a family therapist with Family Services of Greater Vancouver. She also teaches at the Pacific Coast Family Therapy Training Association.

Maggie Ziegler, M.A., has experience both as an in-agency supervisor and as a consultant to social service agencies and private practitioners. She has worked as a psychotherapist for the past 20 years, specializing in trauma.

Counselling

Unless otherwise indicated, Counselling courses will be held at the Justice Institute and will be in session from 9:00 am to 4:30 pm. For more information, call the Program Coordinator, Natalie Clark, at (604)528-5627.

Courses marked with an asterisk (*) may be taken as electives in the Working with Youth in Community Settings Certificate Program.

Everything You Ever Wanted to Know about the DSM-IV: Level II (#EP204A)

This advanced course is open to counsellors, support workers, group home staff, social workers, and other mental health professionals who have completed Level I (#EP204) or the equivalent. Participants will have the opportunity to explore in greater depth the major psychiatric disorders and differential diagnoses; consider factors relating to the selection of effective treatment approaches, including medical and non-medical interventions; and examine a process for creating comprehensive treatment plans. The role of non-medical mental health professionals in the diagnostic and treatment process will be highlighted. This course is not intended to qualify individuals to use psychiatric diagnostic procedures beyond their level of professional competence.

Length: Two days
Date(s): April 19-20
Fee: \$175
Instructor(s): Joe Solanto, Ph.D.

Introduction to Ethics and Professional Boundaries (#EP211)

Counselling is a challenging profession because of the numerous and complex ethical dilemmas that counsellors face daily. A clearly defined ethical framework that is congruent with a counsellor's values prevents boundary violations and practitioner burnout. This course will provide an introduction to the area of professional boundaries and ethical practice, including the limits of confidentiality, dual relationships, conflict of interest, and legal liability. Participants will explore internal and external factors that affect their ability to enact personal values in their role as counsellors, and consider the role of countertransference in developing an effective counselling relationship. A variety of professional codes of ethics will be examined critically to identify their strengths and limitations in guiding counsellors to assume personal/professional accountability, establish and maintain therapeutic boundaries, and skillfully use ethical judgment in their work. A model of ethical decision making related to boundary issues in counselling will be presented, and participants will develop skills to respond to and resolve conflicts between their personal values and professional codes of ethics.

Length: Two days
Date(s): April 21-22, in Vanderhoof
Fee: \$350
Instructor(s): Monica Franz, B.A., RCAT, BCATR

NEW

Fostering and Encouraging Client Responsibility (#EP524)

You will learn how to effectively encourage those you help/work with develop more self-reliance, identify more effective ways to think about their problems/solutions, the choices they make/do not make and consequences of their choice. As workers, we can unintentionally and indirectly collude with individuals to : remain 'stuck', become dependent on others to solve their problems, and to focus on the evaluation of others i.e. teachers, counsellors, peers, etc. This workshop is practical and skill based. Learn to ask questions the most effective the most effective in teaching others to self-evaluate, take personal responsibility and build problem solving skills from within..

Length: Two days
Date(s): May 6-7
Fee: \$165
Instructor(s): Elaine Stoll, B.A., R.C.C.

Supporting Females Through the Crisis of Adolescence (#CY190)*

This workshop is for counsellors, youth workers, and support practitioners who are working with young women. Participants will review current theories of female adolescent development, consider cultural and societal constructs of femininity, and apply these theories to their day-to-day interactions with adolescent girls. The course will explore relational tools to facilitate a young woman's exploration of self, and will highlight creative interventions for addressing the developmental issues and crises. This course may be taken as an elective in the Working with Youth in Community Settings Certificate Program.

Length: Two days
Date(s): April 30 & May 1
Fee: \$175
Instructor(s): Natalie Clark, M.S.W., and Lynn Redenbach, R.P.N.

NEW

Expressions of the Female Body (#CY198)

This one day workshop will invite participants to explore the complex relationship women and adolescent girls have with their bodies. Using hands on exercises and concepts that can be adapted to our various roles in working with females, this workshop will provide opportunities to explore the factors influencing how we perceive and work with the many expressions of the body. To

facilitate this process, disordered eating will be centralized in the presentation and discussion because of its relevance and prevalence in the lives of females at this time in history. In addition, a culturally sensitive approach will be integrated taking into consideration issues of race, class, ethnicity and sexual orientation as they pertain to this topic. We encourage everyone to wear *comfortable* clothing.

Length: One day
Date(s): June 11
Fee: \$85
Instructor(s): Lynn Redenbach, B.A., R.PN

Grief and Bereavement: Level II (#EP155A)

This two-day course is for counsellors, therapists, and other practitioners working with clients around grief and bereavement issues. Participants will apply theory learned in Grief and Bereavement: Level I (#EP155), assess complicated bereavement, and consider challenges that emerge in working with this client population. Using fictitious and real clinical cases from their own work, participants will practise and develop skills required in the clinical work by roleplaying and observing themselves and others on videotape. Prerequisite(s): Before registering for this course, participants must complete #EP155 or obtain the approval of the Program Coordinator. Registration is limited to 16 participants.

Length: Two days
Date(s): May 3-4
Fee: \$195
Instructor(s): Linda Rosenfeld, B.S.W., and Elizabeth Fortes, M.A.

The Art of ... – A Series of Courses for Private Practitioners

The Art of Marketing and Networking in Private Practice (#EP522)

Marketing is not merely "a way to get clients" but a reflection of a practitioner's professional and therapeutic integrity. A clearly articulated and well-managed marketing plan contributes to the long-term viability of a private practice. This course is designed for practitioners who are beginning a private practice and those who have already established a private practice and are interested in enhancing their marketing skills. The course will address issues related to the general concepts of marketing a private practice, and will include ethical considerations of marketing, marketing strategies, and the construction and effective implementation of a marketing plan. The principles of personal contact marketing and the use of networking resources will be highlighted. Participants will receive a manual detailing the format for developing a marketing plan for their private practice. The manual will also include a resource guide and bibliography.

Length: Two days
Date(s): May 28-29
Fee: \$175
Instructor(s): Monica Franz, B.A., RCAT, BCATR

NEW

Taking the Next Step: The Art of Developing an Established Private Practice (#EP523)

The goal of this workshop, offered over a series of five evenings, is to assist participants in revitalizing and re-evaluating their relationship to all aspects of their private practice, assessing those areas which might require future development to support long-term viability and growth of the practice. Given the challenges of the changing economic environment in which we work, this process of revitalization is critical to ensure both long-term stability for ourselves and the clients we serve as well as our continued professional satisfaction from this work. Participants will discuss the life-cycle of an established private practice and long-term financial planning; re-evaluate marketing and business plans; review effective marketing of an established private practice; explore diversifying markets; discuss enhancing the efficiency of accounting, record keeping, and intake procedures; reconsider tax and legal structures; and explore professional development options and career paths.

Length: 5 evenings
Date(s): May 4, 11, 18, 25 & June 1
Fee: \$175
Instructor: Monica Franz, B.A., BCATR, RCAT

NEW

Balancing Conflicting Interests: Counsellors and Clinical Records (#CSA100)

This one day workshop will provide participants with the opportunity to examine the highlights of recent legal developments, particularly the criteria trial judges must use to determine if counselling records should be released. Participants will explore practical strategies for keeping counselling records and consider information about subpoena's and court procedures to respond to applications for disclosure of counselling records.

Length: One day
Date: May 28
Fee: \$50 or \$35 (group of 5 or more registering at once)
Instructor: Maureen McEvoy, M.A.,
Gail Dickson, LL.B., LL.M.

Expressive Therapies

Expressive Therapies with Children Who Have Suffered a Loss (#CY104D)

This course is for counsellors, school counsellors, child care workers, social workers, and other practitioners working with children who have suffered a loss due to divorce, death, abuse, hospitalization, immigration, and other traumas. Participants will explore the stages of grieving, examine children's reactions to loss through the developmental stages, and discuss principles of using expressive therapies with grieving children. The needs of children at each stage of the grieving process, and corresponding expressive methods to help these children deal with the issues, will be presented. The recurring images in the art and play of grieving children will be shown in a slide presentation. It is recommended that participants take #CY104 and #CY104A before registering for this course.

Length: Two days
Date(s): June 4-5
Fee: \$185
Instructor(s): Marie Jose-Dhaese, Ph.D., ATR, CET, RPT-S

Sandplay, a Person-Centred Approach: Healing Journey for All Ages (#CY154)

This workshop is for therapists, social workers, child care counsellors, and other mental health practitioners experienced in art and play therapy who are familiar with the use of symbolic language in their work with clients. This approach is a person-centred approach to sandplay, as developed by the trainer over 18 years. Participants will have the opportunity to explore the history of sandplay and methodology, learn the theoretical principles underlying the use of sandplay, review a list of necessary materials for creating a sandtray, and explore ways of using sandplay and waterplay in non-directive and structured interventions. Participants will experience the value of sandplay by making their own sandtray images and through a slide presentation that illustrates the images of the self-healing process. Participants are asked to bring a small container filled with sand or cornmeal, and their favourite figurines.

Length: Two days
Date(s): May 14-15
Fee: \$185
Instructor(s): Marie Jose-Dhaese, Ph.D., ATR, CET, RPT-S

For practitioners with a master's degree, these courses are eligible for credit towards registration with the Association for Play Therapy.

Instructors

Gladys Adilman, B.A., is a Senior Mental Health worker with SAFER (Suicide Attempt, Follow-up, Education and Research), and is the program coordinator for education on suicidal behaviour throughout B.C.

Natalie Clark, M.S.W., R.S.W., is a Program Coordinator with the Social Services and Community Safety Division at the Justice Institute. She was the past coordinator of Cameray Counselling

Centre's Burnaby office and teaches part-time at the Native Education Centre.

Jeffrey Fisher, M.A., R.C.C., is a professional counsellor who has worked for the past 11 years with individuals who have chronic pain and stress-related issues. He is currently a counsellor with the Chronic Pain Program at the Columbia Centre for Rehabilitation, and is also in private practice.

Elizabeth Fortes, M.A., has been a counsellor with SAFER for the past 14 years. She is on the board of the Canadian Association for Suicide Prevention and chairs the Bereavement Committee.

Monica Franz, B.A., RCAT, BCATR, has been successfully self-employed for almost 20 years, the last eight as a registered art therapist in private practice.

Margarete Hanna, M.A., ATR, is an art therapist in private practice. Her experience includes training and clinical supervision of graduate art therapists and extensive verbal and expressive psychotherapy with children, adolescents, and adults. She was one of the pioneering coordinators of the M.A. in Art Therapy program at the University of Western Sydney, Australia.

Marie Jose-Dhaese, Ph.D., ATR, CET, RPT-S, is an adult and child therapist, a clinical supervisor, and an educator in private practice. She is a registered art therapist, a certified expressive therapist, and a registered play therapist supervisor with over 25 years of experience as a therapist and over 15 years as a supervisor and international workshop leader in the field of expressive therapies, abuse, and loss.

Lorna MacDougall, B.S.R., M.Ed., has worked in the area of health from a body/mind perspective for nearly 20 years, specializing in chronic pain and stress-related problems. She is currently the Clinical Program Coordinator at the Columbia Centre for Rehabilitation and is a counsellor in private practice.

Lynn Redenbach, R.P.N., currently facilitates a teen eating-disorders group at the Ministry for Children and Families, and also facilitates an eating-disorders group at Tri-Cities Mental Health Services. She has a private practice specializing in working with adults and adolescents who have histories of eating disorders and/or abuse.

Linda Rosenfeld, B.A., B.S.W., is the director of SAFER and has been a counsellor with the program since its inception in 1972. She has extensive experience in crisis intervention and in individual, family, and group counselling. She is the co-author of *Left Alive*, a book on bereavement and suicide.

Marilee Sigal, M.A., R.C.C., brings close to 20 years of experience in family therapy. She worked as the Clinical Director at the Jewish Family Service Agency in Vancouver and maintains a private practice where she counsels couples, individuals, and families.

Joe Solanto, Ph.D., is a therapist, clinical supervisor, and educator in private practice. He has provided debriefings for front-line staff coping with victims of personal tragedy and natural disasters, and has worked extensively with psychiatrists and other clinicians in diagnostic assessment and treatment-planning processes.

Elaine Stoll, B.A., R.C.C., is a counsellor and trainer in private practice. She facilitates a variety of weekly groups for survivors of abuse, and is a certified training supervisor with Dr. William Glasser's Institute for Reality Therapy.

Suri Vangolen, B.A., R.C.C., is a therapist at SAFER, specializing in crisis intervention. She works with individuals, families, and groups. Her training is in working with suicide intervention,

bereavement, and abuse issues with a process-oriented perspective.

Jack Vickery, is Director of Information Services at North Shore Community Services. He is also a partner in Vickery Matthews & Associates, a consulting firm that specializes in developing computer and training solutions for human and community service organizations. Jack has been involved in the application of computers to the human/community service field for the past 10 years.

Rosalie Walls, M.S.W., R.S.W., currently works with Nisha Family and Children's Services Society. She has taught courses on ethics for City University, Douglas College, and the Justice Institute. She has a private practice as a clinical and consulting social worker.

Maggie Ziegler, M.A., has experience both as an in-agency supervisor and as a consultant to social service agencies and private practitioners. She has worked as a psychotherapist for the past 20 years, specializing in trauma.

Couple and Family Issues

Unless otherwise indicated, Couple and Family Issues courses will be held at the Justice Institute and will be in session from 9:00 am to 4:30 pm. For more information, call the Program Coordinator, Cheryl Bell-Gadsby, at (604)528-5626.

Couple and Family Certificate Programs (Series #CFT and G550)

Co-sponsored with Douglas College, Continuing Education, 700 Royal Avenue, New Westminster. For a detailed brochure describing these programs, please contact the Program Coordinator, Cheryl Bell-Gadsby, at (604)528-5626, or Susan Irwin at Douglas College, (604)527-5161.

Background/Purpose

These certificate programs were developed in response to requests from family practitioners for education and training in couple and family work. The programs were created in consultation with family support workers and family therapists working in agency and private practice settings, representatives of the B.C. Chapter of the American Association of Marriage and Family Therapy, and adult education specialists. They are designed to build on the content of currently available family therapy training programs, and to meet the needs of two distinct populations: *family support workers* and experienced *therapists interested in couple and family work*.

Program Description

The programs will provide participants with theoretical overviews of key concepts and models guiding couple and family work; an exploration of social justice issues that emerge in couple and family work; and an integration of issues of gender, race, class, sexual orientation, power, and ability into models of practice. Specific assessment and intervention approaches will be modelled, and opportunities for skill practice and skill development will be provided. The programs will create opportunities for consultation and networking among practitioners in the field of couple and family work.

FAMILY SUPPORT WORKER OPTION

(Register through Douglas College Continuing Education, [604]527-5472)

This certificate program is for family support workers, social workers, front-line staff, and others working in support capacities with families, who are interested in developing specialized skills and supportive interventions within a family systems framework. The program consists of five courses totalling 12 days of skill-based training. The two- and three-day courses must be taken in the sequence in which they are offered.

