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PROCEEDINGS

**MEETING OF
CORRECTIONAL SERVICE OF CANADA
AND
NATIONAL WOMEN'S ORGANIZATIONS**

**UPDATE ON THE
FEDERALLY SENTENCED WOMEN INITIATIVE**

**January 24, 1995
Ottawa, Ontario**

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OPENING REMARKS

JOHN EDWARDS COMMISSIONER, CORRECTIONAL SERVICE OF CANADA

- The purpose of the meeting is primarily information-sharing, with an opportunity for discussion of items that are seen as controversial. Plan to provide participants with an update on the Federally Sentenced Women Initiative (FSWI), including a status report on the construction that is underway.
- Preference would have been that the meeting was not taking place in the continuing aftermath of the unrest at Prison for Women. However, the meeting could not responsibly be delayed given that we are only a few months away from the opening of the first of the first institution.
- The Commissioner reflected on the history that has led to the changes now taking place with regard to FSW.
- Four years after Prison for Women was built, there came the first calls for its closure. Those calls were repeated numerous times until, finally in 1990, the recommendations of the Task Force on Federally Sentenced Women were accepted by the Government of Canada. Principal among the Task Force recommendations were that: the Prison for Women should close; four new regional institutions should be built; and that a dedicated facility -- a Healing Lodge -- for Aboriginal Offenders should also be built.
- Following a lengthy location/site selection exercise, decisions were announced to build new regional institutions in Truro, Kitchener, Edmonton and Joliette and a Healing Lodge in Maple Creek, Saskatchewan.
- CSC encountered not only the "NIMBY" Syndrome (Not in my backyard); for a time it seemed the more extreme situation of what is called in the United States, the "BANANA" Syndrome (Build absolutely nothing anywhere near anything). CSC learned that communities in Canada were no longer tolerant of Government building what it wanted, where it wanted and when it wanted.

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- CSC had to learn new ways of doing things, including: consulting the community; engaging groups and individuals in discussion and dialogue; seeking out and creating new partnerships; inviting participation; making compromises; and trying to achieve consensus. This has led to strong relationships with local communities and CSC hopes to see it continuing beyond the opening of the new facilities.
- Prison for Women will be closed about a year from now.
- CSC now has a clear management plan for responding to the unique needs of women offenders in federal institutions. This is reflected in the architectural design of the new institutions and a progressive correctional strategy which promotes: an open and supportive environment of community living; participation by offenders in the decision-making process toward their reintegration into the community; and empowerment of women to make meaningful and responsible choices.
- In achieving this vision, there are two problems that are real to CSC. One is that there are a small number of women who continue to demonstrate a propensity for violence. This is not to say at all that these women have been well treated by society, or that it is particularly surprising that they have ended up in that state of mind, but it is essential to distinguish between understanding where they have come from, and where some of them are at right now.
- Most women inmates, as most men inmates, want to pass a quiet time through their sentence and get back into the community. Probably a higher proportion of men break that rule, but there is a small number of women offenders, in our judgement, that we have to recognize require very careful supervision. If we are unable to manage these women in the new facilities, we may end up destroying the vision that we have now for those facilities.
- The Minister has asked us to ensure that the new facilities are capable of handling a breakout of unrest along the lines that we had in April of last year at Prison for Women.

- We are not changing the basic orientation for the population in our new facilities. We are building strength into those facilities to effectively handle those who act out beyond the level that is acceptable within the main population. We are not mindlessly going towards a "get tough" policy. Our aim is to achieve and protect what was in the *Creating Choices* philosophy, namely an environment conducive to normal living.
- The second problem in achieving our vision is that the number of women offenders has increased over the past two years to a level where some sharing of rooms in the new facilities seems almost inevitable.
- After *Creating Choices* came out, the number of women offenders remained relatively stable. In a July 1994 census, we found that the population had begun to increase, and that underlying this are trends that go back some distance further where we are seeing some increase in admissions, but a corresponding decrease in releases for females and males. It reflects perhaps the changing judgements in our society.
- The gap between admissions and releases was rising most noticeably in the case of Aboriginal women where CSC has not had a good record in terms of its ability to handle Aboriginal women and reintegrate them into society.
- The new institutions are currently forecasting significant over population, that is, over the original estimates for these institutions. This is particularly true in regards to Truro, Kitchener and Edmonton, with the only one remaining reasonably stable at this time is Joliette.
- In some parts of the country, we are hearing from judges that they are less likely to resist sending women to prison, if in fact the women do not get banished to Prison for Women. Not enough is known about the reaction of judges in 1995, when there are facilities in the region for the housing of women offenders, and this is a concern.
- There will be no additional resources for new cell blocks, capacities, houses, etc., either in our male or female institutions, unless it is part of CSC's approved accommodation plan, and we do not have the capacity right now for additional housing for the FSW Facilities.
- In the near future, advice will be sought regarding an appropriate closing ceremony for the Prison for Women.

