

The Justice Institute of British Columbia

presents

Extension Programs Schedule

January–March, 1988

Administration	2
Children & Youth	2
Conflict Resolution	3
Crime Prevention	6
Distance Education	7
Family Assault & Sexual Violence	7
Intervention	8
Management	8
Police Academy, Public	9
Professional Health Programs	10
Staff Development	10
Support Staff	10
Victim Service Providers	11
How to Register for a Course	12

For more information about any of these programs,
and to enquire about registration contact:

Justice Institute of B.C.
4180 West 4th Avenue, Vancouver, B.C. V6R 4J5
Telephone: 228-9771 Local 311

Administration



A WORKSHOP FOR PRIVATE AGENCIES: Probation & Parole (#EP123)

Date: **February 26** at the Justice Institute

Fee: \$35

Resource Person: Steve Howell, Staff Development Officer, Corrections Academy, Justice Institute

A number of private agencies are involved in working with clients of the Corrections Branch who are on probation, parole and temporary absence. This session is designed to better acquaint private agency personnel with the structure and mandate of Corrections and the legal basis of probation, parole and temporary absence. New developments such as electronic monitoring, intense supervision, fine-option programs, victim services and privatization will be examined and their potential effect on private agency staff discussed. Co-sponsored by Corrections Academy and Extension Programs.

MAKING ORDER OUT OF CHAOS: Planning Skills for Support Staff (#SUP110)

Dates: **January 12** at the Justice Institute; Fee: \$60

March 14 in Victoria; Fee: \$80

Resource Person: Sandra Hawley, consultant and trainer with Hannah, Peterson & Associates Ltd.

This planning workshop is directed toward administrative support staff who have too much to do and not enough time to accomplish it. Content will include methods for improving work management, techniques for identifying and eliminating time wasters and planning skills for increasing productivity.

Children & Youth



RESPONDING TO ADOLESCENT SUICIDE: Intervention and Prevention

Dates: **January 26** in Fort Nelson. For registration information contact: 774-2741.

January 27 in Chetwynd. For registration information contact 788-2248.

Resource Person: Suri Van Golen, Counsellor, Coquitlam Family Centre.

This workshop will include an overview of adolescent suicide behavior, importance of loss as a significant factor in suicidal behaviour, intervention techniques and prevention approaches. Co-sponsored with Northern Lights College and Coquitlam Family Center.

TROUBLED YOUTH, TROUBLED FAMILIES: Origins and Significance of Adolescent Maltreatment (#CY117)

Date: **February 11** (7:30 p.m.–9:30 p.m.) & **February 12** (8:30 a.m.–12:30 p.m.) at the Justice Institute

Fee: \$70 for both sessions; \$60 for students

Resource Person: James Garbarino, Ph.D., President of the Erikson Institute for Advanced Study in Child Development and author of numerous books including *Understanding Abusive Families* (1980) and *Troubled Youth, Troubled Families* (1986).

The evening session will highlight current research and present two patterns of adolescent maltreatment. The day session will focus on psychological batterings, identification of and intervention for maltreated adolescents. Co-sponsored with Greater Vancouver Branch of the B.C. Association of Social Workers and the Ministry of Attorney General.

DEPRESSION IN ADOLESCENCE Intervention Strategies (#CY121)

Dates: **March 18–19** in Vancouver

Fee: \$120

Resource Persons: Dr. Resa Shore Horst, adolescent and adult psychiatrist with experience in adolescent residential treatment programs and currently in private practice; Lindsay Setzer, child care counsellor, with extensive experience in residential treatment and depressed adolescents.

This workshop is directed toward front line staff working with adolescents to assist them to identify warning signals related to depression, and to select appropriate interventions to respond. Content will provide an overview of risks and indicators, and corresponding intervention models, and through the use of case examples discuss and demonstrate tools for response.

THE “ADOPTION TRIANGLE” (#CY119)

Dates: **March 11–12** at the Justice Institute

Fee: \$75

Resource Persons: Bruce Harris, M.S.W., adoption counsellor and adoptive parent; Clair Marcus, adoptee and author of *“Who is My Mother?”* and *“Adopted:—A Canadian Guide for Adults in Search of Their Origins”*; Patricia Roles, M.S.W., birthparent, counsellor and author of *“Facing Teenage Pregnancy”*.

This workshop is directed toward professionals currently working in the adoption field who both want to integrate the various perspectives of the “triangle” and to respond to the impact of legislative changes. Content will cover an overview of the shifts in the adoption field, parenting issues and ongoing needs of the adoptive family, grief loss and support for birthparents; and the search for roots and importance of reunion for adoptees.

WORKING WITH PRE-DELINQUENT AND DELINQUENT YOUTH (#CY124)

Date: **April 15** at the Justice Institute

Fee: \$60

Resource Persons: Larry Green, M.A., counsellor in private practice and instructor, Child Care Program, Douglas College; Mahmud Netman, M.Ed., counsellor in private practice and training supervisor, Deltassist and Surrey Co-ordinating Centre.

This workshop is directed toward child care counsellors, youth workers, group home supervisors and other professionals working with pre-delinquent and delinquent youth to increase their awareness of the psychological needs of adolescents and present specific counselling strategies that respond to those needs.

INTEGRATIVE COUNSELLING TECHNIQUES FOR ADOLESCENTS (#CY123)

Dates: **March 10–11** at the Justice Institute

Fee: \$160

Resource Person: Dr. Steven Scofield, psychologist in private practice and educator specializing in work with adolescents.