To enter the program, applicants must be currently working with families in a supportive capacity and have a minimum of one year of experience in this area. To receive a certificate of achievement, candidates must complete each of the five courses outlined below, and successfully complete the evaluation activity for each course.

1. Foundations of Family Support Work (#G550A-19973)

Length: Two days
Date(s): TBA, Fall 1999, at Douglas College
Fee: \$150

2. Supporting Families within a Systems Framework (#G551A-19981)

Length: Three days
Date(s): TBA, Fall 1999 Douglas College
Fee: \$195

3. Developing Intervention Skills in Family Support Work (#G552A-19981)

Length: Three days
Date(s): TBA, Fall 1999 Douglas College
Fee: \$195

4. Ethical Decision-Making in Family Support Work (#G553A-19982)

Length: Two days
Date(s): April 16-17, at the Justice Institute
Fee: \$150

5. Family Support Work Practice Supervision (#G554A-19982)

Length: Two days
Date(s): May 28-29, at Douglas College
Fee: \$150

COUPLE AND FAMILY THERAPY OPTION

(Register through the Justice Institute, [604]528-5590)

This certificate program is for experienced counsellors and other practitioners working in a therapeutic setting with individuals, couples, and/or families, who are interested in specific professional training in couple and family therapy. The program is designed to meet the basic educational requirements of the AAMFT (American Association of Marriage and Family Therapy); however, final acceptance of course work is determined by the AAMFT standards committee. The program consists of six courses, which may be taken

individually by practising family therapists or as a series leading to a certificate of achievement. Each course is six days, or 39 hours, in length, except Couple and Family Therapy Practice Supervision, which totals 36 hours.

To enter the program, applicants must be currently working therapeutically with individuals, couples, and/or families, and have a master's degree in counselling, social work, or equivalent. Each applicant must submit a completed registration form and a recent resume outlining relevant work experience, past training in the field, and academic background. To receive a certificate of achievement, candidates must complete each of the six courses outlined, and successfully complete the evaluation activity for each course.

**Now these courses are all held at the Justice Institute.*

1. Foundations of Couple and Family Therapy (#CFT100)

Length: Six days
Date(s): October 14 - 16 & 28 - 30, 1999 at the Justice Institute
Fee: \$415

2. Couple and Family Assessment (#CFT120)

Length: Six days
Date(s): November 18 - 20 & December 2 - 4, 1999 at the Justice Institute
Fee: \$415

3. Ethical, Legal, and Professional Issues in the Practice of Couple and Family Therapy (#CFT130)

Length: Six days
Date(s): February 3 - 5 & 17 - 19, 2000 at the Justice Institute
Fee: \$415

4. Treatment Methods of Couple and Family Therapy, Level I (#CFT140)

Length: Six days
Date(s): April 13 - 15 & 27 - 29, 2000 at the Justice Institute
Fee: \$415

5. Treatment Methods of Couple and Family Therapy, Level II (#CFT150)

Length: Six days
Date(s): May 13 - 15 & 27 - 29, 1999 at the Justice Institute
Fee: \$415

6. Couple and Family Therapy Practice Supervision (#CFT160)

Length: Six full-day sessions
Date(s): March 2 - 4 & June 22 - 24, 2000 at the Justice Institute
Fee: \$450

Counselling Gay and Lesbian Couples (#EP267)

This two-day workshop will focus on working with gay and lesbian couples. It will provide theory, information, practical skills, and

discussion from a gay/lesbian perspective. Specific issues that will be addressed include: blocks to communication; intimacy and sexuality in long-term partnerships; homophobia and its effect on relationships; HIV and its impact on couples; and other life transitions. The focus will be on how to teach couples to move towards differentiation within their relationship, contain their reactivity, build safety, and foster reconnection. The practice and skills of Imago Relationship Therapy (ITR) will be introduced as a way to help understand relationship dynamics as well as provide practical skills for helping couples.

Length: Two days
Date(s): June 10-11
Fee: \$175
Instructor(s): Tamara Adilman, M.A., M.Ed.

Connecting with Children Under 12: Resolving Anger Issues (#CY192)

For a course description, see page 23 in the Working with Youth in Community Settings category.

Length: Two days
Date(s): May 7-8
Fee: \$165
Instructor(s): Mary Dowdall, M.S.W., and Susan Leaf, M.A. (cand.)

NEW

Helping Parents of Children with Invisible Disabilities (#CY193)

This two-day workshop is for human services practitioners who work with families of children and youth with high-incidence behavioural disabilities that have an acute impact on families and the socialization process. The focus will be on parenting children and adolescents with attention-deficit hyperactivity disorder, learning disabilities, and extreme temperaments. Secondary disorders such as oppositional defiant problems and conduct disorders will also be addressed. Resources for further help with disorders that affect behaviour, such as fetal alcohol syndrome (FAS), depression, and those in the autistic spectrum, will also be identified.

Length: Two days
Date(s): May 13-14
Fee: \$175
Instructor(s): Kate Anderson, M.Ed.

NEW

Sex Therapy: Doing It with the Lights On (#EP553)

This course is for therapists, counsellors, and mental health professionals who have experience in dealing with individual and relationship issues and who would like to be able to address sexual concerns with their clients. Realizing that intimacy can be a fuel for

sexual desire allows therapists to help clients achieve more erotic as well as more functional sex. Participants will: learn the importance of their own attitudes and level of sexual maturity; how to be specific in setting goals and taking a history; and understand and discuss the issues of performance anxiety, response anxiety, and embarrassment. The focus of the workshop is for each practitioner to develop competence in addressing sexual issues, and to decide accurately what concerns can be addressed in general practice and when it is best to refer the client. Strategies for addressing common sexual problems will be presented, along with examples of pertinent and interesting cases.

Length: One day
 Date(s): May 7
 Fee: \$95
 Instructor(s): Bianca Rucker, R.N., M.A., Ph.D.

NEW

Current Adoption Issues in Counselling (#CY194)

In recognition of the multiple and complex issues that are unique to adoption-formed families, this two-day workshop is intended to give counsellors, social workers, therapists, and other mental health professionals the knowledge and skills they will need to support and intervene effectively with all members of the adoptive family system. Topics will include: the differences between adoption-formed families and other variants of the nuclear family system; grief, loss, and healing; the subculture of adoption: realities, rituals, and role models; kinship and identity issues in adoption; attachments and affiliations in adoptive family relationships: honouring the differences; special challenges for adoption-formed families (i.e., the prenatally exposed child; transracial adoptions; openness and access in adoption); and identifying and enhancing the adoptive family's strengths and resources.

Length: Two days
 Date(s): May 27 - 28
 Fee: \$175
 Instructor(s): Judy Archer, M.S.W., and Brenda McCreight, Ph.D.

Non-Traditional Therapies

Integrating Energetic Bodywork into a Solution-Focused Counselling Process – Level I (#EP232)

Issues such as chronic pain, anxiety, depression, and trauma reactions affect clients both physiologically and emotionally, and are rarely resolved using cognitive therapy alone. This course explores therapeutic interventions from energetic and solution-focused, narrative, and metaphorical approaches. Participants will:

- acquire practical clinical tools for heightening mind-body communication
- refine and integrate communication skills with energetic bodywork
- develop hands-on skills to reconnect with internal resources and shift the client's internal frame of reference to a healthier, more proactive stance
- learn the guiding principles and techniques of Level II of the Healing Touch Program

- explore a framework that integrates Healing Touch, hypnosis, and other solution-focused counselling skills
- examine legal and ethical issues related to touch therapy

This course is open to professionals in mental health-related fields with a graduate (master's) degree or a nursing degree, students enrolled in a full-time graduate program in related disciplines, and/or other practitioners with a combination of relevant training and clinical experience. Note: A Level I Healing Touch certificate will be earned upon completion of this course. A Level I Healing Touch manual will be provided.

Length: Four days
 Date(s): TBA
 Fee: \$360
 Instructor(s): Ruth Lamb, R.N., M.Sc.N., CHTI, and Cheryl Bell-Gadsby, M.A., R.C.C.

Integrating Energetic Bodywork into a Solution-Focused Counselling Process – Level II (#EP233)

This course is a continuation of Integrating Energetic Bodywork into a Solution-Focused Counselling Process – Level I (#EP232), and further develops the theory and skills presented in Level I to a more advanced degree. The course is open to professionals in mental health-related fields with a graduate (master's) degree or a nursing degree, students enrolled in a full-time graduate program in related disciplines, and/or other practitioners with a combination of relevant training and clinical experience. Note: A Level IIA Healing Touch certificate will be earned upon completion of this course. A Level II Healing Touch manual will be provided. Prerequisite(s): #EP232.

Length: Four days
 Date(s): June 2-5
 Fee: \$360
 Instructor(s): Ruth Lamb, R.N., M.Sc.N., CHTI, and Cheryl Bell-Gadsby, M.A., R.C.C.

Understanding Acupuncture (#EP270)

This introductory course is for health care practitioners, including counsellors, social workers, therapists, and those working in the additions field. Participants will learn the traditional concepts of energy medicine; gain understanding of the movement of subtle body energies through the meridians and the chakras; and understand traditional oriental approaches to medicine, including five-element analysis, eight-principle analysis, and yin/yang balance. This workshop will emphasize an experiential approach that includes physical (somatic), emotional, and spiritual levels to health and well-being. A significant segment of the workshop will emphasize substance use/misuse issues. Note: Acupuncture needling or specific diagnosis and treatment of disorders will not be taught. This course is not aimed at those who want to practise Oriental Medicine, but rather at those who want to understand the system and liaise with qualified practitioners.

Length: Three days
 Date(s): May 6-8
 Fee: \$225
 Instructor(s): Roger Kimmerly

Instructors

Tamara Adilman holds an M.A. degree in Women's Studies and an M.Ed. degree in Counselling Psychology. She is a Registered Clinical Counsellor and Certified Imago Therapist. She has a private practice specializing in couples therapy, teaches counselling skills at Vancouver Community College, and provides workshops in relationship therapy.

Kate Anderson, M.Ed., Ph.D. (cand.), is a sessional instructor in the School of Child and Youth Care at the University of Victoria. Kate has extensive experience with a number of advocacy organizations involved with health, disability, and mental health concerns in children, youth, and families. She developed and authored the Supported Child Care Training Project at the University College of the Fraser Valley, and has worked as a mental health consultant with the Vancouver Health Department and West-Main Health Unit.

Shashi Assanand, R.S.W., is the executive director of the Vancouver and Lower Mainland Multicultural Family Support Services Society. She has extensive grassroots experience working with families where violence has occurred.

Judy Archer, M.S.W., has extensive clinical experience working with individuals, couples, and families around a host of issues pertaining to children in care and adoption. She has also delivered training throughout the province on issues of placement planning for children in care, adoption issues, and the new Adoption Act. Judy has been approved for adoption work by the Board of Registration for Social Workers of the Province of British Columbia.

Cheryl Bell-Gadsby, M.A., R.C.C., has more than 15 years of Canadian and U.S. experience as a therapist, clinical supervisor, and educator. She specializes in issues of trauma, family violence, and hypnotherapy with children, adolescents, and adults. She has recently co-authored a book for clinicians on solution-focused treatment of sexual abuse.

Judi Clark, M.Ed., R.C.C., is a couple and family therapist in private practice. She works extensively with families where a member has experienced trauma or disability. Judi works from a feminist therapeutic perspective.

Mary Crowdall, M.S.W., has an extensive background in child, adolescent, and family issues. For more than seven years she has facilitated many group programs in the area of anger management for children and families in conjunction with North Shore Mental Health. Mary also has a private practice called Cornerstone Professional Counselling Practice.

Cameron Egyeda, M.A. is a Clinical Member and Approved Supervisor with the American/Canadian Association of Marriage and Family Therapy. She brings more than 30 years of clinical experience as a writer, maskmaker, and storyteller to her work in adult education. Cameron works with individuals, couples, and families in private practice.

Robert Finlay, M.A., has been a Clinical Member and Approved Supervisor with the American/Canadian Association of Marriage and Family Therapy (AAMFT) since 1980. He works in private practice with his wife, Judi, where they specialize in conducting solution-focused marital therapy as a husband-and-wife team.

Gerald George is a First Nations counsellor and consultant who has worked in the helping field with First Nations people for the past 21 years. His orientation to Family Systems comes through the Pacific Coast Family Therapy Training Association and the Care Unit Hospital of Kirkland.

Glenn Grigg, M.A., R.C.C., is a family therapist working at the Children's Foundation on behalf of families with multiple problems, including trauma and substance misuse. Glenn is an instructor at the Justice Institute as well as at the Community Mental Health Counselling Master's program at City University. Glenn is also a director of the B.C. Association of Clinical Counsellors.

Roger Kimmerly holds a diploma in traditional Chinese medicine and has a private practice involving acupuncture and counselling in Victoria. He has held staff positions as the director of the Victoria Pain Clinic and at the Canadian College of Acupuncture and Oriental Medicine. Roger has a varied background as a prison psychologist, criminal lawyer, Crown counsel, provincial court judge, and minister of justice in the Yukon. He also has extensive experience with addiction issues.

Ruth Lamb, R.N., M.Sc.N., CHTI, is the Senior Program Coordinator for Langara College Continuing Studies, Health and Human Services Division. Ruth has extensive experience as a director of nursing and clinical nurse specialist. She is president of the B.C. Holistic Nurses Practice Group, and designs and teaches the Canadian Holistic Nurses Association's Advanced Health Promotion Specialization Program. She has a private healing practice, teaches energy-based healing nationally, and has been studying energy-based healing and mind-body approaches to health since 1977.

Susan Leaf, M.A. (cand.), is a consultant and educator for North Shore Mental Health and also works in private practice. Susan has extensive experience in crisis intervention and counselling with children, adolescents, and families, including six years of treatment counselling through Maples Centre for Adolescents.

Brenda McCreight, Ph.D., is the author of *Recognizing and Managing Fetal Alcohol Syndrome/Effect: A Guidebook*. Brenda has 18 years of experience working with adoptive families and children in care, and is the adoptive parent of five children.

Deljeet Parmar, M.S.W., is a Clinical Member of the American/Canadian Association of Marriage and Family Therapy. She currently works at Family Services of Greater Vancouver and in private practice.

Kathy Priest-Peries, M.S.W., is a family counsellor in private practice, specializing in the areas of trauma and couple work. She was the Manager of Child and Family Services Social Work Training for the Ministry of Social Services.

Bianca Rucker, R.N., M.A., Ph.D., is a marriage and family therapist who has been in private practice in Vancouver for more than a decade, specializing in sexual and marital therapy. She is well known in British Columbia among counsellors and physicians for her expertise as a sex therapist. Bianca has also written for the general public and appeared on television and radio helping people have happier, healthier sex lives.

Charlotte Sabbah, B.A., M.S.W., works as a family counsellor for the Ministry for Children and Families. She has extensive experience in clinical practice and adult education.

Ellen Shapiro, M.A., R.C.C., Dip.C., is a clinical counsellor in private practice working with individuals, couples, families, and children. She is an experienced adult educator and trainer.