Participant Comments

- A request was made regarding the purpose and tone for the day, that being if each speaker could candidly share what has been the most difficult to implement, and why, and what has been found to be unfeasible, and why. The reading material on the FSWI reveals that some departures exist from what was recommended in *Creating Choices*, and it would be helpful for the group to know what difficulties were encountered in order to be of some assistance in this regard. (Church Council on Justice and Corrections)
- There are concerns that the April 1994 incident at Prison for Women, together with the events preceding it and since then, have affected CSC's strategy with regard to the FSW Facilities and impacted on more recent policy development. Many have concerns about what this means in terms of the future of the FSW Facilities, and would like more discussion on this in order to get back to the philosophy and principles of *Creating Choices*. (Canadian Association of Elizabeth Fry Societies)

PRESENTATION ON FSW FACILITY, TRURO, NOVA SCOTIA
FRONA ALLEN, PROJECT LEADER

- Short video of the construction completed to date on the FSW Facility in Truro: description of the three minimum security, cottage-style buildings, which will accommodate a total of 21 women.
- Truro and the surrounding communities totals about 60,000 people. The property encompasses 18 acres, and its location allows for easy access both from town and the highway.
- Construction budget was based on 1990 figures, and to accomplish the completion of the facility at today's costs, some original plans had to be given up. The daycare centre was given up, but a playroom was added in two of the houses to compensate for this. By doing this, they were able to keep the gymnasium, which was important to ensure a community focus. The gymnasium is separate from the other buildings, in that it has its own kitchenette and washrooms. This allows for separate community activities or joint activities between the FSW and the community.
- A high percentage of the furniture is being provided by Corcan, a sector of CSC that employs inmates in real on-the-job employment experiences. Landscaping will also be done by Corcan prior to the opening of the facility, at which time the FSW will undertake this task.
- The Warden reports to the Regional Deputy Commissioner, and is responsible for the daily operations of the facility and manages crisis situations. Directly reporting to the Warden are two Team Leaders, each with a team consisting of a case management officer, clerk, and seven Primary Workers. The Primary Workers have case management and security responsibilities and are responsible for the operation of the facility during off-hours. Other staff include: psychologist, clerks, Chief of Management Services. Truro is the smallest facility with a total of 26 staff who will each have a number of multi-disciplinary functions in order to encompass all the functions that must be done.
- Staffing process is currently ongoing -- some staff will be redeployed experienced CSC staff; some referrals; and some Primary Workers will be recruited from the local community, to keep the commitment we made for employment to the local community.

- The selection of the Primary Workers will include an assessment of the candidate's sensitivity to women's issues and the ability to work in a women-centred environment, as well as the specific duties of the job and professionalism.
- A training plan will be developed for each individual hired to ensure all required training is completed. The Correctional Training Program (CTP) is a condition of employment for Primary Workers. Specific training will also be provided, including non-violent crisis intervention; women-centred training; and skills development.
- The goal of the FSW Facilities is to provide a level of security required to ensure the safety of all concerned. The Truro facility will house FSW from four Atlantic provinces, and since all FSW do not require the same level of security, a Security Management System for FSW is being developed, which will be discussed later in the day.
- In addition to the three cottages, the Truro Facility will include an enhanced unit with four cells, two of which are for new admissions during the initial assessment and two of which are for FSW requiring more security because of their danger to others or themselves. This will provide short-term intervention while a correctional plan is developed to facilitate the women's return to her unit. As an interim measure, the Prison for Women will accommodate those few women who cannot be accommodated in the enhanced unit at Truro. The aim will be to develop a plan for each individual to support her return to Truro.
- Core Programs will be delivered at each facility in accordance with the Program Strategy. The Program for Survivors has been contracted to Coverdale, an organization in the Atlantic for women in conflict with the law. There is considerable community involvement in this and other volunteer programs, which is important for the facility and the FSW.
- Training and employment is being examined which will be appropriate in terms of the philosophy of the facility. For example, a horticultural program is under development, and initial discussions with Tourism Nova Scotia have taken place, as this sector has the fastest growing number of employment opportunities in the province. A home study certification program may be available with testing on-site.

- Community involvement has been an earmark of this project from the beginning. The Regional Advisory Committee has been formed following a meeting in which various external agencies gathered and discussed the formation of this Committee, its role statement and functions. The first formal meeting will be February 8, 1995. The Regional Advisory Committee will be important for the consultation role it offers to the FSW Facility, but also because the members represent the four Atlantic provinces which the FSW come from and, more importantly, where they will be released to.
- A Citizen Advisory Committee is also being formed which will include representatives from the immediate neighbourhood and the larger Truro community. This group will perform the role of liaison between the local community and the facility.
- Continue to have a number of people involved in volunteer training programs -- there is active community representation on a number of committees, including communications, health care, programs and survivors group. Project team continues public education by speaking to groups around the Maritime Provinces at community groups, universities, etc.