This workshop is intended to provide counsellors with a wide variety of integrative counselling tools in work with adolescents. The focus will be largely on practical learning and application. Participants will be expected to offer example techniques from their own practice and experience which they have found enhancing for specific groups of ages or clients. After advance registration, participants will be mailed a question form for return to the JI from which Dr. Scofield will select various examples for discussion and inclusion in the practice sessions. Learning methods will include small and large group discussions, lecturettes, observation, simulation-skill practice and key readings. Registration will be limited to allow practical involvement of participants.

SOCIAL PROBLEM SOLVING SKILLS FOR CHILDREN/ADOLESCENTS

(See Conflict Resolution section).

Conflict Resolution



Centre for Conflict Resolution Training

The Justice Institute, through its Centre for Conflict Resolution Training, is committed to the development and delivery of extensive training in conflict resolution. Most courses are limited to 20 participants. Individualized learning is facilitated by trained skills coaches including video feedback. The Centre offers a Conflict Resolution Certificate Program, the only one of its kind in Canada, consisting of six core courses totalling 147 classroom hours and elective courses totalling 63 classroom hours. For further details, contact 228-9771, local 224.

CONFLICT RESOLUTION: DYNAMICS, STYLES AND APPLICATIONS (#CR100)

Dates: **January 27–29** at the Justice Institute;

Resource Person: Stacey Holloway, consultant, trainer and counsellor.

February 29–March 2 at the Justice Institute;

Resource Person: Karen Haddigan, trainer, mediator in private practice, Project Coordinator, Inner City Housing.

Fee: \$180

This course explores the sources and implications of interpersonal conflict within various social and environmental contexts. Participants will have an opportunity to assess their current approaches to resolving conflicts and to broaden their range of options. An examination of power, expectations, anger and problem solving will include specific concepts, skills and techniques useful in the resolution of interpersonal conflicts. Skill building roleplays will be supported by one skills coach for each five participants. *Recommended as a prerequisite for Dealing with Anger (#CR200).* (A Conflict Resolution Certificate Program core course.)

DEALING WITH ANGER, HOSTILITY & RESISTANCE IN CONFLICT SITUATIONS (#CR200)

Dates: **February 10–12** at the Justice Institute;

Joan Balmer, M.A., Senior Consultant, Ryane Consulting, Inc.

March 28–30 at the Justice Institute;

Resource Persons: Stacey Holloway, consultant, trainer and counsellor in private practice; Mario Govorchin, trainer, practitioner in the area of anger management.

Fee: \$200

Angry, hostile or resistant feelings and behaviours are commonly generated in conflict situations. Efforts at resolving the conflict may be ineffective if these feelings are ignored or denied. This course presents theory, techniques and approaches for effectively managing angry feelings and behaviour including confronting, defusing and disengaging in angry conflict situations and moving through anger to constructive problem solving. Skill-building sessions will be supported by trained coaches for every five participants. Registration is limited to 20. *“Conflict Resolution: Dynamics, Styles and Applications” (#CR100) is recommended as a prerequisite for this course.* (A Conflict Resolution Certificate Program core course.)

MEDIATION SKILLS, LEVEL ONE (#CR300)

Dates: **February 3–5** at the Justice Institute;

Resource Person: Michael Fogel, L.L.B., counsellor and mediator in private practice, Chairperson, Westcoast Mediation Centre.

March 7–9 at the Justice Institute;

Resource Person: Paula Temrick, trainer, counsellor and mediator in private practice; teaches conflict resolution skills programs in Lower Mainland public schools.

Fee: \$180

Mediation is a practical method for assisting other people in resolving their conflicts and attaining mutual goals. The process is useful in a wide variety of settings, including

organizations, neighborhoods, committees, schools and families. This course introduces the concepts, skills and techniques needed to mediate disputes encountered on a day-to-day basis. Skills practice sessions will be supported by a trained coach for each five participants. (A Conflict Resolution core course.)

MEDIATION SKILLS, LEVEL TWO (#CR400)

Dates: **March 21–25** at the Justice Institute

Fee: \$300

Resource Persons: Marje Burdine, Coordinator, Centre for Conflict Resolution Training, Justice Institute; Michael Fogel, L.L.B., counsellor and mediator in private practice, Chairperson, Westcoast Mediation Centre.

This course prepares the mediator to deal with complex and emotionally-charged conflicts. Skills, techniques and theory include power balancing, dealing with resistance and dysfunctional behaviour, mediator interventions and styles. Legal and ethical issues are also addressed. Skill practice sessions are facilitated by trained coaches for each five participants. Registration is limited to 20. Prerequisite: Mediation Skills, Level One or by permission of the Coordinator. (A Conflict Resolution Certificate Program core course.)

NEGOTIATION SKILLS, LEVEL ONE (#CR500)

Dates: **February 1–3** at the Justice Institute;

Resource Person: Karen Haddigan, trainer, mediator in private practice and with Westcoast Mediation Centre, Projector Coordinator, Inner City Housing.

March 16–18 at the Justice Institute;

Resource Person: Paula Temrick, counsellor and mediator in private practice, teaches conflict resolution skills programs in Lower Mainland public schools.

Fee: \$180

Negotiation skills are essential in your daily interactions with others to assist you in getting what you need and want. Principled negotiation results in an agreement that responds to the interests of both parties involved. This course introduces the skills, theory and techniques for applying principled negotiation in the workplace. Emphasis will be on developing a collaborative climate and on using interest-based bargaining. Skill practice sessions will involve video feedback and a trained coach for each six participants. Registration is limited to 18. Required reading: “Getting to Yes” by Roger Fisher and William Ury, Penguin Books, 1981.

CONFLICT RESOLUTION SKILLS ASSESSMENTS

Open only to those students enrolled in the Conflict Resolution Certificate Program, candidates are required to demonstrate a satisfactory level of proficiency in the areas of Mediation and Negotiation prior to being granted the Conflict Resolution Program Certificate.