Marilee Sigal, M.A., R.C.C., is the Clinical Director at the Jewish Family Service Agency in Vancouver, and maintains a private practice where she counsels individuals, couples, and families. She has been working in the field of family therapy for 16 years.

Joe Solanto, Ph.D., served for six years as director at the Center for Therapeutic Arts in New York, where clients with mental health needs were treated by a multidisciplinary team of clinical psychotherapists, addictions counsellors, and holistic health care practitioners. He currently directs the Human Potential Institute in Vancouver, offering clinical supervision, consultation, and counselling.

Jung Hwa Suh, M.A., is a family therapist with Family Services of Greater Vancouver. She has postgraduate training at Brattleboro Family Institute and Yaletown Family Therapy Institute. She is a clinical member of AAMFT.

Rosalie Walls, M.S.W., R.S.W., currently works with Nisha Family and Children's Services Society. She has taught courses on ethics for City University, Douglas College, and the Justice Institute. She has a private practice as a clinical and consulting social worker.

Heather Whiteford, M.S.W., is a therapist with Family Services of Greater Vancouver and an instructor at Pacific Coast Family Therapy Training Association. She is interested in the ways in which work with families can support people in sustaining themselves through trauma and loss.

Working with Youth in Community Settings

Unless otherwise indicated, courses in Working with Youth programs will be held at the Justice Institute and will be in session from 9:00 am to 4:30 pm. For more information, call the Program Coordinator, Sandra Rice, at (604)528-5633. For detailed brochures, call the Program Assistant, Nenita Capili, at (604)528-5631.

Program Description

The curriculum is based on competencies that have been identified as fundamental for those working with youth in a range of community settings. The knowledge and skill areas emphasized throughout the program were determined and updated with the help of employers and children, youth and family care practitioners, research into the current literature, and the proposed criteria for certification by the Child and Youth Care Association of British Columbia.

The program is based on the beliefs, values, and practices found in three theoretical approaches: the Resilience Model, the Psycho-education Model, and Positive Peer Culture. The fundamental principles of each of these theoretical frameworks are that adolescence must be viewed from a Normative Development perspective; that each youth is making the often very difficult transition from childhood to adulthood to the best of their abilities, given their circumstances; that each youth must be viewed as a unique individual with different strengths, abilities, and needs; and that every youth wants to feel valued, respected, and understood.

Participants will learn the importance of self-awareness when working with youth, strategies for building relationships with youth, the significant influence of both family and culture on their work, intervention strategies for difficult situations, and risks and stressors that affect youth. They will also learn effective written and oral communication, methods for resolving conflict, strategies for working within the context of systems, and practical methods for self-care.

There are 20 days of training. The 16 core days are offered in four parts of four days each. The four parts must be taken in sequence with the same group of participants. Four days of youth care-related Justice Institute electives will also be required to complete the certificate requirements.

Qualifications

To enter the program, applicants must be *currently working with youth and have a minimum of one year of experience* working with youth in a community setting (residential, treatment, recreational, outreach, educational, or therapeutic foster care programs).

Applications

Applications must be submitted to the Program Coordinator and describe relevant work experience, past training in the field, and

academic background. *For an application form and a detailed brochure, call the Program Assistant, Nenita Capili, at (604)528-5631.*

Fees

Upon acceptance, applicants must pay a deposit of \$100, which will be deducted from the full program fee. The fee for the four-part program is \$950. A minimum of half the fee, \$475, must be paid 21 days before Part 1 starts. The remaining fee of \$475 must be paid 21 days before Part 2 starts. Before a certificate is issued, participants must complete all four parts of the program consecutively, complete assigned course work, and attend four days of JI youth care-related electives.

Please note that participants are required to complete the program with the same group for each of the four parts.

Working with Youth in Community Settings Certificate Program (Parts 1, 2, 3, and 4) (#CY169)

Length:	Sixteen days
Fee:	\$950
Date(s):	Part 1 – February 22-25 Part 2 – April 6-9 Part 3 – May 10-13 Part 4 – June 14-17
Instructor(s):	Bruce Hardy, Martha Joy, and Debbie Verkerk

Full

Next Certificate Program will be set for the Fall Term.

Courses for Professionals Who Work with Children, Youth, and Families

These courses are open to all professionals who work with children, youth, and families in a variety of community settings. The courses can also be used as electives in the Working with Youth in Community Settings Certificate Program.

Workshop Three: Making Connections: Third-Party Facilitation When Working with Youth (#CY187)

The third workshop in the Making Connections: Working Through Conflict with Youth series is designed for youth care professionals and other individuals who work directly with youth in a variety of community settings. Participants will examine options for facilitating as a third party in situations of conflict with youth; practise strategies for successful arbitration, conciliation, and mediation with youth; develop skills to facilitate communication between disputants; examine their role as third-party facilitator; develop skills to manage the emotional climate and ensure safety for youth during interventions; and practise process and communication skills to guide youth in conflict through a simulated mediation process. (It is

recommended that Workshop One be completed before Workshop Two or Three.)

Date(s): June 28-29
Fee: \$175
Instructor(s): Mario Govorchin
Coach: Pamela Theriault

Creating Opportunities for Change in Your Everyday Youth Practice (#CY195)

Practitioners who work with children, youth, and families are in the unique position to help facilitate change, whether it is in a group living situation, a school setting, a street worker situation, or a one-to-one living arrangement. The youth care worker is in the best position to identify and take advantage of counselling opportunities to facilitate change in everyday situations with children, youth, and families. This course will focus on this particular skill and will provide the opportunity for practitioners to strengthen this approach in their own work with children, youth, and families.

Length: Two days
Date(s): June 7-8
Fee: \$165
Instructor(s): Bruce Hardy, Ph.D. (cand.)



Adventure-Based Counselling for High-Risk Youth (#CY196)

Programs such as Outward Bound and Project Adventure have provided models for helping individuals develop self-esteem, increase self-confidence, and enhance social and community skills by succeeding at exciting and challenging outdoor experiences. These basic models have been expanded to adapt to the needs of special populations such as "high-risk" youth who need to feel genuinely engaged and challenged yet successful. The course will present an overview of adventure-based counselling principles and resources. It will examine ways in which programs for youth can incorporate these into their philosophy and everyday practice as well as provide these outdoor experiences for their clients.

Length: Two days
Date(s): May 27-28
Fee: \$165
Instructor(s): Joe Solanto, Ph.D.

Developing Effective Interventions: Interventions for Moderate to High At Risk Youth (#CY189)

This two-day course is designed to respond to the changing complexities of working with youth who have moderate to high needs. Child and youth care workers are frequently expected to work with youth who may display behaviours that can be challenging, aggressive, violent, suicidal, and/or chemical-dependent. Participants will have the opportunity to share ideas, deal with specific on-the-job realities, and meet with community-based professionals who manage these issues on a daily basis. The workshop will focus on specific practical interventions with a range of behaviours such as motivational issues, manipulation, mental health issues, violent

offenders, sexual intrusiveness, and aggression. Participants will discuss the real numbers behind high-risk statistics and examine the changes in the field and how to access resources to help in their work with young people.

Length: Two days
Date(s): April 19 & 20
Fee: \$165
Instructor(s): Bruce Hardy, Ph.D. (cand.)

Creating Positive Change Through Peer Groups (#CY182)

This course is designed to help individuals working with youth create positive change in the lives of youth by understanding that one of the most powerful influences in their lives is their peer group. The course focuses on concepts and skills that can be used in peer groups to support positive change for young people. Participants will learn to identify the strengths of individuals within the group and coach them in ways to help other youth in their group; to identify and explore group roles through strategies for group dynamics; and to define the role of the worker in supporting the development of strengths within the group.

Length: Two days
Date(s): May 3-4
Fee: \$165
Instructor(s): Debbie Verkerk and Lenox Neher

Working With Gay, Lesbian, Bisexual, and Transgender Youth (#CY188)

Increasingly youth-serving agencies and professionals who work with youth are recognizing the sensitive and complex needs of sexual-minority youth. Gay, lesbian, bisexual, and transgender youth are at an increased risk for harassment/violence/abuse, substance use, suicide, mental health concerns, and isolation. This course is designed to engage participants in a process that raises general awareness, provokes discussion of specific issues related to good youth care practice, and suggests concrete "next steps" for improving support of sexual-minority youth. Participants will explore homophobia versus homophobia; multiple risks and stressors and coping strategies for youth; educational and informational needs; legal and ethical concerns; human rights of youth; health issues; family issues; systemic barriers and challenges; and strategies for improving support to sexual-minority youth.

Length: Two days
Date(s): June 21-22
Fee: \$165
Instructor(s): Scott Robertson, M.S.W., ICADC

Supporting Females Through the Crisis of Adolescence (#CY190)

For a course description, see page 12 in the Counselling category.

Length: Two days
Date(s): April 30 & May 1

Fee: \$175
Instructor(s): Natalie Clark, M.S.W., and Lynn Redenbach, R.P.N.

Connecting with Children Under 12: Resolving Anger Issues (#CY192)

This two-day workshop will provide counsellors, social workers, child and youth care workers, and other mental health practitioners with the opportunity to understand and develop skills and strategies to work with children under 12 and their families where anger is an issue. The intervention strategies will focus on: effective communication of anger within a developmental context, identifying specific triggers and the anger cycle for younger children, exploring the role of the family in communication and anger expression, and specific skill practice sessions involving real on-the-job situations. The intervention strategies presented are designed to be incorporated in group and individual sessions with both children under 12 and their families. (This is *not* an elective in the Working with Youth in Community Settings Certificate Program.)

Length: Two days
Date(s): May 7-8
Fee: \$165
Instructor(s): Mary Dowdall, M.S.W., and Susan Leaf, M.A. (cand.)

Instructors

Mary Dowdall, M.S.W., specializes in working with children and youth, and has facilitated many group programs in the area of anger management for children and families on the North Shore. Mary also has a private practice called Cornerstone Professional Counselling Practice.

Mario Govorchin is a consultant and trainer with extensive experience working with youth in a variety of settings. Mario is a trainer in the Management Development for Residential Settings Certificate Program and a senior trainer in the Justice Institute's Centre for Conflict Resolution.

Bruce Hardy, Ph.D. (cand.), is currently the executive director of West Coast Family Resources. He instructs in the child and

youth care programs at the University of Victoria and Douglas College. Bruce is a tribunal member for the B.C. Children's Commission, a board member of the Legal Services Society of B.C., a board member of Experience Canada, and an active chair of the National Council of Welfare.

Martha Joy, B.S.W., has extensive experience working in the field of child and youth care. During the last 20 years, she has held a variety of positions, including front-line worker, residential program director, trainer, and policy analyst for government.

Susan Leaf, M.A. (cand.), is a consultant and educator for North Shore Mental Health and also works in private practice. Susan has extensive experience in crisis intervention and counselling with children, adolescents, and families, including six years of treatment counselling through Maples Centre for Adolescents.

Lenox Neher is a special care contractor with the Ministry of Social Services. She has worked in the child and youth care field for 16 years, is currently co-president of the Child and Youth Care Association of B.C., and operates a special care home.

Scott Robertson, M.S.W., ICADC, is a private practitioner and consultant. He has worked on a variety of system issues, such as child welfare, mental health, health care, substance use, and HIV/AIDS for the last 15 years. Scott is an active volunteer on a local, national, and international level on issues for gay, lesbian, bisexual, and transgender youth.

Joe Solanto, Ph.D., is a therapist, clinical supervisor, and educator in private practice. He has more than 20 years of experience working with high-risk youth. He is the Director and Expedition Leader for the Vancouver Ocean Challenge Society, a program that provides high-risk youth with challenging outdoor/marine experiences in a therapeutic context.

Pamela R. Theriault, M.A., has a private practice and provides therapy and counselling services to youth and families through South Cariboo Family Services. She is also a coach with the Justice Institute's Centre for Conflict Resolution.

Debbie Verkerk, B.A., is a consultant and trainer with over 15 years of experience with adolescents in residential and school settings, with a focus on positive peer culture. She is the Chairperson, Advisors Committee, School of Child Care, Douglas College, and former program coordinator, Avalon School.

■ CAREER AND MANAGEMENT DEVELOPMENT

Management

Unless otherwise indicated, Management courses will be held at the Justice Institute and will be in session from 9:00 am to 4:30 pm. Please see the Trainer Development (page 31) and Traumatic Stress (page 37) sections for additional course listings. For more information, call the Program Coordinator, Patricia McNeill, at (604)528-5623.

Courses marked with an asterisk (*) may be taken as electives in the Management Development for Residential Settings Certificate Program.

Basic Supervisory Certificate Program

Many participants in our Basic Supervisory courses have requested a certificate to show that they have successfully completed these courses. We are now able to fulfil that request. To receive a Basic Supervisory Program certificate, you must fulfil the following requirements:

1. Full attendance at Basic Supervisory Program Weeks 1 and 2
2. Completion of four additional days of training in management courses offered by Social Services and Community Safety Division.
3. Successful completion of a written report that shows you have met the goals of the program. The report will be based on an actual intervention you have completed in your workplace or volunteer organization.

For further details, please contact the Program Assistant, Nadine Wolitski, at (604)528-5619.

Basic Supervisory Program, Week 1 (#BSCP200)

Each job or function has specific areas of knowledge, skill, and operating values that, taken together, give individuals the competence to perform a particular job. This competency-based course covers such topics as the role of the supervisor, situational leadership and teamwork, staff development, delegation of work, communication and interpersonal effectiveness, problem solving and decision making, and conflict resolution. Week 1 of the Basic Supervisory Program is for first-level supervisors, or those who aspire to be supervisors, in both government and private agencies.

Co-sponsored with the Corrections and Community Justice Division. Enrolment is limited to 16.

Length: Five days
Date(s): June 7-11
July 5-9
Also see below (#BSCP210 and #BSCP220)

Time: 9:00 am – 4:30 pm on day 1; 8:30 am – 4:30 pm on subsequent days
Fee: \$475; \$525 at the Vancouver Maritime Museum
Instructor(s): A consultant with Ryane Consulting Inc.

Basic Supervisory Program, Week 1, Part B (#BSCP220)

This course covers the last three days of the Week 1 program described above. Specific topics to be addressed are effective communication, problem solving and decision making, managing diversity, and managing conflict. Prerequisite(s): Basic Supervisory Program, Week 1, Part A (#BSCP210).

Length: Three days
Date(s): April 19-21
Time: 8:30 am – 4:30 pm
Fee: \$285
Instructor(s): A consultant with Ryane Consulting Inc.

Basic Supervisory Program, Week 2, Part A (#BSCP310)

This course covers the first two days of the Week 2 program described above. The specific topic to be addressed is performance planning and review. Prerequisite(s): Basic Supervisory Program, Week 1 (#BSCP200 or #BSCP210 and #BSCP220).

Length: Two days
Date(s): May 17-18
Time: 8:30 – 4:30 pm
Fee: \$190
Instructor(s): A consultant with Ryane Consulting Inc.