PRESENTATION ON FSW FACILITY, JOLIETTE, QUEBEC
MARIE-ANDRÉE CYRENNE, WARDEN

- The Joliette FSW Facility is 70 kms from Montreal. Joliette is an autonomous city with full services, a community network, and a well-established Aboriginal community.
- Approximately 75-80 percent of federal clientele for Joliette come under the Federal/Provincial Agreement with Maison Tanguay. The women at Maison Tanguay will experience similar problems as those leaving Prison for Women.
- For example, the women at Maison Tanguay are now released by the Quebec Parole Board, the parallel body to the National Parole Board (NPB); this jurisdiction will transfer to the NPB when Joliette opens. A challenge for Joliette is to ensure all files of Maison Tanguay are in accordance with CSC/NPB policy, etc. This means considerable involvement from Joliette and will require a lot cooperation with Maison Tanguay.
- By Fall 1995 Joliette will establish a regular presence at Maison Tanguay in order to facilitate the FSW's transition to Joliette, including the changeover of Tanguay's case files to meet CSC policy. Women at Maison Tanguay have concerns regarding day-to-day issues and we have to do some work with Maison Tanguay to ensure the transition is as painless as possible for them.
- The tentative opening of Joliette is planned for Spring 1996. The first contract has just been awarded and construction will start soon. The first women will arrive shortly after opening.
- The Joliette facility will have a total 80 rooms : 10 for children and 70 for FSW. The enhanced unit has 12 rooms, 6 of which are for those with violent behaviour and 6 for reception/intake.
- All the FSW Facilities have a similar organizational structure. Unique to Joliette are the 43 person-years, of which 25 are Primary Workers. The organizational structure offers many challenges. The same person will have a variety of responsibilities. Services will be shared so as not to be compartmentalized.
- The community of Joliette has welcomed the facility and this is important to staff. We have contacts with local community resources. A Citizen Advisory Committee is being established together with other groups.

- The local media is supportive and beyond Joliette, the Quebec media has focused on the Mother/Child Program, which has been featured on *Enjeux* and in *The Gazette*. Both features were relatively positive.

PRESENTATION ON FSW FACILITY, KITCHENER, ONTARIO
MARIE-ANDRÉE DROUIN, WARDEN

- The \$9 million construction contract for the Kitchener Facility was awarded November 17, 1994 with a London-based firm. The construction, which began in late November 1994, is scheduled to be completed by January 1996, and the facility should be operational in the Spring 1996.
- There was initial apprehension regarding the opposition to the facility, however, this opposition has dissipated with the beginning of construction.
- The committees involved were transformed accordingly with the implementation/construction of the facility. The Public Advisory Committee, which had been formed in 1992, evolved into the Citizen Advisory Committee (CAC). There is good representation on the CAC from the immediate neighbourhood -- 4 out of a total of 13 members. Of the 4, two were previously co-chairing an opposition group.
- One of the first tasks for the Citizen Advisory Committee will be brainstorming for the naming of the Kitchener facility.
- The Programs and Services Committee, which was also established in 1992, has evolved into nine concrete, task-oriented groups. These task groups are all spearheaded by community members. Their role is to help identify and establish programs and services in their respective areas.
- Considerable interest from the community to work in volunteer programs and have received many applications for employment from the local community. Hope to hire at least 50 percent of the staff from the local community.
- There will be a three-month transition phase and this will focus on: staff training; contingency planning; verification of the equipment on-site; transferring of small groups of FSW. This will provide for a gradual transition for staff and FSW. The transfer of women from Prison for Women was suggested by a FSW during her meeting with the FSW incarcerated there. She and the Associate Warden hold monthly meetings with the FSW at Prison for Women to try involve them in the process.

- Overheads and slides of the Kitchener site and design: The facility is located on 24 acres of land. There will be an 8 foot chain link fence around the perimeter and there will be a 4 foot high chain link intrusion detection device. Landscaping will ensure privacy of both the FSW and the community. All doors and windows will be alarmed, and at the back there will be an area for recreational activities.
- There will be nine houses with eight bedrooms each, in addition to the enhanced unit with a capacity of 12 beds. Ten beds will be provided for children.
- The recreational area can be restricted to the community only, if required. In terms of vocational areas, there will be access to three different vocational areas. Non-traditional occupations are currently being explored, including restoration of artifacts for Heritage Village.
- D. Schlichter (Community Representative) made some additional comments with regard to the neighbourhood reaction to the site selection, emphasizing that a community has many voices, and the media generally reports only the most sensational. There are many community members who advocated the Kitchener site for many reasons and it has led to a positive result.
- Difficult issues encountered to date and issues arising from the public:
 - There is considerable outcry that women are not victims and should not be portrayed this way. We want to project an image that women are accountable for their actions, but that we need provide a healing environment.
 - Some of the public have challenged having children on-site at the facility; or have advocated the possibility of having co-ed facilities given the small number of FSW.
 - Many people are quick to raise the sensational cases of violent women without differentiating between male and female.
 - Will be difficult not to replicate Prison for Women at Kitchener -- We want to bring best practices from Prison for Women and leave worst behind. There are transitional issues which are of concern to the FSW at Prison for Women. For example, they want to know where they are going and whether they will retain certain privileges that they now have.