MEDIATION SKILLS ASSESSMENT (#CR499)

NEGOTIATION SKILLS ASSESSMENT (#CR699)

Dates: T.B.A. Fee: \$90 per assessment

Resource Person: Marje Burdine, Coordinator, Centre for Conflict Resolution Training, Justice Institute of B.C.

WIN-WIN INFLUENCING SKILLS FOR MANAGERS AND SUPERVISORS (#CR701)

Dates: **January 25–26** at the Justice Institute

March 30–31 at the Justice Institute

Fee: \$160

Resource Person: Joan Balmer, M.A., Senior Consultant, Ryane Consulting, Inc.

Very often managers find themselves in difficult and frustrating situations with co-workers and subordinates. Some are handled effectively but others seem to defy resolution—leaving one feeling blocked or inadequate. This two-day workshop will assist in dealing with these situations. Participants will increase their understanding of their own personal styles of influencing others and increase their effectiveness in handling the complexities of the workplace. Skill practice will include video feedback and be supported by a trained coach for each five participants. Registration is limited to 20. (A Conflict Resolution Certificate Program elective.)

ASSERTING YOURSELF UNDER PRESSURE (#CR702)

Dates: **February 15–16** at the Justice Institute

Fee: \$150

Resource Person: Dale Trimble, M.A., counsellor and trainer in private practice.

Behaving assertively in conflict situations demands particular skills and insights. How do you stand up for yourself without standing on someone else? Many people find themselves caught between being so accommodating that their own rights, feelings and needs are being neglected or abused by others or coming out so aggressively that relationships are damaged and goals still aren't met. This skill-building workshop will help develop awareness and increase abilities to set limits and negotiate resolutions. Skill practice will include video feedback facilitated by a trained coach for each five participants. Registration is limited to 20. (A Conflict Resolution Certificate Program elective.)

SOCIAL PROBLEM SOLVING SKILLS FOR CHILDREN (#CR710)

Dates: **February 4–6** at the Justice Institute

Fee: \$180

Resource Person: Paula Temrick, trainer, counsellor and mediator in private practice, teaches conflict resolution skills programs in Lower Mainland public schools.

This workshop will present a practical, step-by-step process for negotiating with young people; role modeling problem solving process; and helping children see how problems may become worse because of their response to them. Participants will have opportunities to apply the problem-solving process to real-life situations through guided roleplay. This session will focus on pre-adolescent children. (A Conflict Resolution Certificate Program elective.)

SOCIAL PROBLEM SOLVING SKILLS FOR ADOLESCENTS (#CR712)

Dates: **February 24–26** at the Justice Institute

Fee: \$180

Resource Person: Paula Temrick, trainer, counsellor and mediator in private practice, teaches conflict resolution skills programs in Lower Mainland public schools.

This workshop will present a practical, step-by-step process for negotiating with adolescents; role modeling problem solving process; and helping adolescents see how problems may become worse because of their response to them. Participants will have opportunities to apply the problem-solving process to real-life situations through guided roleplay supported by skills coaches using video feedback. Registration is limited to 20. (A Conflict Resolution Certificate Program elective.)

MEDIATING PARENTING ISSUES (#CR727)

Date: **March 4** at the Justice Institute

Fee: \$90

Resource Person: Daniel Hamoline, B.A., M.S.W., L.L.B., lawyer and family mediator.

This presentation will explore mediating parenting issues with a specific focus on structured parenting agreements and examine assumptions and general principles underlying the concept of a structured parenting agreement. The process of assisting parents in identifying children's needs, identifying their respective parenting strengths, and developing agreements in principle before entering into the process of mediating the practical components of a parenting agreement, will be examined in detail. A parenting checklist will be used as a tool in assisting the parties through the mediation process. Case illustrations and case studies will be used in dealing with the patterns, dynamics and symbolic issues which appear in the process of mediating. (A Conflict Resolution Certificate Program elective.)

MEDIATION & COUNSELLING: Role Clarification, Strategies and Techniques (#CR728)

Date: **March 5** (Saturday) at the Justice Institute

Fee: \$90

Resource Person: Daniel Hamoline, B.A., M.S.W., L.L.B., lawyer and family mediator.

This workshop will examine the relationship of counselling and mediation and will explore the role of mediator from several perspectives. The presentation will address legal considerations, the principles of positional and interest-based bargaining and the emotional, psychological and interactional dynamics which are at play between the parties in the mediation process. Through the use of case illustrations and case studies, participants will look closely at the identification and resolution of symbolic issues, and the recognition of those patterns of communication which may impact on the spouses' decision making process while in mediation. (A Conflict Resolution Certificate Program elective.)

ALTERNATE DISPUTE RESOLUTION (ADR): An Introduction to Mediation of Personal Injury and Commercial Disputes (#CR729)

Dates: **February 13** at the B.C. International Commercial Arbitration Centre

Fee: \$150

Resource Persons: Brian Gardiner, B.Sc., A.I.I.C., President, Canadian Dispute Resolution Corporation, Consultant to the A.D.R. Program of the B.C. International Commercial Arbitration Centre; Michael Fogel, B.B.A., L.L.B., J.D., commercial and organizational mediator for the B.C.I.C.A.C. mediation panel, Senior Trainer, Centre for Conflict Resolution Training, member, California Bar Association and former Los Angeles County judge.

Alternate Dispute Resolution (ADR) has become a major trend in civil litigation across North America. This workshop will introduce you to this new field. You will: 1) improve your understanding of the different procedures used in ADR; 2) participate in or observe the mediation of a commercial or personal injury case; 3) learn how and when to use ADR to find innovative and expedient solutions to difficult civil disputes. This workshop is intended primarily for lawyers, adjusters and other specialists in the field of commercial and insurance disputes. (A Conflict Resolution Certificate Program elective.)