Basic Supervisory Program, Week 2, Part B (#BSCP320)

This course covers the last three days of the Week 2 program described above. Specific topics to be addressed are problem employees; time management and effective meetings; and team building. Prerequisite(s): Basic Supervisory Program, Week 1 (#BSCP200 or #BSCP210 and #BSCP220), and Basic Supervisory Program, Week 2, Part A (#BSCP310).

Length: Three days
Date(s): June 21-23
Time: 8:30 – 4:30 pm
Fee: \$285
Instructor(s): A consultant with Ryane Consulting Inc.

Basic Supervisory Certificate Program: The Report Project (#BSCP400)

To receive a Basic Supervisory Program certificate, participants must attend Basic Supervisory Program, Weeks 1 and 2; complete four

additional days of training in management courses offered by Social Services and Community Safety Division; and successfully complete a written report that shows that they have met the goals of the program. The report will be based on an actual intervention completed in the workplace or in a volunteer organization. For further information or to request a certificate program application package, please contact the Program Assistant, Nadine Wolitski, at (604)528-5619.

Fee: \$150

The following courses can be used as electives in the Basic Supervisory Certificate Program.

People Problems: How to Supervise Challenging Employees (#MGMT315)*

One of the greatest challenges of supervisors and managers today is dealing with employees whose performance is ineffective or whose behaviour gets in the way. Managing these people is demanding, stressful, and time-consuming. If the problem is ignored, the motivation and productivity of all employees often decrease. Having the skills to deal with poor performance makes the job of the supervisor or manager easier and more satisfying. This course will focus on specific guidelines and techniques to help meet the challenge of problem behaviour confidently and effectively.

Length: Two days
Date(s): May 10-11
Fee: \$185
Instructor(s): A consultant with Ryane Consulting Inc.

Together We Stand: Effective Team Building (#MGMT120)*

Teamwork has long been seen as a basic organizational need. Today, an increased focus on team formation and team development has created a need for managers to develop further competence in team building. This course explores the concept of team – what differentiates a group from a team, what a team really is, why teams exist in the first place, and how teams are developed – and looks at ways to measure and improve team effectiveness. The role of the leader in work teams will also be explored. Participants will practise strategies for building and enhancing teams while developing an understanding of how teams function.

Length: Two days
Date(s): June 14-15
Fee: \$185
Instructor(s): Elizabeth Robinson, M.S.W., R.S.W.

Preventing and Managing Stress (#TS350)

For a course description, see page 40 in the Traumatic Stress category.

Length: Two days
Date(s): June 8-9
Time: 9:00 am – 4:30 pm
Fee: \$185
Instructor(s): Mark Brunke, M.A.

Taking Charge of Change: A Course for Supervisors and Managers (#MGMT327)

This course is designed to help managers deal more effectively with change. The course will provide information and skills to help participants plan for workplace change with more confidence, discuss impending or recent changes with staff more easily, and create a more positive work environment. Participants will identify employee concerns regarding change processes and ways to deal more effectively with them, review a basic model of the change process and reactions to organizational change, develop strategies for responding to typical reactions to change, and use some common planning tools to organize a change.

Length: Two days
Date(s): April 26-27
Fee: \$185
Instructor(s): Rob Goodall, M.A.

NEW

The Fundamentals of Corrective Discipline (#MGMT334)

The goal in dealing with employee performance issues is always to help the employee succeed. However, concerns about an employee's performance in a workplace reality and something a supervisor or manager cannot ignore. This half-day course integrates with coaching and describes what corrective discipline is and how it motivates employees to improve their performance. Participants will have an opportunity to: identify performance issues that require a disciplinary response; distinguish between culpable and non-culpable performance or behaviours; understand the steps in corrective discipline and the fundamental principles in a discipline process; highlight guidelines that will assist managers in changing employee performance; review performance issues, analyze data collected, and apply the principles of the Wm. Scott case to determine appropriate corrective action; and apply the principles of corrective discipline to workplace situations.

Length: One-half day
Date(s): May 3
Time: 9:00 am – 12:00 noon
Fee: \$60 (or \$110 for both #MGMT334 and #MGMT335)
Instructor(s): Diane Fru

NEW

Handling Grievances Effectively (#MGMT335)

Resolving grievances in a union environment is really a *problem-solving* activity. This half-day course focuses on the skills and techniques a supervisor and manager need to develop in order to facilitate problem-solving techniques that build effective work relationships. Participants are invited to bring their individual collective agreements; an opportunity will be provided to create your own situations and draw on the participants' and facilitator's experience to problem-solve. Participants will: discuss what a

grievance is, what actions are grievable and who has what authority throughout the process; explore the supervisor's/manager's role as the employer's representative in handling grievances; explore a variety of grievance situations and develop problem-solving strategies to successfully resolve them; practice skills in conducting the grievance meeting and establish a template resource when writing a letter to confirm the meeting; and review various collective agreements and individual participants' situations and focus on problem-solving strategies.

Length: One-half day
Date(s): May 3
Time: 1:00 pm – 4:00 pm
Fee: \$60 (or \$110 for both #MGMT334 and #MGMT335)
Instructor(s): Diane Fru

Understanding and Connecting: Communication Skills for the Workplace (#MGMT104)

In today's workplace, the ability to work as a cooperative team member is highly valued. This requires a specific set of skills. This course offers the opportunity to develop and practise the basic interpersonal communication skills that contribute to an individual's personal and professional effectiveness. Through discussion, small group work, and non-threatening role play, participants will identify typical communication problems, learn a practical communication model, practise appropriate verbal and non-verbal behaviours, compare different communication styles and identify their own, and discuss communicating with people from other backgrounds and the value of mutual respect.

Length: Two days
Date(s): May 19-20
Fee: \$185
Instructor(s): Marcy Green

Ethical Decision-Making (#MGMT103)

How well prepared are you to think through the numerous ethical decisions you must make every day? Is it possible to work effectively in the modern world and remain principled? Given what social science teaches us about perception and group dynamics, can most

people even recognize when they are facing an ethical dilemma? This course is designed to help participants think more clearly about ethics in the workplace. Topics include: common terms used in discussion of ethical matters, the difference between facts and values, and the impact of group dynamics on perceptions and value choices. Participants will have an opportunity to apply commonly accepted theories of ethical decision-making to resolving some of their own ethical dilemmas at work.

Length: One day
Date(s): June 2
Fee: \$110
Instructor(s): Rob Goodall, M.A.

Instructors

Mark Brunke, M.A., is an employee assistance counsellor with Brown Crawshaw Inc. He has counselled individuals, couples, and families for more than 15 years, and has offered stress workshops at a wide variety of work sites.

Diane Fru is a management consultant whose background and specialties are training and human resources. She also has experience as a line manager and has developed and delivered a variety of human resources courses for the public sector and for private organizations.

Rob Goodall, M.A., is a management consultant in private practice. He has had experience as a teacher, education instructor, and education department manager. He has been in private practice since 1993, and works particularly in the health care field.

Marcy Green is a Registered Clinical Counsellor and an education and training consultant with more than 20 years of experience facilitating adult learning. She specializes in interpersonal communication, stress management, and team-building workshops.

Elizabeth Robinson, M.S.W., R.S.W., is a private consultant and trainer with extensive management experience in child welfare and medical settings. She is on the faculty of the School of Social Work at UBC.

Ryane Consulting Inc. has designed and delivered courses on topics related to leadership and management, communications and conflict, and business writing for more than 20 years. Instructors are highly skilled in creating trust and a participative atmosphere, as well as balancing theory and practical applications.

Residential Care and Supported Employment Programs

Unless otherwise indicated, Residential Care courses will be held at the Justice Institute and will be in session from 9:00 am to 4:30 pm. For more information, call the Program Coordinator, Sandra Rice, at (604)528-5633. For a brochure describing program structure, content, and eligibility, contact the Program Assistant, Nenita Capili, at (604)528-5631.

Management Skills

Management Development for Residential Settings Certificate Program

This certificate program was created in consultation with executive directors and front-line managers from the residential and vocational fields. It is designed to meet the needs of supervisors and managers who work in a variety of residential and supported employment settings. The program provides management skills specific to this workplace, and opportunities to network with other professionals from the field.

The program consists of 20 days of training: eight two-day core courses and four classroom days of Justice Institute electives. Courses should be taken in sequence from Level 1 through 8, unless otherwise approved by the Coordinator.

Interested persons should request an application form from the Program Assistant at (604)528-5631. Participants must currently be supervising others or have proven supervisory experience. Participants in non-supervisory positions should contact the Coordinator at (604)528-5633, as limited seating is available for persons preparing for the supervisory role.

CORE COURSES

Please register for each level directly with the Registration Office.

Management Development for Residential Settings, Level 2 (#MGMT218)

This two-day course is designed to help supervisors who work in residential/supported employment settings develop performance goals and objectives with their staff, practise writing performance standards, examine methods for conducting effective performance reviews, develop action plans for staff development, practise managing performance problems, examine situational leadership theory and assess personal leadership styles, diagnose the level of competence and commitment of staff in relation to tasks, and contract with staff for specific leadership styles to best suit their needs.

Length: Two days
Date(s): May 10-11
Fee: \$185
Instructor(s): Helen Dempster and Leslie Robinson

Management Development for Residential Settings, Level 3 (#MGMT230)

This two-day course is designed to help supervisors strengthen their supervisory skills and knowledge. Participants will gain information to develop a set of ethical and professional standards for their workplace. They will also explore current information on professionalism and review legal constraints on these standards; and examine the supervisor's role in relation to ethical standards, values, and professionalism in residential settings. Participants will also examine the supervisor's role in promoting effective time and stress management within the team, identify sources of employee stress and strategies for coping, and examine the organizational hierarchy and communication flow to assess levels of stress.

Length: Two days
Date(s): June 21-22
Fee: \$185
Instructor(s): Martha Joy

**Levels 4 - 8 will be offered again in the next calendar.*

Management Development for Residential Settings, Level 5 (#MGMT250)

This two-day course is designed to help supervisors identify and practise specific management problem-solving and decision-making techniques and their effectiveness; define existing management structures and roles; set agendas and practise basic facilitation skills for effective team meetings; and examine potential meeting challenges such as conflict, hidden agendas, content over process, and process over content.

Length: Two days
Date(s): April 19-20
Fee: \$185
Instructor(s): Leslie Robinson

Management Development for Residential Settings, Level 6 (#MGMT260)

This two-day course is designed to help supervisors write job descriptions, interview and select staff, and provide effective orientation in the context of residential/supported employment facilities. Participants will gain an understanding of the functions and elements of a job description, practise writing job descriptions, identify effective recruitment procedures for full-time and relief staff, practise methods for conducting an effective job interview that also complies with ethical standards, and identify the elements of a successful orientation.

Length: Two days
Date(s): May 12-13

Fee: \$185
Instructor(s): Jacinta Eni

Management Development for Residential Settings, Level 7 (#MGMT270)

This two-day course is designed to help supervisors strengthen their financial management, budget projection, and report-writing skills. Participants will examine the tendering process for contracted house maintenance; methods for building a resource file for contractors; budget projection and petty cash management; various contractual arrangements with funding bodies; and techniques for writing successful letters, reports, and proposals.

Length: Two days
Date(s): June 8-9
Fee: \$185
Instructor(s): Elizabeth Robinson, M.S.W., R.S.W.

Management Development for Residential Settings, Level 8 (#MGMT280)

This two-day course is designed to help supervisors gain information and techniques needed to manage emergencies and understand the legal obligations of managing a residential facility. Participants will examine the manager's role in managing fire safety, emergency response planning, and house security; and examine the protocol for critical incidents and the debriefing process.

Length: Two days
Date(s): July 7-8
Fee: \$185
Instructor(s): Elizabeth Robinson, M.S.W., R.S.W.

ELECTIVES

Four days of Justice Institute electives are required in the Management Development for Residential Settings Certificate Program. Electives currently being offered are listed below. See course descriptions in this calendar in the, Counselling, Management, and Trainer Development categories, and under Management/Supervisory Skills below. Electives must be Justice Institute courses.

Asserting Yourself in Conflict Situations (CR105)
Clear and Simple: A Course on Writing Memos, Letters, and Reports (#MGMT212)
Coaching for Improved Performance (#MGMT332)
Critical Skills for Communicating in Conflict (CR102)
Criticism: How to Give and Receive It (CR206)
Dealing with Anger (CR200)
Dealing with Interpersonal Conflict (CR110A)
Ethical Decision-Making (#MGMT103)
Facilitating for Results: Helping Groups to Succeed (#MGMT306)
Fundamentals of Instructional Planning (#TD300)
Ideas for Active Learning (#TD100)
Instructional Skills, Level 1 (#TD200)
Making It Hard to Say No – Negotiating with Difficult People (CR362)
Mediation Skills Level I (CR250)

Organizational Effectiveness (#MGMT333)
People Problems: How to Supervise Challenging Employees (#MGMT315)
Risky Business: Risk Management Skills for Managers (#MGMT111)
Together We Stand: Effective Team Building (#MGMT120)
Values-Based Policy Development: A Process for Organizational Effectiveness (#MGMT331)
Whose Home Is It, Anyway? The Manager's Role: Client-Focused Principles and Practice (#MGMT112)
Working with Groups in Instructional Settings (#TD320)
You're Hired: Creating Job Opportunities for Persons with Disabilities (#MGMT115)

Front Line/Supervisory Skills

NEW

Whose Home Is It, Anyway? The Manager's Role: Client-Focused Principles and Practice (#MGMT112)

This course is for managers and supervisors who wish to strengthen and maintain a client-focused environment that adheres to the principles of self-determination and empowerment. This course will address the challenges that managers and supervisors encounter when balancing complex support requirements with the need to respect the individuality of the person with a disability. Participants will gain an understanding of how to promote client-focused practice in all aspects of their jobs, including team meetings, personal planning meetings, and health care decision making. Normalization, inclusion, discomfort with disability, language, and sexuality are topics that will be included.

Length: Two days
Date(s): May 4-5
Fee: \$175
Instructor(s): Elizabeth Barnett and Sally Scott, M.A., C.C.C.

NEW

You're Hired: Creating Job Opportunities for Persons with Disabilities (#MGMT115)

This course is for participants who support persons with developmental and physical disabilities in finding employment. The course will focus on strategies to effectively market to community employers, including creative employer presentations; understanding and resolving employer concerns; developing a winning marketing brochure and plan; assessing a successful match for employer and employee; creating mutually rewarding partnerships with employers; and effectively tracking and following up with employers.

Length: Two days
Date(s): Re-scheduled for the fall term
Fee: \$175
Instructor(s): TBA

Management/Supervisory Skills

NEW

Risky Business: Risk Management Skills for Managers (#MGMT111)

This course is for managers who work in residential programs and want to strengthen their competency in risk management. The course will focus on helping managers/supervisors assess potential risk situations to their clients in care; developing preventive strategies and applying these strategies to improve care systems; the physical environment; staff education; and decreasing serious incidents such as allegations of abuse and neglect. The course will provide opportunities for managers to examine the effectiveness of current policies, define factors that contribute to abuse and neglect, review the investigation process when there is an allegation of abuse and neglect, and practise specific skills and strategies for preventing serious incidents.