PRESENTATION ON FSW FACILITY, EDMONTON, ALBERTA
JAN FOX, WARDEN

- Initial comment affirming all the Wardens' belief that it is a matter of public education, not bending to public pressure, with regard to the new facilities. We must educate the public because when they read *Creating Choices*, they tend to focus on the "victim" element, rather than on the empowerment element and the need to have the women make responsible choices.
- Public consultation process has been important in the implementation of the Edmonton facility. Their vision is that it becomes a community-based facility, as this connection is central to its success. They have been committed to community involvement in every aspect of the facility. This will allow for high quality women's programs and services of which Edmonton offers a varied and considerable amount.
- While there was considerable opposition to the Edmonton site, the public consultation process provided an important opportunity to meet with the community, educate them, and get them involved in the implementation of the facility.
- Public consultation has also resulted in many potential joint venture opportunities in terms of employment on work releases or gaining meaningful work experience inside the facility, in preparation for employment upon release.
- A strong network of volunteers has been established in various areas, including the children's program area, mentoring, business entrepreneurial program, etc. Strong linkages have been made through the academic and business community.
- Three separate advisory committees were formed with distinct roles and contributions during implementation: Citizen Advisory Committee (those that live near the facility); Program Advisory Committee (those who deliver women-centred programs in the community of Edmonton); and the Aboriginal Advisory Committee. Upon opening of the facility, a main advisory committee will likely be formed with representatives from all of the groups.
- The Citizen Advisory Committee has about 35 members representing all aspects of the community (schools, churches, community policing, seniors, business, etc.).

- The Aboriginal Advisory Committee is particularly important in Edmonton given that approximately 35 percent of the women will be Aboriginal. This Committee was consulted on the design of the facility and is working with CSC with regards to program developments and staffing. They have been of assistance in establishing a network of female Elders to go to the facility. They are planning a blessing of the land ceremony before construction begins.
- Joint arrangement has been undertaken with the community and CSC for recreational facilities. The design of the buildings allows for community access.
- Construction planning is on schedule and the facility will be opening between October-December 1995. Tendering documents have been prepared for construction of the facilities. Transfer of some of the women will occur prior to completion of construction.
- Currently in the process of staffing the Primary Worker positions. Expect to hire approximately 25 people at the entry level position. Administration and team leader positions will be hired in Spring 1995.
- Repatriation effort in Prairies -- In the last year, no new Prairies women have been sent to the Prison for Women. They have instead been sent to male facilities in the Prairie Region, including the Regional Psychiatric Centre and Saskatchewan Penitentiary. As well, some women have been repatriated from the provincial institutions to facilitate family contact, etc.
- Having the women in a male facility is not an ideal situation; however, the women expressed the difficulties of being at Prison for Women and far from home, and this was the best interim solution. While difficulties have arisen with this situation, efforts are being made to address the problematic issues encountered. There have been some positive aspects to this in that the Edmonton team has been able to become more familiar with the women; pilot planned programs; and consultation and discussion is more accessible and meaningful.
- Has found nothing in *Creating Choices* to be conceptually unfeasible. They were unable to include a daycare for cost reasons; however, this is included in the design for the future. One controversial issue was increasing the size of the enhanced unit, however, they have not moved far away from the principles enunciated in *Creating Choices*.
- Education of National Parole Board has been occurring as generally they are unfamiliar with women's issues and dealing with women offenders.

- The Mother-Child Program was raised recently in the media in Edmonton, however, following several radio interviews by the Warden on the subject, any potential controversy seems to have been diminished.
- R. Boehm (Community Representative) emphasized the importance of community consultation in the progress and integration of the facility in Edmonton. The members of the Program Advisory committees come from a wide variety of background, including a federally sentenced women, and are kept well-informed on all matters regarding the institution. Terms of Reference have been developed for the Program Advisory Committee and are available to other facilities' Program Advisory Committees if they would like to refer to them. A representative of the Program Advisory Committee will be involved in staff selection. They will be involved in ensuring the varied multicultural/racism issues are addressed. Encourages contact among her community counterparts for the other FSW facilities.