DEALING WITH CONFLICTS ON THE JOB: One-Day Workshop for Employees (#CR725)

Date: **February 29** at the Justice Institute

Fee: \$75

Resource Person: Paula Temrick, Senior Trainer, Centre for Conflict Resolution Training, mediator in private practice.

When employees run into conflicts on the job—with co-workers, clients, supervisors or managers—they are often unsure of the best way to deal with them. If they confront the person directly, they may be misunderstood and pay a high price. So the tendency is to avoid the situation and to suffer in silence. The result is low morale or a desire to "get even". This workshop will provide a roadmap and skills to help employees resolve conflicts and help reduce workplace tensions. It is intended for those who have not had previous training in conflict resolution at the Justice Institute. (A Conflict Resolution Certificate Program elective.)

MEDIATION IN THE WORKPLACE (#CR724)

Dates: **February 17–19** at the Justice Institute

Fee: \$180

Resource Persons: Bronach Cannell, M.B.A., consultant in human resource development and labour relations; Michael Fogel, L.L.B., counsellor, trainer and mediator in private practice.

This workshop is intended for those who are involved in mediating disputes between work groups, individuals, or organizations. The session will provide a model, concepts and skills to assist the mediation to: 1) introduce the process, 2) identify the issues, 3) determine interests, 4) generate options, 5) structure the agreement. (This course is equivalent to Mediation, Level One in the Certificate Program.)

EFFECTIVE CRITICISM:

Skills and Techniques (#CR715)

Dates: **February 8–9** at the Justice Institute

Fee: \$150

Resource Person: Sandra Berman, Consultant and Trainer, Circa Enterprises

Ineffective criticism can result in misunderstood messages, tension and inefficiency. Giving criticism is both frightening and difficult for most people. Rather than criticize, we tend to be silent, sarcastic or hurtful. Receiving criticism is often experienced as a threat to self-esteem and self-confidence. In this workshop participants will learn to give and receive criticism directly, openly and honestly in order to improve communications, achieve the desired result and reduce conflict in personal and business situations. Participants will use video feedback and will be supported by skilled coaches during roleplay simulations. Registration is limited to 20. (A Conflict Resolution Certificate Program elective course.)

MEDIATING INTER-CULTURAL DISPUTES (#CR723)

Dates: **March 3–4** at the Justice Institute

Fee: \$150

Resource Person: Suzu Speier, M.A., Consultant, Ryane Consulting Inc., social worker, trainer with specialization in cross cultural issues.

For mediators who wish to understand the impact of ethnicity and culture on the mediation process and to learn skills to ensure a better understanding and awareness of how they can avoid creating process resistance in mediation. In the mosaic of Canada, mediators face working with people of differing cultures and ethnic backgrounds where the potential for confusion and misunderstanding is high. To be able to assess differences, understand the potential for misunderstanding and adapt the mediation process is important for ensuring success.

This workshop will provide an opportunity to reflect on one's own ethnicity; as well, prejudice, racism, stereotypes and their effects will be explored. Inter-cultural differences related to values, communication patterns and feelings will be discussed. There will be opportunities to practice mediation with a group and as a third party in inter-cultural contexts.

ANGER MANAGEMENT WITH YOUTH (#CR720)

Dates: **February 22–23** at the Justice Institute

Fee: \$150

Resource Person: Paula Temrick, trainer, counsellor and mediator in private practice, teaches conflict resolution skills programs in Lower Mainland schools.

Professionals dealing with angry, hostile or resistant youth often feel that their own anger or frustration prevents them from interacting constructively. This course will assist participants in assessing their own responses in angry or hostile encounters, as well as in determining the level of intensity being expressed by the adolescent. A framework and techniques will be provided for responding at a level appropriate

to the situation and for moving an adolescent through anger and resistance to problem solving. (A Conflict Resolution Certificate Program elective.)

MANAGERIAL MEDIATION (#CR726)

(See Management section.)

Crime Prevention



The following courses are offered by Extension Programs and co-sponsored in conjunction with the Ministry of Attorney General's Crime Prevention Program.

FUNDRAISING FOR POLICE-BASED PROGRAMS:

Identifying Funding Sources and Writing Proposals (#EP127)

Dates: **March 17–18** at the Justice Institute

Fee: \$95

Resource Person: Doug Kerr, management consultant and trainer with corporations, government and non-profit agencies.

This session will assist participants in identifying and pursuing funding sources. The program has been designed for police officers and/or civilian co-ordinators of police-based crime prevention, or other community programs operated out of, or in conjunction with, police departments/detachments. Content will include identifying needs, researching funding sources, persuasion strategies, developing a convincing rationale, determining costs, specifying results and presentation options. Participants will leave with an actual proposal to a current or potential funding source. Co-sponsored with the Ministry of Attorney General.

GRIEF, LOSS AND THE PROCESS OF RECOVERY (#EP104)

Dates: **January 18–19** at the Justice Institute

Fee: \$115

Resource Person: Jane Middleton Moz, M.A., Clinical Director of the Seattle Professional Practice Institute, Chief Clinical Consultant for the Seattle Mental Health Institute and co-author of the book *"After the Tears"*, which focuses on multi-generational grief and loss in families.

This highly experiential workshop will focus on the impact of alcohol on family violence and sexual abuse and present methods for assisting individuals and families break the cycle. Co-sponsored with the Ministry of Attorney General.

TROUBLED YOUTH, TROUBLED FAMILIES (#CY117)

(see Children & Youth section.)

LEADING GROUPS FOR CHILDREN FROM ABUSIVE FAMILIES (#CY115)

(see Family Assault & Sexual Violence section.)