Length: Two days
Date(s): July 5-6
Fee: \$175
Instructor(s): Leslie Robinson

Courses Around B.C.

The Management Development for Residential Settings Certificate Program can be contracted to be offered in locations outside the Lower Mainland. For information about the program, contact the Program Coordinator, Sandra Rice, at (604)528-5633.

Out-of-town participants may take the levels of Management Development for Residential Settings Training out of sequence without prior approval of the Coordinator.

Core Courses

VICTORIA

Management Development for Residential Settings, Level 1 (#MGMT214V)

Length: Two days
Date(s): Re-Scheduled for Fall Term
Location: TBA
Fee: \$195

Management Development for Residential Settings, Level 2 (#MGMT218V)

Length: Two days
Date(s): Re-Scheduled to Fall Term
Location: TBA
Fee: \$195

Management Development for Residential Settings, Level 3 (#MGMT230V)

Length: Two days

Date(s): Re-Scheduled to Fall Term
Location: TBA
Fee: \$195

**Levels 4 - 8 will be offered in the fall term.*

Electives

Please contact the Justice Institute Conflict Resolution Division for information on courses that can be used as electives for this program. Electives must be Justice Institute courses.

VICTORIA

Together We Stand: Effective Team Building (#MGMT120V)

For a course description, see page 25 in the Management category.

Length: Two days
Date(s): June 21-22
Location: Clarion Hotel Grand Pacific
Fee: \$225
Instructor(s): Elizabeth Robinson, M.S.W., R.S.W.

Risky Business: Risk Management Skills for Managers (#MGMT111)

For a course description, see page 29.

Length: Two days
Date(s): April 26-27
Location: Clarion Hotel Grand Pacific
Fee: \$225
Instructor(s): Leslie Robinson

Instructors

Elizabeth Barnett is a Program Coordinator with North Shore Disability Resource Centre, where she supervises 10 adult residential programs. Liz has extensive experience in supporting people with disabilities and their families in the area of behavioural challenges and developmental and physical disabilities.

Carol Cohen, M.A., is a counsellor/coordinator with the Family Services Employee Assistance Group. She has worked in residential settings for youth and is experienced in both direct service and management.

Helen Dempster is Coordinator of Children's Services for the B.C./Yukon Society of Transition Houses. She has managed a transition house for seven years and is experienced in working and training with women-serving agencies.

Jacinta Eni is currently the Executive Director of Community Ventures Society. She has worked in preschool, residential, and vocational settings for people with developmental disabilities, and has extensive experience as a manager in each of those settings.

Mario Govorchin is a consultant and trainer with extensive experience working with clients with disabilities. He has worked in residential settings. Mario is a senior trainer for the Justice Institute's Centre for Conflict Resolution.

Martha Joy, B.S.W., is a consultant with extensive experience working with children, youth at risk, and persons with disabilities. She has worked in residential settings with youth and is experienced in both direct service and management.

Marion Malcolmson, M.S.W., R.S.W., works in cross-cultural settings as the Coordinator of Counselling Services at Invergarry Adult Learning Centre. Her counselling and training experiences include employee assistance programs. She has been employed in both direct service and administration, and currently maintains a private practice.

Elizabeth Robinson, M.S.W., R.S.W., is a social worker in private practice. She has extensive experience as a manager and trainer

in child welfare and medical settings. She is also a sessional lecturer at the School of Social Work at UBC.

Leslie Robinson is a consultant with seven years of experience working in Community Care Facilities Licensing, managing the program for five of those years. In addition, she has had direct working experience with individuals who have disabilities.

Sally Scott, M.A., C.C.C., is a private practitioner with 15 years of experience in working with persons with disabilities. Sally's extensive experience stems from her personal experience with disability following a spinal cord injury. She is the president of the Board for North Shore Disability Resource Centre.

Trainer Development

Unless otherwise indicated, Trainer Development courses will be held at the Justice Institute and will be in session from 9:00 am to 4:30 pm. For more information, call the Program Coordinator, Patricia McNeill, at (604)528-5623. For a booklet containing additional information about the certificate program, call the Program Assistant, Nadine Wolitski, at (604)528-5619.

Courses marked with an asterisk (*) may be taken as electives in the Management Development for Residential Settings Certificate Program.

Trainer Development Certificate Program

The Trainer Development Certificate Program is a practical program designed for both full-time training professionals and persons who provide training as part of their overall job responsibilities within an organization. It focuses on the core skills and knowledge required to plan and deliver creative, effective training sessions. The program also provides opportunities in the classroom for participants to apply the skills and knowledge that are the foundation of each course. The program was developed with input from trainers in variety of settings. Instructors are training professionals with a background in adult education.

To qualify for the certificate, applicants must complete 12 days of core training (six courses/78 hours), four days of electives (usually two courses/26 hours), and a two-part assignment. Persons who have previously taken Training for Trainers courses through Social Services and Community Safety Division will receive credit for those courses.

Core Courses

Once prerequisites have been satisfied, core courses in the Trainer Development series can be taken in any order. Courses are listed here in the recommended order.

Instructional Skills, Level 1 (#TD200)*

(Formerly Training for Trainers: Tips, Techniques, and Tactics)

This practical course is for people who deliver training as part of their overall job and want to learn new skills or enhance existing ones. Content includes: characteristics of adult learners, ways of creating and maintaining a positive learning environment, instructional styles, characteristics of a motivating instructor, instructional techniques, and instructional challenges. Enrolment is limited to a maximum of 12, to allow time for participants to practise delivering group instruction in a supportive setting. Each participant will have an opportunity to participate in two practice delivery sessions.

Length: Two days

Date(s): April 26-27, Colleen Vaughan, M.Ed.
May 31 – June 1, Margaret Owens, M.Ed.
July 5-6, Reva Kalef, M.Ed.
Fee: \$235

Instructional Skills, Level 2 (#TD220)

This course is for trainers who want to increase their knowledge of the instructional process, reflect on their present approach, practise micro-skills, and receive feedback. Content includes: critical thinking; perceptual learning modes; motivation; communicating clearly; use of questions; overviews, cueing, debriefing, integration, and summaries; assessment; feedback; ethical concerns; and instructor self-care. Participants will have an opportunity to practise micro-skills individually, with partners, and in small groups. Enrolment is limited to 16. Prerequisite(s): Instructional Skills, Level 1 (#TD200) (formerly Training for Trainers: Tips, Techniques, and Tactics [#MGMT223]). If you have not taken #TD200 (or #MGMT223), please send a written application to the Program Coordinator outlining training experience and/or previous training for trainers courses. Please include the name of the instructor, the length of the course, and a brief description of the course.

Length: Two days
Date(s): June 14-15
Fee: \$225
Instructor(s): Reva Kalef, M.Ed.

Evaluating Training Programs (#TD360)

Evaluations can be potent sources of information for program improvement, decision making, and accountability. This interactive course is for trainers responsible for planning and/or carrying out evaluations of their training programs. It provides a systematic overview of program evaluation; the concepts covered can be applied to a wide range of situations. Participants will have an opportunity to increase their understanding of the type of evaluation most appropriate for their programs, and to apply the knowledge and skills to their own work. They should have in mind a program evaluation to work on over the course of the two days. Enrolment is limited to 16. Prerequisite(s): Fundamentals of Instructional Planning (#TD300) (formerly #MGMT223A). If you have not taken #TD300 (or #MGMT223A), please send a written application to the Program Coordinator outlining previous training or experience in instructional planning.

Length: Two days
Date(s): May 3-4
Fee: \$225
Instructor(s): Margaret Owens, M.Ed.

Conducting a Training Needs Assessment (#TD340)

A cornerstone in the work of instructors, planners, and coordinators is determining what clients or the public want or need to learn. Most people working in planning functions would agree that good planning involves conducting a "needs assessment." But the term *needs assessment* is often used to describe a variety of strategies to help determine the content of courses, programs, workshops, or other educational offerings. This two-day course is designed to clarify the concept of needs assessment and to provide skills to assist in choosing and implementing appropriate strategies for determining the educational or training needs of client groups. Enrolment is limited to 16. Recommended: Fundamentals of Instructional Planning (#TD300) (formerly #MGMT223A).

Length: Two days
Date(s): June 28-29
Fee: \$225
Instructor(s): Thomas Sork, Ph.D.

Fundamentals of Instructional Planning (#TD300)*

This interactive course is for trainers who are responsible for planning instruction for adult learners. Participants will have an opportunity to increase their understanding of the instructional planning process and apply the knowledge and skills to their own planning situation. Participants should have a project in mind to work on during the course. Enrolment is limited to 16.

Prerequisite(s): Instructional Skills, Level 1 (#TD200) (formerly Training for Trainers: Tips, Techniques, and Tactics [#MGMT223]). If you have not taken #TD200 (or #MGMT223), please send a written application to the Program Coordinator outlining training experience and/or previous training for trainers courses. Please include the name of the instructor, the length of the course, and a brief description of the course.

Length: Two days
Date(s): June 21-22
Fee: \$225
Instructor(s): Reva Kalef, M.Ed.

Working with Groups in Instructional Settings (#TD320)*

This practical advanced course is for trainers who instruct in a group setting. Participants will have an opportunity to increase their understanding of group dynamics and ways to enhance learning in groups. Content includes: climate setting, a group dynamics model, purposes of groups, observation possibilities, and common group issues. Enrolment is limited to 16. Prerequisite(s): Instructional Skills, Level 1 (#TD200) (formerly Training for Trainers: Tips, Techniques, and Tactics [#MGMT223]). If you have not taken #TD200 (or #MGMT223), please send a written application to the Program Coordinator outlining training experience and/or previous training for trainers courses. Please include the name of the instructor, the length of the course, and a brief description of the course.

Length: Two days
Date(s): June 10-11
Fee: \$225
Instructor(s): Reva Kalef, M.Ed.

Electives

Ideas for Active Learning (#TD100)*

Participants in this course will leave with a repertoire of ideas for making their training more active. Participants will also explore how to integrate interactive techniques into their instructional plans and delivery. Content includes: qualities of active learning, introductions, expectation setting, energizers, retention and transfer, and closure. Enrolment is limited to 16. Prerequisite(s): Instructional Skills, Level 1 (#TD200) (formerly Training for Trainers: Tips, Techniques, and Tactics [#MGMT223]). If you have not taken #TD200 (or #MGMT223), please send a written application to the Program Coordinator outlining training experience and/or previous training for trainers courses. Please include the name of the instructor, the length of the course, and a brief description of the course.

Length: Two days
Date(s): May 19-20
Fee: \$225
Instructor(s): Reva Kalef, M.Ed.

Team Teaching and Other Ways to "Share the Spotlight" (#TD130)

This course is for instructors who want to involve others in their training courses. It will demonstrate tools and techniques that trainers can use to explore the power of "sharing the spotlight" with guest speakers, co-workers, or team teachers. The course will provide an opportunity for participants to analyze the technical, theoretical, and personal abilities of other people involved in the training session. Topics include: sharing the role to enhance learning, identifying common teaching styles, developing strategies to successfully team-teach, and practising the co-facilitation process. Enrolment is limited to 16.

Length: Two days
Date(s): July 7-8
Fee: \$225
Instructor(s): Cheryl Cahill, B.B.A., and Tanyce Westgard, B.B.A.

Trainer Development Certificate Program: Assignment (#TD500)

To receive the Trainer Development Certificate, participants must complete 12 days of core training (six courses/78 hours), four days of electives (usually two courses/26 hours), and a two-part assignment. In the first part of the assignment, participants will analyze instructional delivery in a group setting and examine the ways in which instructional planning and delivery can influence the learning process. The second part focuses on instructional planning: it provides an opportunity for participants to reflect on the choices they have made or are making in planning an educational program, and the factors that influence these choices. After completing the assignment, candidates for the certificate will prepare a written report of their analysis. For further information or to request a certificate program application package, please contact the Program Assistant, Nadine Wolitski, at (604)528-5619.

Fee: \$150

Instructors

Reva Kalef, M.Ed., has been involved in the field of adult education as an instructor, program planner, and consultant for more than 13 years. She specializes in assisting instructors and instructional designers in their ongoing professional development. Reva has extensive experience working with educational institutions, government agencies, non-profit organizations, and business and industry.

Rhonda Margolis, M.A., has worked as a cross-cultural training facilitator for more than 10 years. She works with a wide range of businesses, including the telecommunications and financial industries, and postsecondary institutions. She has been an invited speaker at numerous conferences and has published several articles related to cross-cultural training.

Margaret Owens, M.Ed., has extensive experience as a consultant and trainer in the design, instruction, and evaluation of adult education programs and materials. She has a special interest in international and distance education.

Thomas J. Sork, Ph.D., is an Associate Professor of Adult Education at the University of British Columbia. He has presented needs assessment and similar workshops on evaluation and planning to a number of practitioner groups across Canada.

Colleen Vaughan, M.Ed., has been an instructor at the Justice Institute of B.C. for more than six years. She has developed and delivered workshops for both the Emergency Management Division and the Corrections and Community Justice Division.

Enforcement and Investigation

Unless otherwise indicated, Enforcement and Investigation courses will be held at the Justice Institute and will be in session from 8:30 am to 4:30 pm. For more information, call the Program Coordinator, Carol McClenahan at (604)528-5685 or for a brochure call Nadine Wolitski at (604)528-5619.

Bylaw Enforcement and Investigative Skills, Level I (#EP209)

Co-sponsored with the Union of B.C. Municipalities and endorsed by the Bylaw Enforcement Officers and Licence Inspectors Association of B.C., the Building Officials' Association of B.C., and the Municipal Officers' Association of B.C. This course is designed to provide local government regulatory personnel with skills to successfully investigate, prepare, process, and prosecute cases pursuant to legislation applicable to them. It will be of interest and value to bylaw enforcement officers; licence, building, plumbing, electrical, and gas inspectors; and other local government employees responsible for the administration and enforcement of municipal bylaws. The intensive five-day course features lectures, a court visit, and active participation by those attending the sessions.

Length: Five days
Date(s): May 17-21 - Full
TBA - Summer '99
Fee: \$640
Instructor(s): Instructors from all aspects of the bylaw administration and enforcement field and the justice system will participate in the program.

Advanced Bylaw Enforcement and Investigative Skills, Level II (#EP210)

Co-sponsored with the Union of B.C. Municipalities and endorsed by the Bylaw Enforcement Officers and Licence Inspectors Association of B.C., the Building Officials' Association of B.C., and the Municipal Officers' Association of B.C. This course is designed to provide local government regulatory personnel who have completed the Bylaw Enforcement and Investigative Skills, Level I course with an advanced program to better investigate, prepare, and prosecute cases pursuant to applicable legislation. New topics to be covered include drafting bylaws, developing policies and procedures, risk management, and defusing volatile situations. This advanced program will be of particular interest to bylaw enforcement officers; licence, building, plumbing, electrical, and gas inspectors; and other local government employees with responsibility for bylaw code and regulatory enforcement. The intensive five-day course features lectures, case studies, team workgroups, and a mock trial.