HEALING LODGE, MAPLE CREEK, SASKATCHEWAN
NORMA GREEN, KIKAWINAW

- The Healing Lodge is a unique facility initiated by the Planning Circle in June 1992 to meet the needs of federally sentenced Aboriginal women and work towards holistic healing.
- Also unique in terms of the terminology given to the staff positions, which have been replaced by Aboriginal names, including "Kikawinaw" ("Our Mother" in Cree) which replaces the term "Warden". Total of 26 staff in a non-hierarchical organization.
- 30-bed facility situated on 164 acres of Nekaneet territory in Maple Creek, Saskatchewan, near the large centres of Medicine Hat and Swift Current. The Cypress Hills area is considered to be a very sacred place and appropriate for the Healing Lodge.
- Construction started in late August 1994 and is on schedule. It will be completed in late July 1995, with the doors opening in August 1995. Plans for the opening ceremony are for August 23-24, 1995. The eagle design of the facility (which can be seen from overhead) is very spiritual and unique.
- Eight three bedroom units; and 6 two-bedroom units; a visiting unit; one two-bedroom safe house and another safe room in the administration building. There will be 8-10 children of the women at the Healing Lodge which is important in terms of the women's progress.
- Staffing process was undertaken to ensure candidates were sensitive to women's and Aboriginal issues.
- Training Plan for candidates in staff selection (evaluated after each phase) -- Phase 1: 28-day spent at a treatment centre as clients in order to heal themselves first. Phase 2: Self-development/self-growth; co-dependency; anger management, etc. Phase 3: Correctional Training Program. 68% of the trainees are of Aboriginal ancestry; and many are from the Maple Creek area.
- Elders will be on-site; resource Elder; and on-call Elder.

- The community of Maple Creek is very supportive of the Healing Lodge. It is a farming community of approximately 2,400 people. Community resources will be used for programming, e.g. quilt making; "Adopt a relative" program for visiting.
- They will be setting up an advisory committee and a Citizen Advisory Committee will be established in future.
- Approximately 220 questionnaires were sent out to the FSW requesting information on who would like to go to the Healing Lodge, program needs, etc. This information will be used in program development. All programs will have Aboriginal content, and for parole purposes, they will ensure core programs are provided.
- Have been keeping close contact with Aboriginal women in Prison for Women to provide support; get to know them before reading their report; act as a sounding board, etc. Will assure that intake assessment is women-centred and culturally relevant and that the safety and security of the public is taken into consideration.
- Will ensure that Aboriginal women going to Healing Lodge know it will be hard work -- to heal -- and that commitment to this is the most important part of their decision to go there.
- Developing other types of programs and work placements - medicinal herbs are in the area can be used for both vocational training and healing; herb drying; Aboriginal crafts; venture with Parks Canada for training to work at Fort Walsh. Want to ensure a very safe and supportive environment for the women.

PHASE-OUT OF PRISON FOR WOMEN AND TRANSITION PLAN
THÉRÈSE LEBLANC, WARDEN

- We are arriving at a very historical moment for FSW, and it will be a great pleasure to close the Prison for Women, but it must be accomplished with honour and dignity. Despite the many difficulties that the Prison has experienced, perhaps created and lived with, we have to remember that it has been the home for, at today's count, 130 women. It has also been the work place for many staff in the Correctional Service of Canada. We cannot devalue this since, for all the negative things that can be said, there are some positive things that should not be negated. To do so would get the new facilities off to a negative start.
- The decommissioning of the Prison for Women will occur in conjunction with the staff, and opening dates, of the new facilities and repatriation of the Prairies and Quebec FSW. A copy of the decommissioning strategy is available.
- Still working on getting definite construction completion dates for the new facilities and repatriation in order to start preparing the workload activities at the Prison for Women. It will be a "roller coaster ride" during the transition phase; when each new facility opens, FSW leave and lose familiarity and friendships, and staff also leave.
- Need to clearly define the criteria for the transfer strategy, and as they start to conduct interviews with the women, it will, for the first time, become a reality for the women that the Prison is actually closing. Also, we must address the privileges which will be available for the FSW at the new facilities so that they may be informed ahead of time.
- There are volumes of case file information that will need to be brought up to date prior to the women leaving the Prison, and an effective transfer of information so that the staff in the new facilities may know the women very well.
- Redeployment of staff must be addressed in detail, so that they may plan for the future.
- Plans for the physical decommissioning of Prison for Women will follow.

- Communication Strategy is being developed for the Prison for Women to ensure the FSW are informed about its closure and opening of the new facilities; this must also address staff communication. An Operational Implementation group needs to be formed to outline all affected areas.
- Communication strategy for the FSW - they require a lot of information and all committees involved in the transition of the Prison must provide the same information to them. A committee for each new facility will be established to give a focus point for information sharing. A steering committee will also be established with community and CSC representation.
- The transition is drawing nearer and we must help the women through this phase to help them deal with the realities that they will be leaving. Transition programming is being planned to help the women in this regard. As we all work towards the successful opening of the new facilities, we also have to work towards the successful closing of the Prison for Women. We must do this with consistent messages, listening to the needs of the women, and addressing the issues of the staff who are also going through a major change in their lives.