Distance Education



Registrants to distance education courses receive access to a knowledgeable tutor by telephone and correspondence throughout the course. Those who successfully complete the assignments and examination receive a Justice Institute Certificate of Achievement. For further information on the content and format of these courses, contact the Registration Office of the Justice Institute.

DANGEROUS GOODS (#DE101)

Length: 60 self-study hours

Fee: \$300

This course, designed for fire service personnel, is relevant to many non-fire service persons with responsibility in the area of dangerous goods. A series of 5 self study booklets present the basic principles of controlling dangerous goods incidents. The course covers legal jurisdictions and highlights relevant legislation that affects safety in storage and transport of dangerous goods. Information is offered on identification of dangerous goods under emergency conditions and on national, provincial and local information sources. The course discusses the inherent hazards of dangerous goods, with attention given to how to assess a situation, determine the resources required and take appropriate initial action. Co-sponsored by Extension Programs and the Fire Academy (Note: Fire service personnel in B.C. should contact the Fire Academy directly for procedures to obtain this self study course.)

BASIC FIRE SCIENCE (#DE100)

Length: 40 self-study hours

Fee: \$230

This course, designed for fire service personnel, is applicable to many non-fire service persons who need a fundamental understanding of fire and flammable materials as well as members of the general public with an interest in this safety area. The course provides an introductory level study of basic chemical and physical principles underlying fire and dangerous goods behaviour in emergency situations. Topics include subjects such as vapour pressure and combustion, elements of fire suppression and general methods of fire control. Co-sponsored by Extension Programs and the Fire Academy. (Note: Fire service personnel in B.C. should contact the Fire Academy directly for procedures to obtain this self study course.)

Family Assault & Sexual Violence



The Justice Institute, Extension Programs has established a Family Assault and Sexual Violence Advisory Committee of community groups involved in either direct service or training to establish priorities, develop content and put forward training needs and concerns. Individuals or organizations wishing to have input should contact Extension Programs—228-9771, local 233.

LEADING GROUPS FOR CHILDREN FROM ABUSIVE FAMILIES (#CY115)

Dates: **January 26–27** at the Justice Institute

Fee: \$95 for both days

Resource Persons: Betty Jane Norris, M.S.W., in private practice with experience leading groups; Paula Temrick, family and child counsellor, instructor and consultant.

This workshop is directed toward people currently working with children who have been witnesses to or victims of abuse in the home. Content will cover an overview of behavioral symptoms, taking a family history, setting up a group, developing content and exercises and responding to special concerns. Co-sponsored with Ministry of Attorney General.

VIOLENCE IN INTIMATE RELATIONSHIPS: Working with Battered Women (#EP115)

Date: **February 6** at the Justice Institute

Fee: \$60

Resource Person: Ginny Nicarthy, M.S.W., national consultant and trainer on issues related to wife assault and author of two books on wife battering.

This advanced level workshop is directed toward people working with battered women either in transition houses or in counselling or support groups. Content will cover: how to apply new research to shelter advocacy or counselling strategies, resolving conflicts between supporting mothers and protecting children, helping women cope with feelings of anger, desire for vengeance or beliefs around dependence and empowering strategies useful for both battered women and the staff who work with them.

ADULT SURVIVORS AND THEIR PARTNERS: Issues for Support and Recovery (#CSA 108)

Date: **March 17–18** at the Justice Institute

Fee: \$95

Resource Person: Margaret Jones, M.A., counsellor in private practice, consultant and trainer.

This workshop is directed toward practitioners currently working with adult survivors of child sexual abuse. Content

will cover coming to terms with the abuse, impact of the disclosure, loss of trust and feelings of betrayal of the survivors, and integrating the partner and other family members in the recovery.

SEXUAL ABUSE TRAINING FOR PRACTITIONERS (#CSA105)

Dates: Children & Youth Option: **July 2, 4–8 (inclusive) & 11–15 (inclusive);**

Adult Survivor Option: **July 18–22 (inclusive) & 25–27 (inclusive)**

Fee: \$700 for full program; \$550 for Children and Youth; \$400 for Adult Survivor Option

Resource Persons: Professionals currently working in intervention, treatment and prosecution of child sexual assault cases.

This program, designed for practitioners currently working with child or adult sexual abuse victims, will examine theoretical issues, demonstrate intervention skills, present treatment approaches and develop interdisciplinary protocols. Content will cover interviews, assessment, preparation for court, working with non-offending family members and maintaining support for victims. Detailed brochure available from Extension Programs.

“LET’S TALK ABOUT TOUCHING”:

Training for Early Childhood Educators (#CSA110)

Dates: **January 15–16** in Vancouver

January 29–30 in Duncan

February 5–6 in Prince George

February 12–13 in the Fraser Valley

February 19–20 in Campbell River

March 4–5 in Cranbrook

March 11–12 in Terrace

March 18–19 in Fort St. John

April 8–9 in Nelson

Fee: \$10

This workshop is directed toward early childhood educators and will provide them with training in the use of a newly developed pre-school sexual abuse prevention program. The curriculum which has been designed for 3½ to 5 year olds includes nine scripted lessons, and teaching aids. Content of the training covers background information of child sexual abuse, use of the curriculum in pre-school settings, and adapting the program for use with special needs children. Complete kits will be available to each centre upon the successful completion of each participant. Co-sponsored with the Ministry of Attorney General. Funding assistance from the Vancouver Foundation.

AN INTERDISCIPLINARY CONFERENCE ON CHILD SEXUAL ABUSE

Date: **April 21–22** at the Airport Inn, Richmond

Watch for further details on this conference sponsored by the Ministry of Education, B.C. School Counsellors, Justice Institute and Feminist Counselling Association which will focus specifically on counselling issues and concerns within school and community settings.