Length: Five days
Date(s): April 19-23 - Full
Fee: \$640

Instructor(s): Instructors from all aspects of the bylaw administration and enforcement field and the justice system will participate in the program.

Courtproofing for Enforcement Personnel (#EP177)

Enforcement personnel from a variety of agencies may be called upon to present evidence in court. This course is designed to help them prepare for their court appearance. It provides an overview of the criminal justice system and the court system, and takes participants through the steps leading to, and through, the court process. On day 2, participants will have the opportunity to participate in a mock trial, in which they will present evidence and be cross-examined on that evidence. Enrolment is limited to 16.

Length: Two days
Date(s): May 6-7
Time: 9:00 a.m. – 4:30 p.m.
Fee: \$235
Instructor(s): James W. Williams, LL.B.

Enforcement and Investigative Skills

In spite of efforts to ensure voluntary compliance, officials at various levels of government frequently find that laws they are charged with upholding must be enforced through the courts. Social Services and Community Safety Division offers a contract course designed to prepare individuals responsible for the administration and enforcement of provincial and municipal laws to successfully investigate, prepare, and prosecute their cases.

The five-day course includes a discussion of relevant legislation and takes participants through the steps involved in prosecuting a case, from gathering and preserving evidence to presenting the evidence in court. It concludes with a court visit and a mock trial in which participants have an opportunity to present evidence based on real or composite cases typical of those they enforce. Lawyers with experience in prosecuting and defending cases in the British Columbia court system conduct the courses. They are assisted by other instructors with expertise in specific fields related to the topics presented. For further information, or to discuss a course specifically designed for your agency, contact Carol McClenahan at (604)528-5685.

Length: Five days
Date(s): Available as a contract course only. Contact the Program Coordinator for details.

Instructors

Experienced professionals in the fields of prosecuting and defending cases in the British Columbia court system and enforcement and investigation conduct the courses.

James W. Williams, LL.B., has practised law in Vancouver since 1985. Although he is active primarily as a criminal defense lawyer, he has also appeared before such tribunals as the Law Society of B.C. and the B.C. Securities Commission. Before taking his law degree, he was a member of the RCMP for 11 years.

Substance Use/Misuse

Unless otherwise indicated, Substance Use/Misuse courses will be held at the Justice Institute and will be in session from 9:00 am to 4:30 pm. For more information, call the Program Coordinator, Cheryl Bell-Gadsby, at (604)528-5626.

Substance Use/Misuse Certificate Program

BACKGROUND/PURPOSE

In response to recent changes within the Alcohol and Drug system of care, the creation of the Ministry for Children and Families, and requests from the community to provide comprehensive training in substance use/misuse intervention, the Social Services and Community Safety Division of the Justice Institute has developed a new certificate program in this area of practice.

PROGRAM DESCRIPTION

The Substance Use/Misuse Certificate Program will provide participants with a theoretical overview of key concepts, intervention models, and principles guiding the prevention, assessment, and treatment of substance use/misuse. This program will emphasize a harm reduction approach, including: understanding of substance use within a bio-psycho-social-spiritual framework; current research and knowledge about interventions; and an exploration of social justice issues such as race, class, gender, power, and poverty and violence. Specific assessment and treatment approaches, including motivational interviewing, will be modelled, and opportunities for skill practice and skill development will be provided. This program will highlight multidisciplinary approaches to substance use/misuse.

WHO SHOULD ATTEND

This certificate program will be of interest to persons working in a variety of settings where they come into contact with youth, families, or adults who are misusing substances. The courses will be relevant to practitioners who have a specific mandate to provide substance misuse services, and to practitioners who provide support and counselling services to clients and their families where substance misuse may or may not have been an identified problem. The courses will be of interest to those in social services, youth justice, family support, health, women's services, and human resources.

For more detailed information on the certificate program, course content, and admission requirements, please contact Cheryl Bell-

Gadsby at (604)528-5626 or e-mail cgadsby@jibc.bc.ca, and ask for a brochure.

Core Courses

1. Understanding Substance Misuse (#AD100)

Length: Three days
Date(s): TBA, Fall 1999
Fee: \$225

2. Continuum of Risk, Care, and Harm Reduction (#AD104)

Length: Two days
Date(s): TBA, Fall 1999
Fee: \$175

3. Assessment of Addictive Behaviours and Integrated Case Management (#AD105)

Length: Four days
Date(s): TBA, Fall 1999
Fee: \$300

4. Interconnected Risk (#AD101)

Length: Two days
Date(s): TBA, Fall 1999
Fee: \$175

5. Working with FAS/NAS and Pregnant Substance Using Women and their Families (#AD107)

Length: Two days
Date(s): TBA
Fee: \$175

6. Self-Care (#AD106)

Length: One day
Date(s): TBA, Fall 1999
Fee: \$95

7. Contemporary Issues (#AD108)

Length: One day
Date(s): TBA, Fall 1999

Fee: \$95



Week-Long Option

1. Understanding Substance Misuse (#AD100)

Length: Three days

Continuum of Risk, Care, and Harm Reduction (#AD104)

Length: Two days

Date(s): April 13-17

Fee: \$400

2. Assessment of Addictive Behaviours (#AD105)

Length: Four days

Self-Care (#AD106)

Length: One day

Date(s): May 25-29

Fee: \$395

3. Interconnected Risk (#AD101)

Length: Two days

A Lifespan Approach to Understanding FAS/NAS (#AD107)

Length: Two days

Contemporary Issues (#AD108)

Length: One day

Date(s): September 28 – October 2

Fee: \$445

Admission to the Certificate Program

To enter the program, applicants must submit to the Program Coordinator:

- a recent resume outlining relevant work experience, past training in the field, and academic background and/or volunteer experience
- a personal statement of their interest in the program and expectations
- letters of reference from appropriate professionals

In addition to the seven core courses, elective courses will be offered that allow for concentration of study and skill building in an area of the participant's choice. Please refer to the upcoming course brochure for details.

For a detailed brochure, call the Program Assistant, Heather Olson, at (604)528-5573.

Electives

Four days of Justice Institute electives are required in the Substance Use/Misuse Certificate Program. Electives currently offered include the following:

Understanding Acupuncture (#EP270)

For a course description, see page 18 in the Couple and Family Issues category.

Length: Three days

Date(s): May 6-8

Fee: \$225

Instructor(s): Roger Kimmerly



Brief Therapy: Strategies, Solutions and Narratives (#CFT700)

For a course description, see page 18 in the Couple and Family Issues category.

Length: One day

Date(s): April 16

Fee: \$95

Instructor(s): Glenn Grigg, M.A., R.C.C.

Instructors

Janet Amos, M.S.W., has 10 years of experience in the alcohol and drug field in the areas of direct practice and program development. In addition, she worked for four years in the field of violence against women, providing direct services for women and participating in community development initiatives. Janet is currently the Provincial Fetal Alcohol Early Intervention Consultant and is based at the Aurora Treatment Centre for Women. She provides support, resources, and training to health and social services providers working with women who are pregnant and using substances.

Rob Axsen, B.A., has more than 20 years of experience providing counselling, clinical supervision, and training. He has worked with corrections, mental health, and addiction services. Rob also has specialized experience working with youth. He has a private practice focusing on youth issues, the change process, and applied motivational interviewing.

Jeanne Richard Harris, R.S.W., has more than 30 years of experience working with special populations in education, geriatrics, psychiatry, community mental health, addictions, and dual diagnosis. Jeanne has developed a dual diagnosis curriculum for the Native Education Association, Addiction Counsellor Training, the Justice Institute, and Corrections Canada. She currently works for the Vancouver/Richmond Health Board and teaches in the field of substance use/misuse at Douglas College and the University College of the Fraser Valley.

Nancy Poole, M.A., is a provincial research consultant on women's substance use issues at the Aurora Treatment Centre in Vancouver. Her work ensures that providers of women's services are supported in developing gender-specific programming and

the valuation of women's treatment and prevention programming. Nancy has helped to develop the *BC FAS Community Action Guide*, published by the Ministry for Children and Families, and the *Alcohol and Drug Problems of BC Women* report, published by the Ministry of Health.

Scott Robertson, M.S.W., ICADC, is a private practitioner and consultant. He has worked on a variety of system issues, such as child welfare, substance use, HIV/AIDS, mental health, and health care, for the last 15 years. Scott is an active volunteer on a local, national, and international level on issues for gay, lesbian, bisexual, and transgender youth.

Traumatic Stress

Unless otherwise indicated, Traumatic Stress courses will be held at the Justice Institute and will be in session from 9:00 am to 4:30 pm. For more information on Trauma and Post-Traumatic Stress courses, call the Program Coordinator, Natalie Clark, at (604)528-5627. For more information on Critical Incident Stress Management courses, call the Program Coordinator, Carol McClenahan, at (604)528-5685.

Traumatic Stress Certificate Programs

In order to provide comprehensive training in trauma intervention, Social Services and Community Safety Division is offering a three pronged approach to the development of skills based training in the area of traumatic stress.

The overall purpose of the Traumatic Stress Certificate Programs is to provide participants with increased knowledge and skills in the trauma intervention field and the opportunity to link and network with other practitioners. The three training streams reflect the varied directions that practitioners can pursue.

Participants can select from one of three streams to obtain a Certificate of Achievement, or they can take a selection of courses from one or all three of the streams:

- Trauma Counselling and Clinical Intervention
- Critical Incident Stress Management for Peers
- Critical Incident Stress Management for Practitioners

Trauma Counselling and Clinical Intervention Stream

This program is designed for counsellors, therapists, clinical social workers, psychologists, and other mental health practitioners who are working with survivors of trauma. The courses focus on key theories of trauma and traumatic stress, central concepts in trauma intervention, and practical skill application.

Certificate Program registration - Interested applicants must submit a resume describing their clinical/counselling work experience, academic background and past courses in the area of traumatic stress, to Natalie Clark, Program Coordinator, (nclark@jibc.bc.ca) or fax to (604) 528-640.

Individual Course registration - To register for individual courses, please submit a one page letter briefly describing relevant work experience and courses taken in the areas of counselling and traumatic stress to Natalie Clark, Program Coordinator, (nclark@jibc.bc.ca) or fax to (604) 528-5640.

The **Trauma Counselling and Clinical Intervention** stream is currently offered once per calendar year and consists of 5 courses (18 days or 126 hours of core courses including the two day pre-requisite course). The program starts in the fall and continues through the winter and spring terms. Participants can complete the program in 10 months and must complete the program in two years. Certificate participants are advised to register for one course each term.

All certificate candidates and individual course registrants are required to take the two day pre-requisite course: Trauma and Post Traumatic Stress Reactions (#EP251) after which they can enrol in one of the following courses:

- Trauma Assessment and Treatment Planning (#TS210) (4 days; fee \$295): November 3-6, 1999
- Trauma and the Therapeutic Relationship (#TS221) (3 days; fee \$225): December 16-18, 1999
- Trauma Intervention (#TS222) (5 days; fee \$325): February 24-26 & March 10-11, 2000
- Trauma Counselling Consultation Group (#TS223) (4 days; fee \$450): June 4-5 & 18-19, 1999; or May 5-6 & 26-27, 2000

Instructors: Elizabeth Fortes, M.A.; Joe Solanto, Ph.D.; Maggie Ziegler, M.A.

For further information on this certificate option, please contact the Program Assistant, Amber Hall, at (604)528-5620.

Certificate Program Schedule

Introduction to Trauma and Post-Traumatic Stress Reactions (#EP251)

This course is for front-line workers, support workers, victim service workers, peer personnel from high-risk professions (emergency health and human services, police and corrections, various industries), and other service providers working with trauma survivors in an individual, group, or community context. Participants

will acquire a basic understanding of trauma, post-traumatic stress, and critical incident stress, and a working knowledge of the impact of trauma on individuals, the community, and trauma responders, including responses at the moment of traumatization, short-term and long-term consequences of traumatization, and post-traumatic stress disorder. Participants will examine the spectrum of trauma responders in the community and consider their relationship to one other.

This course is the required prerequisite for all the Traumatic Stress Certificate Programs Streams. Participants who have previously completed Trauma and Post-Traumatic Stress Reactions, Level I (#EP178) or Level II (#EP178A), will receive credit for this prerequisite.

Length: Two days
Date(s): September 24-25, 1999
Fee: \$175
Instructor(s): Joe Solanto, Ph.D.

Trauma Assessment and Treatment Planning (#TS210)

This course will provide an overview of assessment and treatment within a socio-political and cultural context. A multi-dimensional approach to assessment and a variety of assessment interviews and instruments will be reviewed. Participants will explore the significance of risk assessment protocols, diagnose Post-Traumatic Stress Disorder (PTSD) using the DSM-IV criteria, understand psychopharmacology and PTSD treatment, and address the therapeutic challenges related to traumatic memory. Participants will also consider the importance of having a theoretical model to guide their treatment work with survivors of trauma, develop a framework for treatment, and apply this framework to specific trauma populations and client presentations. Participants will also apply various assessment tools and treatment planning concepts to case situations.

Length: Four days
Date(s): November 3-6, 1999
Fee: \$295
Instructor(s): Elizabeth Fortes, M.A.; Joe Solanto, Ph.D.; Maggie Ziegler, M.A.

Trauma and the Therapeutic Relationship (#TS221)

This course will assist participants to identify their role in trauma treatment within a continuum of trauma professionals and to develop a model for ethical trauma counselling. The relational injury inherent to trauma will be explored, the implications of this injury for the therapeutic relationship will be discussed, and practical skills to address these issues and create safety in the client-therapist relationship will be presented. Through structured exercises, participants will consider the impact of their values, beliefs, and assumptions in the therapeutic setting, identify and respond to transference and countertransference in their work with trauma survivors, and differentiate these from the causes and symptoms of vicarious traumatization. Opportunities to explore vicarious trauma prevention and intervention on individual, organizational, and societal levels will be provided, and the current challenges faced by trauma therapists will be highlighted. Prerequisite(s): #EP251.

Length: Three days
Date(s): December 16-18, 1999
Fee: \$225
Instructor(s): Elizabeth Fortes, M.A.; Maggie Ziegler, M.A.

Trauma Intervention (#TS222)

Participants will develop and practise intervention skills relating to a diversity of trauma experiences and traumatized populations. Participants will learn and apply clinical skills to a range of in-session dynamics and situations, including: skills to manage the emotional intensity and pacing of sessions; identifying and responding to in-session dissociations and survivors' internal conflicts; and clinically managing the conflicts and ambivalence of the therapist. Demonstrations and opportunities for skill practice will be used to explore symptom management (including reducing physiological overreactivity, thought-stopping techniques, creating internal safety, reducing affective overload around traumatic images, and rehearsing new behaviours). Prerequisite(s): #EP251.

Length: Five days
Date(s): February 24-26 & March 10-11, 2000
Fee: \$325
Instructor(s): Elizabeth Fortes, M.A.; Joe Solanto, Ph.D.; Maggie Ziegler, M.A.