ISSUES UNDER DEVELOPMENT

SECURITY MANAGEMENT SYSTEM MARIE-ANDRÉE CYRENNE

- Past security classification systems were established for males not females. This problem is reflected in other countries as well. CSC studied the Shakopee (Minnesota) security classification model and used this model for the proposed system for the FSW facilities.
- The Security Management System consists of a six-week process during which we must get considerable information on FSW. This will be a dynamic/holistic approach wherein the Primary Worker will identify the required information in partnership with the woman.
- A detailed description of the proposed Security Management System for FSW is provided in the document of the same name. Following discussion with the participants, it was agreed to send the document to them for comments. However, the Commissioner alerted participants that the timeframe for consultation would be tight.

MOTHER-CHILD PROGRAM
HILDA VANNESTE, DIRECTOR, FSW PROGRAM, NHQ

- Major concern identified in *Creating Choices* was the separation of mothers from their children when the mother was sentenced to prison, particularly in cases where there was considerable geographic dislocation with the one federal prison being located in Ontario. As an interim measure prior to the opening of the new facilities, one annual family visit is funded in these cases to start the reconnection of mother-child relationships.
- Task Force on FSW recommended that women be allowed to have children in the new facilities, with the goal being to foster positive relationships between inmate mothers and their child. The overriding concern is the best interests of the child.
- Regional facilities and the Healing Lodge have bedrooms for the children to reside in the facilities. The daycare will be built at the Healing Lodge, and the other facilities have it included in the design for the future.
- Program framework covers various options including, regular visits, private family visits, on-site, part-time/full-time residential living between mother and child and after-school programs. Age limit proposed is six years of age.
- Legal mandate - CSC's mandate is to provide for the care, custody and reintegration of adult women sentenced to two years or more. Our mandate is not to provide for the care and custody of their. This presents somewhat of a legal bind for us. Originally, it was proposed that the mother would be responsible for the costs associated with raising their children. However, many of the women do not have the economic background, nor will the facilities provide a level of pay, to enable them to meet all these costs. CSC is now examining the possibility under provincial child legislation to separate the mother from the child in terms of support for clothing, food, etc. As well, children in the community-at-large are entitled, if deemed required by the social service agency, to take part in programming (e.g., psychological counselling for those who have suffered from the effects of violence within the family); we will have to see if this can be extended to children residing at the facility.
- In the cases of Aboriginal women, many have been subject to abuse in residential schools, etc., and may never have experienced positive parenting, therefore, they may require assistance in this area.

- Must ensure that the children's development within the prison environment continues as it should. CSC now has a contract underway with a specialist wherein she is examining the stages of children's development up to age six. This will form a framework for the structure of the mother-child program which will be in keeping with the facility's operational philosophy to ensure we acting in the best interests of the child. The planned completion of the report is end-February/mid-March 1995.
- The contractor has also been asked to provide advice on the various issues surrounding the mother-child program, including a review of other country's models. All this information will be amalgamated into one report with a submission being presented for the approval to CSC's Executive Committee.
- Burnaby Correctional Centre for Women currently has a Mother/Child Program, but women must be in the open living unit. CSC will have to deal with the matter of the enhanced living unit within the mother-child framework, as this is clearly not an acceptable environment for a mother-child program.
- R. Boehm noted that the Elizabeth Fry Society of Edmonton produced a publication entitled *Nobody There: Making Peace with Motherhood* which provides insight on the difficulties of women who have suffered from sexual abuse, substance abuse, etc., and have feelings of guilt when they are faced with motherhood and must separate from their children because they are inadequately prepared. It was noted by CAEFS that other reference documents were available from local Elizabeth Fry Societies on this issue as last year's E. Fry Week focused on mothers in prison. H. Vanneste noted that a copy of this publication was provided to the contractors developing the Parenting Program Guidelines.
- It was emphasized by the Church Council on Justice and Corrections that CSC needs to be consistent in the approach used in the dealings with women and that which we are conveying to them in programs, particularly the parenting program.