Intervention



ADULT CHILDREN OF ALCOHOL: Issues for Intervention (#EP104N)

Dates: **January 20–21** in Nanoose Bay

Fee: \$135

Resource Person: Jane Middleton Moz, M.A., Clinical Director of the Seattle Professional Practice Institute, Chief Clinical Consultant for the Seattle Mental Health Institute and co-author of the book *After the Tears*, which focuses on multigenerational grief and loss in families.

This highly experiential workshop will focus on an understanding of grief and loss in relation to chemical dependency, and present methods for assisting individuals and families through the process of grieving to recovery. Issues related to the native community include cultural self depression and cultural self hate. Co-sponsored with the Ministry of Attorney General.

WORKING WITH THE ADDICTED FAMILY: Strategies for Intervention (#EP124)

Dates: **February 25–26** at the Justice Institute

Fee: \$95

Resource Person: Betty Jeffries, M.A., licensed chemical addiction practitioner.

This workshop is directed toward professionals who are working with families where alcohol is identified as a major problem. Content will cover the nature of addiction and characteristics of the addicted family member, family dynamics and relationships between violence and addiction. Assessment strategies, treatment options and common pitfalls in intervention will also be explored.

Management



BASIC SUPERVISORY COMPETENCY PROGRAM (#MGMT213)

Dates: **March 14–18** at the Justice Institute

Fee: \$300

Resource Person: Joyanne Landers, Senior Consultant, Ryane Consulting Ltd.

Each job or function has a set of specific areas of knowledge, skill, and operating values that a performer must have to do his or her job. Together, this knowledge, skill, and value, give the individual the competence to perform the job. The Basic Supervisory Program is competency based and covers such topics as Role of the Supervisor, Situational Leadership and Teamwork, Delegation and Developing Staff, Communication and Interpersonal Effectiveness, Problem Solving and Decision Making, and Conflict Resolution. It is intended for first level supervisors, or those who aspire to be supervisors, in both government and private agencies. Prior to the

individual coming on course, an inventory assessment of skills and knowledge will be completed by the participant and his/her manager. Co-sponsored with the Corrections Academy. Any B.C. Corrections Branch employee successfully completing the course will be granted certification for Basic Supervisory Competency Program Week I.

SUPERVISING IN A GROUP HOME SETTING (#MGMT214)

Date: **April 18–19** at the Justice Institute

Fee: \$105

Resource Person: Sandra Hawley Rice, Consultant and Trainer, Hannah, Petersen and Associates, Inc.

This workshop is directed toward new supervisors working in group home settings. Participants will have an opportunity to examine and apply basic supervisory skills within the particular context of group homes. Content will cover roles, responsibilities and skills required to effectively supervise, assessing employee's level of motivation and ability, developing performance results, standards and conducting a performance review, communicating with and delegating to staff who work shifts or are on call and carrying out supervisory tasks in a "home like" environment.

"CLEAR AND SIMPLE":

Writing Skills (#MGMT212)

Dates: Part A: **March 1–2**; Part B: **March 3**

(Report Writing Only) at the Justice Institute

Fee: \$160 (for all three days); Part A Only—\$115;

Part B Only—\$65

Resource Person: Joyanne Landers, Consultant and Trainer, Ryane Consulting Inc.

This workshop is directed toward supervisors and managers who know what they want to say but have difficulty putting it in writing. Days one and two will cover communications as a transaction, writing skills, business styles and conveying organizational messages. Day three will specifically focus on report writing and will cover planning, organizing, writing and special techniques. Participants will be required to submit two samples of their written work before the course begins.

MANAGING THE TROUBLED AND TROUBLESOME EMPLOYEE (#MGMT201)

Dates: **February 18–19** at the Justice Institute

Fee: \$125

Resource Person: Bev Abbey, human resource consultant.

If not corrected, the behaviour of troubled and troublesome employees spreads disturbance and conflict throughout the organization. Much troublesome behaviour by employees can be avoided or eliminated by appropriate supervisory practices. This course is designed to assist managers understand the forces at work and gain fresh insights into their own managerial behaviour. The principal causes and patterns of troublesome behaviours will be addressed. Techniques will be presented for minimizing the likelihood of their occurrence and for constructive treatment of those that do occur.

MANAGERIAL MEDIATION:

A One Day Workshop for Managers and Supervisors (#CR726)

Date: **February 16** at the Justice Institute

Fee: \$85

Resource Person: Paul Temrick, mediator and consultant in private practice; senior trainer, Centre for Conflict Resolution, Justice Institute.

Managers and supervisors are faced with conflict on the job every day—between employees, employees and clients, between departments and in meetings. There is often a tendency to ignore the conflict in the hope that it will simply go away. Unfortunately, however, when conflicts are avoided, they often escalate or go underground to resurface later on. The cost is in terms of staff morale, tensions, backbiting, absenteeism, and ultimately lowered productivity. This workshop will provide a simple yet powerful tool for resolving conflicts early on before they escalate into more complex and difficult issues. Through the mediation process, the manager or supervisor assists those in conflict to resolve their own problems. This takes the manager out of the middle and places responsibility for resolving the problem on those who are involved in it. This workshop is intended for those who have not taken previous training in mediation skills at the Justice Institute.

EFFECTIVE CRITICISM:

Skills and Techniques (#CR715)

(See Conflict Resolution section.)

Police Academy, Public



POLICE CAREER ORIENTATION COURSE (#PP100)

Dates: **Wednesday and Thursday Evenings,**

January 20–May 5 7:00 p.m.–10:00 p.m. at the Justice Institute

Fee: \$200

Resource Persons: Sandra Nichol and guest police instructors.