Trauma Counselling Consultation Group (#TS223)

This course will provide a forum for participants to evaluate their current clinical work with traumatized clients, consider what has and hasn't worked, and integrate the assessment and intervention concepts/skills presented throughout the program. Participants will present audio and videotaped segments of their work with trauma clients (from their practice) for exploration and feedback in a small group setting. Participation in this consultation group is required for candidates to receive the certificate of achievement.

Length: Four days
Date(s): June 4-5 & 18-19, 1999
May 5-6 & 26-27, 2000
Fee: \$450
Instructor(s): Elizabeth Fortes, M.A., and Joe Solanto, Ph.D.

SPECIAL EVENT

Trauma and Community Summer Institute: Children, Families, and Trauma

For a course description, see page 46 in the Conferences/Special Events category.

Institute faculty confirmed to date include: Kendall Johnson, Ph.D.; Aphrodite Matsakis, Ph.D.; Marie Jose-Dhaese, Ph.D., ATR, CET, RPT-S; Maggie Ziegler, M.A.

Date(s): July 12-16
Location: Justice Institute of B.C., New Westminster

SPECIAL EVENT

Voices from Each Generation: Reclaiming Wellness in Aboriginal Communities

Co-sponsored with Nicola Valley Institute of Technology and Native Education Centre. For a course description, see page 46 in the Conferences/Special Events category.

Length: Three days
Date(s): February 17-19, 2000
Location: Executive Inn, Coquitlam, BC

Critical Incident Stress (C.I.S.) Management for Peers Stream

This program is designed for workers who are required or have volunteered to provide defusing or emotional first aid services to colleagues. Participants completing this stream will acquire the essential knowledge and skills to conduct an effective peer defusing. The courses focus on the key theories of traumatic stress, principles of defusing and debriefing and practical skill application.

Certificate Program registration – to register for the Critical Incident Stress Management for Peers stream, participants must complete an application form describing their relevant work history, academic background and past courses in this area. Applications are to be forwarded to Carol McClenahan, Program Coordinator (cmcclenahan@jibc.bc.ca) or fax to (604) 528-5640.

Individual Course registration – to register, complete the appropriate registration form and forward it along with a cheque or money order to the Justice Institute.

The certificate program consists of 5 courses (63 hours including the course pre-requisite) and the successful completion of a case analysis and demonstration of a selected defusing or debriefing approach following the course offerings. A detailed package is available describing the activities to be completed and the criteria for assessment used. To obtain a certificate application package, contact Nadine Wolitski, program assistant, at (604) 528-5619.

Introduction to Trauma and Post-Traumatic Stress Reactions (#EP251)

For a course description, see page 37.

Length: Two days
Date(s): August 3-4*
September 24-25
Fee: \$175
Instructor(s): Joe Solanto, Ph.D.

Trauma Debriefing and Defusing (#TS310)

The focus of this course is on the core concepts and basic skills used in trauma defusing and debriefing. Although the concepts are generic, the primary applications are for people traumatized in the workplace. Topics covered include: the relationship between stress,

cumulative stress, traumatic stress, and critical incident stress; causes and consequences of traumatic and critical incident stress; underlying psychological issues associated with a traumatic event; individual differences associated with traumatic stress; the theory of crisis intervention and its relationship to acute trauma intervention; the rationale for a structure of trauma interventions including in- and post-service defusing (individual and group), demobilization, and psychological debriefings (individual and group); practice principles for trauma interventions; a review of the efficacy studies on defusings; ethical and moral issues relating to trauma interventions; and triaging personnel following a traumatic incident.

Length: Two days
Date(s): August 5-6*
Time: 8:30 am – 4:00 pm
Fee: \$185
Instructor(s): Toby Snelgrove, Ph.D.

Peer Defusing, Level I (#TS320)

This course focuses on the skills required for front-line trauma defusing. Topics covered include: a review of the causes and symptoms resulting from a traumatic event; the purpose and process of individual peer defusing and the role of the peer defuser; methods for dealing with problems such as alcohol and drug abuse; ways to close an individual defusing when the person being defused is in various states of distress; and an introduction to practice boundaries and ethical issues relating to peer defusing, including limits to confidentiality. Participants will have an opportunity to practise the peer defusing process. Prerequisite(s): Trauma Debriefing and Defusing (#TS310), or send a written application to the Program Coordinator outlining previous training in critical incident stress, including the name of the instructor and the length of the training.

Length: One day
Date(s): August 9*
Time: 8:30 am – 4:00 pm
Fee: \$100
Instructor(s): Toby Snelgrove, Ph.D.

Peer Defusing, Level II (#TS330)

The purpose of this course is to provide peers with an opportunity to further develop their helping-relationship skills. Topics covered include: a review of steps in the peer-support relationship; crisis intervention and how it relates to peer defusing; the four active-listening skills (including practice sessions); the affirm-and-reframe trauma intervention; and an in-depth discussion of methods for dealing with boundary and ethical issues in peer support. Prerequisite(s): Peer Defusing, Level I (#TS320).

Length: Two days
Date(s): August 10-11*
Time: 8:30 am – 4:00 pm
Fee: \$175
Instructor(s): Toby Snelgrove, Ph.D.

Preventing and Managing Stress (#TS350)

This course will begin with a brief but simple theory of stress that will bring the concept into focus. Participants will then be able to apply direct, relevant, and easy techniques to the prevention and management of stress – techniques that not only work but make sense too! The sources and symptoms of stress will be described with sensitivity to the enormous variability in people's stress loads. Other topics will include ways to increase hardiness and avoid unnecessary stressors, and ways to respond to others who appear overstressed.

Length: Two days
Date(s): June 8-9
August 12-13*
Time: 9:00 am – 4:30 pm
Fee: \$185
Instructor(s): Mark Brunke, M.A.

SPECIAL EVENT

*Critical Incident Stress Management for Peers: 9 Day Certificate Program

This program will include the following courses:

- EP251 (*August 3-4)
- TS310 (*August 5-6)
- TS320 (*August 9)
- TS330 (*August 10-11)
- TS350 (*August 12-13)

Please refer to the course descriptions in the Peer Management Stream section. There is no charge to the students for the exercise, case analysis or the recommendations from colleagues portion of the certificate requirements. Once all course requirements are met participants may request a certificate completion package from Nadine Wolitski, Program Assistant (604)528-5619. Successful participants will receive a Critical Incident Stress Management for Peers certificate.

Length: 9 days
Date(s): August 3-6, 9-13
Fee: \$795
Instructor(s): see individual courses
*After June 30, 1999 individual course registrations will be accepted. Registrations for the complete certificate program will be considered first.

SPECIAL EVENT

Critical Incident Stress Management Update (#TS385)

For a course description, see page 46 in the Conferences/Special Events category.

The field of critical incident stress management is constantly changing. The purpose of this workshop is to review these changes, learn new knowledge and skills, and practice group trauma interventions. For 1999 some of the topics will include learning from recent incidents (e.g. Swiss Air crash and the Ontario ice storm), building on natural healing rituals, generic approach to group debriefings, overall incident management. Participants are encouraged to be prepared to share experiences related to their work

settings. Some participants will have an opportunity to lead a role-play group debriefing. This course is designed for anyone trained in Critical Incident Stress Management or Proactive Trauma Management, peer or mental health professional, interested in connecting with other trauma intervenors, and refining their skills. By the end of the workshop, participants will be able to:

- list effective and ineffective applications of critical incident stress interventions at least two Canadian incidents;
- describe how they would employ natural healing rituals to achieve the goals of psychological debriefing and defusing;
- list the stages of a group debriefing and various ways these stages could be achieved; and
- describe how recent developments in critical incident stress management could be applied to their work setting.

Length: 2 days
Date(s): August 3-4
Fee: \$185
Instructor: Toby Snelgrove, Ph.D.

Critical Incident Stress (C.I.S.) Management for Practitioners Stream

This stream is designed for practitioners who are or who may be required to provide debriefing services at their work site and are interested in learning more about how to manage and implement this process. Participants will acquire the essential knowledge and skills to effectively manage critical incidents at their work place and to ensure that colleagues are adequately served.

The course focuses on the key theories of traumatic stress, essential principles of critical incident stress management and practical skill application.

Certificate Program registration – to register for the Critical Incident Stress Management for Practitioner stream, participants must complete an application form describing their relevant work history, academic background and past courses in this area. Applications are to be forwarded to Carol McClenahan, Program Coordinator (cmcclenahan@jibc.bc.ca) or fax to (604) 528-5640.

Individual Course registration – to register, complete the appropriate registration form and forward it along with a cheque or money order to the Justice Institute.

The Critical Incident Stress Management for Practitioners stream consists of 7 courses (84 hours including the pre-requisite course) the completion of a case analysis and a demonstration of a defusing or debriefing approach. A detailed package is available describing the activities to be completed and the criteria for assessment used.

To obtain a certificate application package, contact Nadine Wolitski, Program Assistant, at (604) 528-5619.

Introduction to Trauma and Post-Traumatic Stress Reactions (#EP251)

For a course description, see page 37.

Length: Two days
Date(s): September 24-25

Fee: \$175
Instructor(s): Joe Solanto, Ph.D.

Trauma Debriefing and Defusing (#TS310)

For a course description, see page 39.

Length: Two days
Date(s): April 14-15
Time: 8:30 am – 4:00 pm
Fee: \$185
Instructor(s): Toby Snelgrove, Ph.D.

The Group Debriefing: Basic Knowledge and Skills Development (#TS410)

Through instruction and role play, this course will provide participants with an opportunity to understand and practise core knowledge, skills, and attitudes related to post-trauma group processes, often referred to as debriefings. Although it will review various models, including the Mitchell CISD and Raphael's psychological debriefing, the main focus will be on the psychological-educational debriefing in a work setting. Special attention will be paid to the contracting and storytelling stage and the affirm-and-reframe intervention. The course will be of particular interest to mental health professionals (MHPs), but it will also be helpful for non-MHPs who participate in post-trauma services.

Length: Two days
Date(s): May 12-13
Time: 8:30 am – 4:00 pm
Fee: \$185
Instructor(s): Toby Snelgrove, Ph.D.

The Group Debriefing: Practice (#TS420)

This course provides an opportunity for participants to develop their group debriefing skills through practice role plays. Each person attending the course will have the opportunity to debrief and be debriefed twice. Debriefing groups will be videotaped and supervised by a trained debriefer. Prerequisite(s): The Group Debriefing: Basic Knowledge and Skills Development (#TS410) (formerly Critical Incident Stress: Responding to Trauma in the Workplace, Level II [#EP117A]).

Length: Two days
Date(s): June 16-17
Time: 8:30 am – 4:30 pm
Fee: \$250
Instructor(s): Toby Snelgrove, Ph.D.

Community-Based Trauma Interventions (#TS340)

Trauma interventions following a major tragedy such as a building collapse or an earthquake require a coordinated intervention that goes well beyond the provision of group debriefings. The purpose of this course is to provide participants with an understanding of the phases of and responses to a disaster and how to apply various intervention models. Topics covered include: characteristics of a disaster; impacts

of disaster on individuals and the community; community and individual needs at various stages of a disaster; the role of community, provincial, and federal agencies before, during, and after a disaster; needs of responders and survivors; traumatic stress and the symptomatology associated with various reactions and syndromes associated with a disaster; role conflicts; models for community intervention; and needs of disaster responders and stress management strategies that can address those needs.

Length: Two days
Date(s): May 25-26
Time: 9:00 am – 4:30 pm
Fee: \$185
Instructor(s): Laurie Pearce, M.A.

Instructors

Mark Brunke, M.A., is an employee assistance counsellor with Brown Crawshaw Inc. He has counselled individuals, couples, and families for over 15 years, and has offered stress workshops at a wide variety of work sites. Mark has also been active in providing Critical Incident Stress Debriefings for individuals and groups, and has helped set up peer support teams for emergency workers.

Jessica Easton, M.A., is a principal and clinical director of EASTON•SNELGROVE Inc., a private counselling centre specializing in trauma and loss. For the past 18 years she has worked as a psychotherapist with individuals, couples, families, schools, and community organizations with a focus on traumatic loss. She also conducts workshops, trauma debriefings, and lectures for schools, hospitals, government agencies, and private organizations.

Elizabeth Fortes, M.A., is a therapist and trainer working with SAFER of Greater Vancouver Mental Health Services. She has been a clinician in the field of suicide prevention and traumatic bereavement recovery since 1982. Elizabeth has had a long-term interest in exploring how the experiences of immigration and cultural change affect the predicament of those touched by trauma.

Suzanne Kyra, R.C.C., is a counsellor in private practice, workshop leader, and Clinical Associate with Simon Fraser University.

Laurie Pearce, M.S.W., M.A., is a trainer and presenter who specializes in disaster management and traumatic stress. She is a visiting faculty member of the Canadian Emergency Preparedness College and a research associate with the Disaster Preparedness Resources Centre at UBC. Laurie is currently a District Supervisor with the Ministry for Children and Families and the Ministry of Human Resources.

Lorne Prupas, Ph.D., is a registered psychologist in private practice and works part-time at Simon Fraser University Health and Counselling Service.

Toby Snelgrove, Ph.D., is a trainer, consultant, and therapist with EASTON•SNELGROVE Inc., a private clinic specializing in traumatic stress, grief, and loss issues. Toby has trained, debriefed, and developed programs for a wide variety of organizations, including community-based CIS teams; hospitals; fire, ambulance, police, and correctional services; First Nations communities; industry; and others.

Joe Solanto, Ph.D., is a therapist, clinical supervisor, and educator in private practice. He has provided debriefings for front-line staff

copied with victims of personal tragedy and natural disasters, and has worked extensively with psychiatrists and other clinicians in diagnostic assessment and treatment-planning processes.

Maggie Ziegler, M.A., has experience both as an in-agency supervisor and as a consultant to social service agencies and private practitioners. She has worked as a psychotherapist for the past 20 years, specializing in trauma.

Violence Against Women in Relationships

Unless otherwise indicated, Violence Against Women in Relationships courses will be held at the Justice Institute and will be in session from 9:00 am to 4:30 pm. For more information, call the Program Coordinator, Cheryl Bell-Gadsby, at (604)528-5626.

Children Who Witness Abuse, Level 1 (#CY111)

This course, created by the BC/Yukon Society of Transition Houses, reflects the most recent information and knowledge in the field based on the society's 54 Children Who Witness Abuse programs. The course also includes up-to-date research from Ontario, Texas, Minnesota, and California. Children reared in violent homes are increasingly recognized as a group at risk for a variety of behavioural problems. At the same time, there is considerable variability in this group of children. This course gives an overview of the behavioural consequences and coping styles of children exposed to violence in their homes as well as the most effective strategies for responding to their needs. In addition, it addresses strategies to empower abused women as mothers and explores current challenges in doing this work. Who Should Attend Social workers, family court counsellors, child and youth workers, legal advocates, and practitioners involved in assessing or working with children, youth, or families where violence has been an issue.

Length: Two days
Date(s): May 17 & 18, 1999
Fee: \$175
Instructor(s): Helen Dempster, B.G.S.