PROGRAM DEVELOPMENT - STATUS UPDATE
LISA WATSON, SENIOR PROJECT MANAGER, FSW PROGRAM, NHQ

- Core programs for the FSW facilities will all reflect a women-centred approach. These programs do not necessarily apply to the Healing Lodge which is developing its own strategy.
- Most programs will be delivered by community experts
- Women-centred substance abuse program - two contracts have been awarded (for French and English) which are in the final stages of development and should be completed by the end of February.
- Parenting Skills - guidelines for program development were recently completed. Subsequently, the FSW Facility Wardens can seek out appropriate programs in community.
- Anger Management - literature review stage - The Anger Management Program for males is not appropriate for women; we are looking at two sub-programs: women who behave violently; and women dealing with anger and other emotions (e.g. aggression); self-esteem; self-injury; effects of incest, shame, guilt, etc. -- completion of literature review will determine next step.
- Cognitive Skills - will be delivered in-house.
- Literacy and Continuous Learning/Education - will have to be implemented via contracts between local education authorities and the individual FSW facilities, as education is under provincial jurisdiction.
- Survivors of Abuse and Trauma - The framework paper will be tabled at FSW Facility Wardens' meeting this week.

QUESTIONS AND ANSWERS

ISSUE: STAFF QUOTAS

1. What is the breakdown of the number of CSC staff (men and women) being redeployed, and how many are anticipated to come from other departments and the local community? Are there any quotas/guidelines that will be followed for this? Any numbers of the male/female split for staff? Cultural/racial diversity of staff -- will First Nations and Black people be hired? (Canadian Association of Elizabeth Fry Societies)
2. Further clarification was requested on not establishing staff quotas/affirmative action program outside of any other overall policy or philosophy (National Action Committee on the Status of Women)

Truro:

- The process is not that far along to give definite numbers. They are still reviewing surplus staff and priority referrals from other departments. Exact numbers can be provided at a later date.
- Plan was to hire four external Primary Workers from the local community, and they still anticipate doing so. Half of the staff should be CSC staff to provide the experience to run the facility from the outset.
- There are no quotas on male/female staff. They would like to have at least two male staff as a lone male staff member would not be workable. Males will likely need support and training on how to handle certain situations, and this will be provided prior to opening.
- Anticipates having some interest locally from First Nations and Blacks to work at the facility and would like to foster this interest given the population in the area. Would like to have a minimum of one First Nations and one Black on staff, and are hoping to have the interest from these groups. Support will also be required for these staff members working in the FSW facility.

Kitchener:

- None of the FSW Facilities have set any targets with regard to the number of males/females, etc. The intention is not to restrict hiring based on gender, but to get the right staff.
- No quotas will be established. The staffing policy will focus on looking for people who are interested, committed, sensitive to women's issues, and can demonstrate the ability to work in a women-centred environment, where women are involved in the process and are a key player in their overall rehabilitation process. They will also be looking to recruit staff who are representative of the FSW population, e.g. approximately 15 foreign nationals will be at the Kitchener facility.
- Limitations will be set for males working in the FSWF, i.e., front line male staff will not be allowed in the living areas of FSW; must announce themselves if entering; and not permitted in washrooms/showers unless in an emergency situation.

Edmonton:

- Approximately 35 individuals will be hired at the entry level. Quotas have not been established for male/female targets. Looking for most qualified individuals. 80-90 percent of the applicants are female and trend is not likely to change.
- Given high percentage of Aboriginal offenders, they have given more attention to the recruitment of Aboriginal staff and have made considerable efforts to solicit the interest from this group.

Healing Lodge:

- The Healing Lodge will be staffed primarily by Aboriginal individuals.

CSC/NHQ:

- J. Edwards emphasized that every issue with regard to the FSW Facilities is reviewed on a national basis and final decisions on CSC's position are made by the Executive Committee of CSC. With regard to gender, the overwhelming number of Primary Workers in the FSW Facilities will be female. However, there are still men who are capable of doing job, and they should not be excluded. Thus, we have no quotas and do not need affirmative action in this case. It will happen by natural selection and through staff screening. We can give more precise figures on male/female staff split, etc. after training has been completed.

ISSUE: CROSS-GENDER STAFFING

1. Clarification was provided on the Canadian Association of Elizabeth Fry Societies' position on males working in female institutions, i.e. that they are not opposed to all males working in the institutions, but rather are opposed to those working at the front lines, for various documented reasons, including the history of abuse and violence experienced by a large number of FSW. Further concerns were conveyed regarding males working in female facilities and CSC's inability to identify these individuals with existing screening tools. The concern is that many staff still believe and have stated that male staff are required at the FSW Facilities to handle the women during difficult situations., and therefore, the model at Prison for Women will be perpetuated. (Canadian Association of Elizabeth Fry Societies)

CSC/NHQ:

- J. Edwards stressed that there is a sharp distinction between the new FSW Facilities and the traditional male cultures that have characterized our institutions in the past. The orientation of the new facilities will be entirely different from what has existed in the past, and a small number of males working there will not destabilize the environment.
- J. Edwards emphasized that he has never heard of any arguments for bringing males into the FSW Facilities to handle uncontrollable situations. Arrangements have been made with local police, etc., in the event of a situation becomes uncontrollable, however, there is no intention whatsoever to use male staff for intimidation tactics against the FSW.