The multicultural nature of Canadian society requires that police departments serve their communities with an awareness of, and a sensitivity to, cultural differences. This course is intended to prepare persons who are interested in employment as a police officer in making an application. Sessions will be held twice a week over a four month period to increase an individual's confidence level in the skills, knowledge and abilities required to successfully complete the selection process. The course is designed to particularly assist members of cultural groups who experience difficulty in competing in the selection process. It emphasizes the role of cultural values in the criteria used for selecting police recruits.

Professional Health Programs



Professional Health Programs at the Justice Institute offers courses for health care professionals including physicians, nurses and pre-hospital care workers. For more information on these programs contact Professional Health Programs, 228-9771, local 321.

ADVANCED CARDIAC LIFE SUPPORT (A.C.L.S.) PROVIDERS COURSE (#PHP100)

Dates: **February 13–14** in Kitimat
March 19–20 at the Justice Institute
Fee: \$300

This two-day workshop is intended for physicians, nurses and pre-hospital care workers who are involved in the management of cardiac arrest victims. Topics include dysrhythmia interpretation, sudden death, pharmacology and post resuscitation management. There is ample practice time in the mega code and dysrhythmia interpretation stations.

A.C.L.S. RECERTIFICATION (#PHP110)

Date: **January 30** at the Justice Institute
Fee: \$150

This one-day workshop focuses on the latest and greatest in A.C.L.S. It is intended for A.C.L.S. providers who have obtained certification within three years although yearly recertification is recommended. Course content includes current trends in A.C.L.S., C.P.C.R., and updates in pharmacology, the algorithms, and the new philosophy.

A.C.L.S. INSTRUCTORS PROGRAM (#PHP120)

Date: **February 19–21** at the Justice Institute
Fee: \$300

This 2½ day program is for physicians, nurses or pre-hospital care workers who have exceptional A.C.L.S. skills and are interested in teaching A.C.L.S. The course content includes lesson planning, characteristics of adult learners, giving effective feedback, planning scenarios and operation of the mega code station.

Please allow at least two weeks to complete the pre-reading required for these courses. Current certification in B.C.L.S. Level C is required to successfully complete these programs. This may be obtained within three months of participating in an A.C.L.S. course.

FIRST LINE TRAUMA MANAGEMENT FOR PHYSICIANS/NURSES

These first line trauma management courses are intended for physicians, nurses, or pre-hospital care workers who are involved in the management of trauma victims in non-tertiary facilities. Course content includes appropriate management of the ABCs, the “must dos” of assessment and treatment, and management of multi-trauma victims. Resource persons are physicians and nurses who are clinical

experts. These courses are arranged on-site in response to requests. To arrange courses, contact Professional Health Programs, 228-9771, local 321.

Staff Development



MANAGING YOUR “TYPE E” PERSONALITY: Stress Reduction for Front Line Workers (#EP125)

Date: **February 24** at the Justice Institute
Fee: \$50
Resource Person: Georgia Nemetz, Ph.D., Director of Psychological Services, Royal Columbian Hospital.

This workshop will examine the work and personal stressors front line workers typically face, identify factors that motivate the “type E” personality to take everything on, and present non-threatening ways to reduce stress and share responsibility.

STRESS MANAGEMENT FOR PUBLIC SAFETY WORKERS AND THEIR SPOUSES (#EP 126)

Dates: **February 23** (7:30 p.m.–9:30 p.m.) and **February 25** (7:30 p.m.–9:30 p.m.)
Fee: \$35 for both sessions
Resource Person: Audrey Cook, M.A., counsellor in private practice.

This evening series is directed toward workers in high risk occupations and their spouses to assist them in reducing the stress on themselves and their families that results from their particular occupations. Content will look at stressors in public safety work, impact on families, stress inoculation and coping strategies.

Support Staff



STEPPING UP INTO SUPERVISION (#SUP107)

Dates: **February 15–16** in Victoria; Fee: \$135.
March 9–10 at the Justice Institute; Fee: \$105
Resource Person: Maureen Hannah or Sandra Hawley, training consultants with Hannah, Peterson & Assoc. Ltd.

This two-day workshop is directed toward secretarial and administrative support staff who are considering applying for, or want to learn more about supervisory careers. Content will cover identifying and examining roles and responsibilities of a supervisor, developing skills to market oneself and successfully handling a supervisory interview.

THE NEW SUPERVISOR (#SUP111)

Dates: **February 17–18** in Victoria; Fee: \$135
March 23–24 at the Justice Institute; Fee \$105
Resource Person: Maureen Hannah or Sandra Hawley, training consultants with Hannah, Peterson & Associates.

This two-day workshop is designed for administrative support staff who have recently been promoted to a supervisory

position. Content will cover orienting new employees, assessing levels of motivation and ability, handling poor performance, attendance problems, and disciplinary action.

WORK AND SELF MANAGEMENT SKILLS FOR CLERICAL STAFF (#SUP103)

Dates: **March 7–8** at the Justice Institute

Fee: \$95

Resource Person: Maureen Hannah or Sandra Hawley, training consultants with Hannah, Peterson & Associates Ltd.

This workshop, directed toward senior clerical staff, will focus on skills to enable them to have a better understanding of the management process and assume a wider range of administrative responsibilities.

GETTING THROUGH:

Effective Communication on the Job (#SUP105)

Dates: **February 10–11** at the Justice Institute

Fee: \$95

Resource Person: Bev Abbey, human resources consultant and trainer.

This workshop is directed toward line workers who wish to update and enhance their communication skills, content will cover interactive styles, sending clear messages, responding assertively and communicating directly in stressful or conflictual situations.

Victim Service



These programs are offered under the Victim Assistance Program of the Ministry of Attorney General in co-sponsorship with Extension Programs at the Justice Institute.