Children Who Witness Abuse, Level 2 (#CY111A)

This course takes participants through an in-depth understanding of the needs and rights of child witnesses. The impact and effects that witnessing abuse of women have on children do not end when the mother leaves the abusive relationship. They manifest themselves in different ways at different stages of development. The child's distress may be most obvious several years after the separation or divorce of parents. Meeting the needs of children throughout the transition times in their lives is the responsibility of all who come in contact with them: schools, recreation, play and cultural programs, and legal and health care systems. Through case studies participants will: learn about appropriate interventions, learn how to handle disclosures of witnessing abuse from preschool and school-age children as well as youth, and learn how to do risk assessments. This workshop will also look at the impact of abuse on parenting and how to support parents to better help their children. It will be of interest to those working or coming into contact with children or youth exposed to family violence and with their parents: social workers, family court counsellors, mediators, teachers, counsellors, and youth workers. Prerequisite(s): Children Who Witness Abuse, Level 1 (#CY111).

Length: Two days

Date(s): June 21-22
Fee: \$175
Instructor(s): Helen Dempster, B.G.S.

Understanding and Supporting Survivors of Recent Sexual Assault (#EP271)

This two-day multidisciplinary course is designed to give participants a basic understanding of the nature and dynamics of recent sexual assault and approaches to providing support from the crisis stage through the resolution stage. Through lecturette, small group discussion, and case scenarios, participants will have an opportunity to examine survivors' experiences as they strive to come to terms with the assault, consider the impact on family members, explore the particular needs of survivors from diverse communities and with differing abilities, discuss strategies to support and advocate for survivors, and identify ways to meet their legal and services needs. Co-sponsored with the B.C. Association of Specialized Victim Services and Counselling Programs.

Length: Two days
Date(s): TBA
Fee: \$90
Instructor(s): TBA

Working with Families in Crisis (#CY121)

This workshop will examine some of the challenges involved in working with difficult situations presented by client families and with the institutions that affect their lives. Through a combination of small and large group discussions and problem-solving exercises, participants will address: ethical, systemic, and cultural factors; feelings; boundaries; and client motivation. This workshop is designed for front-line workers who support individuals and families in programs such as special services to children, immigrant services, women's programs, and other non-statutory and contract services.

Length: Two days
Date(s): October 21-22
Fee: \$175
Instructor(s): Joe Rosen, M.S.W., R.S.W.



Working with Assaultive Men from Diverse Cultures (#EP302)

This workshop is for counsellors and other practitioners working with men from diverse cultures who abuse their partners. On day 1, participants will explore the meanings and experience of culture, clarify the linkages of culture and violence in communities, and examine the cultural assets within communities that can assist in reducing the violence and providing safety to women and children. Days 2 and 3 will focus on effective intervention strategies with assaultive men that are respectful and challenging. Content will cover assessing risk

and identifying indicators of health in men, stages of changes and counselling approaches, safety planning with women, coordinating with the criminal justice system, and exploring the impact of the work on counsellors and their relationship to their communities. These issues will be examined in light of how each culture will influence the effectiveness and applicability of the suggested approaches. Special attention will be given to exploring the "defensive themes" used by men who assault their partners, and to using the narrative approach as outlined in *Invitations to Responsibility*. This workshop has been adapted from two previous workshops: *Understanding and Responding to the Defensive Themes of Assaultive Men* and *Effective Work with Assaultive Men*.

This course is for counsellors of ethnic minorities as well as those from mainstream culture who work with diverse cultures. It will be of interest to social workers, mental health workers, psychologists, probation officers, family court counsellors, and others who have felt challenged in finding effective ways of working with assaultive men within a multicultural context.

Length: Three days
 Date(s): April 21-23
 Fee: \$225
 Instructor(s): Ninu Kang, M.A. (cand.), and Dale Trimble, M.A.

NEW

Group Work with Women Who Have Experienced Violence (#EP301)

Day 1 of this workshop will provide participants with an understanding of the roles and dynamics of group work as a counselling approach with women who have experienced abuse or violence. Participants will examine their own experience and beliefs about group work while learning about group dynamics and facilitation skills. The topics covered will be: purpose of groups, benefits/challenges of groups, various group formats, and stages of groups. Day 2 will focus on effective intervention strategies in a group format while maintaining a safe group environment. Participants will have an opportunity to learn how facilitators can play a therapeutic role with each woman while paying attention to the dynamics of group learning and group support. Appropriate intervention and tools will be introduced to address issues such as flashbacks, anger, attachment, and low self-esteem. This workshop is intended for counsellors working with women who have experienced violence who want to use a therapeutic group format in addition to individual and/or support group work.

Length: Two days
 Date(s): June 2-3
 Fee: \$175
 Instructor(s): Ninu Kang, M.A. (cand.)

Violence Against Women - Advanced Skills for Practitioners (#EP220)

This two day workshop explores the use of a trans-theoretical model of change as an effective approach to understanding the challenges for women who are currently in violent relationships. By understanding the stages of change, and the corresponding barriers to safety that women may experience, workers can support women as they move through the stages of change leading toward and

maintaining positive action. Through discussion and case studies, participants will have an opportunity to examine the trans-theoretical model of change as it applies to work with women who are in abusive relationships; explore specific approaches that arise out of using this model, and observe and apply specific methods through the use of case studies. This course is for transition house and women centre staff, counsellors, social workers and mental health professionals who work with women who have experienced violence. Priority will be given to participants who have taken previous training in working with women who have experienced violence.

Length: Two Days
 Dates: June 7 & 8, 1999
 Fee: \$175
 Instructor: Anne Davidson, M.Phil., P.G.C.E., B.Sc.Econ., B.A.

LINK

LINK is a two-day workshop exploring the links between alcohol and drug misuse and violence against women and children. It was developed to enable workers in the fields of alcohol and drug abuse and family violence to explore common issues and concerns related to identifying, screening, supporting, and referring clients. Another goal of the workshop is to strengthen working relationships among workers in these fields. LINK workshops are offered around the province and are facilitated by local instructors from these two fields. The registration fee is \$90 and includes course materials. If you are interested in organizing a LINK workshop in your community, contact Cheryl Bell-Gadsby at (604)528-5626.

Violence Against Women and Children: A Workshop for Dispatchers, Communications Operators and First Line Responders

Sponsored by the Community Justice Branch, Ministry of Attorney General. In 1996, the Violence Against Women in Relationships (V.A.W.I.R.) Committee of the Ministry of Attorney General recognized the need for dispatchers and communications operators to receive additional training to respond to violence against women and children calls. A one day focus group involving a selected number of dispatchers and communications officers was held to identify the learning objectives and content to be covered.

The workshop has been designed to assist participants in responding more effectively. Content will examine the nature and dynamics of violence against women and children, how these dynamics affect callers in a time of crisis and present specific communication skills to assist both those who are first to receive the calls and the callers themselves.

Specifically the workshop will cover:

- overview of violence against women and children;
- Ministry of Attorney General policies and required actions of first line responders;
- dynamics of violence and impact on the first line responders actions to assist and protect victims;
- communication strategies;
- responding to requests for service; and
- referrals.

Date: To be decided by the Community Coordinator in consultation with the Program Coordinator.

Instructor: Carol McClenahan, Program Coordinator, Justice Institute of BC
Fee: There is no cost for the workshop as funding has been provided by the V.A.W.I.R. committee of the Ministry of Attorney General.
Location: Around the Province of British Columbia

To arrange for a course to be held in your community contact Carol McClenahan at the Justice Institute of B.C. at (604) 528-5685 or e-mail Carol at cmcclenahan@jibc.bc.ca to discuss holding a training session.

Instructors

Helen Dempster, B.G.S., is the Coordinator of Children's Services for the B.C./Yukon Society of Transition Houses. As such she coordinates more than 50 Children Who Witness Abuse programs throughout the province and provides support to child care workers who work in transition houses. Helen has worked in the field of violence against women since the early 1980s. She has extensive experience as an advocate for women and children, in coordination of services, and in promotion of education and prevention.

Ninu Kang, M.A. (cand.), is the program coordinator for the Family Violence Initiative, which comprises the Assaultive Husbands Program for South Asian Men and the Women's Support Services at MOSAIC. Ninu has extensive experience in the area of wife assault. She also has formal training in cross-cultural issues and anti-racism, and is involved in providing education and awareness to many groups and organizations.

Carol McClenahan, M.A., is a Program Coordinator for the Justice Institute of British Columbia, responsible for critical incident stress, bylaw and enforcement courses and provincial victim services training. She has extensive experience with the recruitment, selection, training and management of volunteers in a police program victim services setting. She is an experienced trainer and has provided training for the Ministry of Attorney General, Victim Services Division throughout the Province with communications operators and dispatchers since 1997.

Joe Rosen, M.S.W., R.S.W., is a social worker and instructor in the Langara College Social Service Worker Program. He also teaches in the Vancouver Community College Counselling Skills Program. Joe has a private counselling practice and is the current chair of the Board of Registration for Social Workers of the Province of B.C.

Dale Trimble, M.A., is a counsellor in private practice and is the co-founder of the Vancouver Assaultive Husbands Program. He has been working with assaultive men since 1977, and has provided training, consultation, and supervision throughout Canada.

■ CONFERENCES / SPECIAL EVENTS

For more information about the following conferences/special events, please call the appropriate Program Coordinator.

SPECIAL EVENT

Trauma and Community Summer Institute: Children, Families, and Trauma

As a follow-up to the highly successful Trauma and Community Conference held in December 1997, Social Services and Community Safety Division is hosting a summer institute that focuses on the impact of trauma on children and families. This special training event will be of interest to a broad range of trauma responders who come into contact with children and families, including front-line workers, support workers, victim service workers, peer personnel from high-risk professions, counsellors, therapists, school personnel, mental health practitioners, community activists, advocates, and others.

Workshops confirmed to date include:

- Children's Reactions to Trauma
- Clinical Consultation with Kendall Johnson
- EMDR with Children
- Trust After Trauma: Relationships for Survivors
- Opening the Heart: A Day of Inner Exploration
- Working with Adolescent Females in Trauma: Innovation in Group Treatment
- Clinical Consultation with Aphrodite Matsakis
- Images of Trauma in Children's Art, Play, and SandPlay
- Creativity & Trauma: Using Art as a Tool for Healing

Institute faculty confirmed to date include:

- Kendall Johnson, Ph.D.
- Aphrodite Matsakis, Ph.D.
- Dr. Rod McCormick
- Marie Jose-Dhaese, Ph.D., ATR, CET, RPT-S
- Maggie Ziegler, M.A.
- Cheryl Bell-Gadsby, M.A., R.C.C.
- Natalie Clark, M.S.W., B.S.W.
- Margaret Jones-Callahan

Date(s): July 12-16

Location: Justice Institute of B.C., New Westminster

For more information about this Conference contact Cheryl Bell-Gadsby (604) 528-5626 or Natalie Clark (604) 528-5627.

SPECIAL EVENT

Victim Services Training Symposium

This three-day symposium is for victim service workers and others providing support and assistance to people who have been victims of

personal or property crimes. For information about program content, keynote speakers, and fees, watch for the symposium flyer.

Date(s): October 17-20, 1999

For more information, contact Carol McClenahan at (604)528-5685.

SPECIAL EVENT

Children Exposed to Family Violence: Creating a Legacy of Hope

This conference will bring together counsellors, transition house staff/shelter staff, social workers, educators, psychologists, and members of the criminal justice system to explore new and emerging practice, research and advocacy issues, and strategies related to children and youth exposed to family violence. Sponsors include the B.C./Yukon Society of Transition Houses, the B.C. Institute Against Family Violence, and the Justice Institute of B.C.

Date(s): October 27-29, 1999

For more information about this conference, contact the B.C./Yukon Society of Transition Houses at (604)669-6943.

SPECIAL EVENT

Trauma and Recovery: A Special Training Session with Dr. Judith Herman

Co-sponsored with the B.C. Association of Specialized Victim Assistance and Counselling Programs. Judith Herman, M.D., is the Director of Training of the Victims of Violence Program at Cambridge Hospital, a founding member of the Women's Health Collective, and the author of *Father-Daughter Incest* and *Trauma and Recovery*.

Length: Two days

Date(s): November 8-9, 1999

Location: Executive Inn, Coquitlam

Fee: \$125 Early Bird (Until June 30th)

\$175 Regular Rate

SPECIAL EVENT

Voices from Each Generation: Reclaiming Wellness in Aboriginal Communities

Co-sponsored with Nicola Valley Institute of Technology and Native Education Centre. Due to the overwhelming response from the Voices from Each Generation: Working with First Nations Survivors of Trauma Conference, in 1997, the co-sponsors have decided to host a second conference to look at new issues and breakthroughs. This program is directed toward Aboriginal and non-Aboriginal social service providers, administrators, and policy-makers involved in health and wellness in First nations communities. The conference

will provide opportunities to explore culturally relevant approaches to prevention and healing from the effects of generational trauma, and to build bridges between Aboriginal and non-Aboriginal service providers, agencies, and communities.

The focus of the year 2000 conference is a reflection on and an opportunity to affirm First Nations frameworks in the areas of prevention, intervention, and community development. The conference will be divided into three areas.

Day 1: Emotional Impact of Trauma and Healing Tools

Some of the topics may include:

- understanding the impact and treatment of long-term trauma;
- racism - working together across differences;
- substance misuse and harm reduction/FAS/NAS;
- addressing the cost of secondary trauma to Aboriginal caregivers; and
- sexual exploitation of youth.

Day 2: Transforming Trauma via Art and Culture

Some of the topics may include:

- artistic expression for facilitating reconnection and transformation;
- incorporating spirituality/culture in practice; and
- working across generations.

Day 3: Hope for the Future

Some topics may include:

- organizational wellness;
- assessment, planning, and intervention in group/community trauma;
- innovative models of service delivery; and
- restorative justice.

Date(s): February 17-19, 2000

Location: Executive Inn, Coquitlam

Watch for a call for workshop proposals in Spring 1999, and a detailed conference brochure in Summer 1999.

■ FIRST NATIONS TRAINING

Social Services and Community Safety Division has worked closely with a number of Aboriginal and First Nations communities and organizations to design and deliver training that meets that specific needs of the participants. Wherever possible, efforts are made to recruit First Nations and Aboriginal instructors.

The following are some of the courses that have been designed and delivered to meet the training needs of these communities. For further information on these courses or other courses that may be of interest to your organization or community, please contact our First Nations Advisor at (604)528-5621.

- Bylaw Enforcement and Investigative Skills
- Child Sexual Abuse Support Worker Certificate Program: Supporting Child, Adolescent, and Adult Survivors (9 days)
- Child Sexual Abuse Support Worker Certificate Program: Supporting Children and Adolescents
- Introduction to Trauma and Post-Traumatic Stress Reactions
- Connecting with Children Under Twelve: Resolving Anger Issues
- Responding to Crisis Situations
- Grief and Loss
- Responding to Family Violence
- Working with Youth with Community Settings
- Substance Use/Misuse Certificate Program