STARTING AND RUNNING POLICE-BASED VICTIM ASSISTANCE PROGRAMS (#VIC200)

Dates: **March 15–16** at the Justice Institute

Resource Persons: to include Cindy Stogren, Co-ordinator of the Surrey R.C.M.P. Victim Services and President of the B.C. Association of Police Affiliated Victim-Witness Services; Linda Light, Program Manager for Victim Services for Police Services, Ministry of Attorney General; Carol McClenahan, Director, Victim/Witness Service Unit, Vancouver Police Department.

This two-day workshop is offered free of charge to representatives of police-based victim service programs funded by the Ministry of Attorney General's Victim Assistance Program. Travel subsidies available through Carol Shaw, Program Services, Ministry of Attorney General (384-4434).

The session will introduce the basics of helping victims in a police setting. Content will include models of service delivery and management, impact of victimization, skills for responding to victims, identification of key court and community services, training of volunteers and their role in a police setting. Designed for co-ordinators and police representatives of police-based victims programs funded by the Ministry of Attorney General's Victims initiative. Co-sponsored with B.C. Association of Police Affiliated Victim-Witness Services.

REGIONAL WORKSHOPS

Watch for details on a series of regional workshops for victim service providers to be held throughout the province beginning in January. Sessions will be open to all agencies offering victim services. Topics will include impact of victimization; responses and referrals; needs of specialized victims such as victims of wife assault, child abuse and sexual assault; intervention skills and networking.

WORKING WITH VICTIMS OF WIFE ASSAULT (#VIC201)

Date: **February 5** at the Justice Institute

Fee: \$50

Resource Person: Ginny Nicarthy, M.S.W. Ms. Nicarthy is a counsellor, trainer and author of two books *"Getting Free: A Handbook for Women in Abusive Relationships"* and *"Talking it Out: A Guide to Groups for Abused Women"*.

This workshop is directed toward people who will be working with battered women. Content will include myths and facts about wife battering, how to assist the victim while she is at risk, impact of the battering on children, and ongoing supportive intervention for the women and her children.

SUPPORTIVE INTERVENTION SKILLS FOR WORKING WITH VICTIMS (#VIC203)

Dates: **March 14–15** at the Justice Institute

Fee: \$95

Resource Person: Maggie Ziegler, group facilitator and trainer.

This two-day workshop is designed for people who are working with victims who have experienced trauma as a result of personal injury, violent crime or family violence. The focus will be on intervention skills to work with recent victims.

INTERVIEWING THE SEXUALLY ABUSED CHILD (#CSA109)

Date: **March 28** at the Justice Institute

Fee: \$50

Resource Person: Vera Maslowe, B.S.W., M.A. (candidate), counsellor in private practice and formerly with the Child Abuse Team.

This introductory workshop will present and demonstrate the skills and techniques required to initiate or respond to disclosure. Content will cover behavioral and emotional indicators, dynamics of disclosure, handling a disclosure and follow-up.

CHILDREN AS WITNESSES: The Role of the Victim Support Worker in the Court Process (#VIC202)

Date: **March 29** at the Justice Institute

Fee: \$50

Resource Person: Wendy Harvey, Crown Counsel and author of *"So You Have to Go to Court"*.

This workshop is designed for people who will be assisting or supporting a child through the process. Content will include process leading up to the laying of charges, preparing the child for the pre-court interview, responding to the child's fears about court, what to expect from the court process and supporting the child during the proceedings.

How to Register for a Course

REGISTER BY MAIL

To register by mail, fill out the course Registration Form below or send in this information by letter along with your cheque (made payable to the Justice Institute) to:

Registration Office
Justice Institute of B.C.
4180 West 4th Avenue
Vancouver, B.C.
V6R 4J5

If you wish to register for a program and the Justice Institute is not handling registration, contact the phone number listed in the program description for further information.

REGISTER IN PERSON

You can register in person at the Justice Institute, Room 119 (Two doors down from receptionist on the main floor). Hours are 8:30 a.m. to 4:30 p.m., Monday–Friday. Before making a trip to register, you should call 228-9771, local 311 to ensure there is space for you in the course(s). However, your registration will not be taken over the phone.

TAX DEDUCTION

You may deduct tuition fees from your income tax if the total amount exceeds \$100 and is paid to one educational institution. Deductions may be claimed for one or more courses taken during the tax year. **Save your registration receipts!**

REFUND POLICY

Registration fee minus an administration charge is refundable if **written notification** of cancellation is received seven working days in advance of the course date. The white copy of the registration receipt must be presented in order to receive a refund.

TRANSFER POLICY

There is an administrative fee to transfer from one course to another.

COURSE CANCELLATIONS

A full refund of tuition fees will be issued for courses cancelled by the Institute. The Institute reserves the right to cancel courses if enrollments are insufficient. We truly regret any inconvenience this may cause.

REGISTRATION INFORMATION AND INDIVIDUAL COURSE BROCHURES

228-9771, local 311.

Registration Form

Attach a cheque for the appropriate amount (payable to the Justice Institute) and mail to: Registration Office, Justice Institute, 4180 West 4th Ave., Vancouver, B.C., V6R 4J5.

I wish to register in the following program (s):

PROGRAM NAME	PROGRAM NUMBER	DATE(S)	FEE
PROGRAM NAME	PROGRAM NUMBER	DATE(S)	FEE
PROGRAM NAME	PROGRAM NUMBER	DATE(S)	FEE

SURNAME _____ GIVEN NAME _____
POSITION _____ ORGANIZATION _____
STREET/CITY _____ POSTAL CODE _____
PHONE (DAY) _____

Enclosed is my cheque for \$ __

Refund Policy: Registration fee minus an administrative charge is refundable if written notification of cancellation is received seven working days in advance of course date, and the white copy of the registration confirmation is returned to our office. Transfer policy: There is an administrative fee to transfer from one course to another.