ISSUE: STAFF TRAINING

1. Since the Correctional Training Program (CTP) is a condition of employment, will this be the first impression that employees are going to get rather than the other training (e.g., women-centred training, cultural diversity, etc.)? (Canadian Association of Elizabeth Fry Societies)

Truro:

- Confirmed that staff at Truro will be receiving the CTP initially prior to other training, and noted that it will not include weapon training.

Edmonton:

- Also felt concerns about the delivery of the CTP initially. However, they are taking a different approach to the delivery of this training. Training will be done on-site to facilitate the involvement of the Warden and Associate Warden with regards to training content. The weapons training has been removed for the training since this will not be a requirement in the FSW facilities. In addition, the CTP has changed substantially in the last few years, for example, it now includes emphasis on gender issues, harassment issues, etc. Confident that the new CTP will be a positive experience for staff and they will monitor this.
- R. Boehm stressed the importance of debriefing one's own experience for all staff working with women at the facilities. Prior to any training begins, the staff need to fully understand their own position towards women; their experiences as women and the healing that must come from this. Further, spirituality as a core human experience should not be lost as this is an essential element in helping others.

Healing Lodge:

- Candidates are taking the CTP course in a modified format after the other required training. It excludes weapon training, and includes Aboriginal history; constitutional history of Aboriginal peoples in Canada; unlearning racism training; elder training.

**ISSUE: CONSULTATION WITH FEDERALLY SENTENCED WOMEN AND
COMMUNITY REPRESENTATIVES**

1. Given the concerns with regard to the women at Maison Tanguay, would it be beneficial to consult with the women, as this will produce the most reliable results? (Canadian Association of Elizabeth Fry Societies)
2. On behalf of the FSW at Prison for Women, the issue was raised as to why videotaping of programs/services meetings has stopped in Kitchener, as they considered this to be important in sharing the progress made at the Kitchener facility. As well, the FSW indicate that there is a lack of consultation by the Kitchener facility with the FSW at Prison for Women. (Canadian Association of Elizabeth Fry Societies)
3. What is the federally sentenced women's participation in the advisory process? (DisAbled Women's Network of Canada)
4. Consultation with FSW should be done by community representatives rather than Wardens as the women would likely be more open with someone from the community. (Canadian Association of Elizabeth Fry Societies)
5. Glad to see community representation at today's meeting. However, distressed to hear that in many of the regions, it was apparently not encouraged to bring an Elizabeth Fry representative to today's meeting. Would like to hear some comment on this at some point. (Canadian Association of Elizabeth Fry Societies)
6. Canadian Association of Elizabeth Fry Societies clarified their position as to women being victimized. They acknowledge the women's background of abuse and their accountability for their behaviour, but they reaffirm the philosophy of *Creating Choices*, and that of the new prisons, that the women's needs must be met in a healing environment. Further, public understanding needs to be promoted with regard of the women's backgrounds, the circumstances around their offending and what will create the most safe situation for the community upon their release. These points should be emphasized in discussing the matter with the public, rather than focusing on public opinion and demonstrating a "get tough" approach. (Canadian Association of Elizabeth Fry Societies)

7. **Concern was expressed that there was no representation from federally sentenced women at today's meeting. (National Association of Women and the Law)**

8. **It would be beneficial to have a forum wherein more representatives of the National Women's Organizations, together with the various community representatives, could meet with CSC for more in-depth discussion of the many FSW-related issues. This could also be an opportunity for including some FSW representatives in the discussions. (Canadian Association of Elizabeth Fry Societies)**

Kitchener:

- Clarified that the meetings in question were recorded, not videotaped in the past for information-sharing purposes, etc. The programs/services committees were divided into the nine focus groups as the facility entered its implementation phase. Instead of recording the meetings, the minutes are shared with the women at Prison for Women. The women will continue to be involved and informed of progress via Kitchener's new project officer.

- With regard to the lack of consultation with the FSW, monthly meetings have been conducted at the Prison for Women for the FSW and turnout has been poor. For the upcoming meeting, an invitation will be sent to each of the women at the Prison for Women to ensure they are provided with an opportunity for input.

- The "women as victims" issue has arisen from the public. It is a common public perception that CSC focuses all its attention on women offenders, and they consider the new concept for the facilities to be supporting women as victims. CAEFS and CSC recognize the background of the women.

- CSC does not advocate a "get tough" policy for the new women's facilities, there is a small percentage of women who require higher security and CSC must be in a position to handle these women.

Joliette:

- Information is being gathered from the women currently incarcerated at Maison Tanguay to assist in the transition to the new facility in Joliette.

Edmonton:

- Currently one former FSW is on the Program Advisory Program. Whenever an issue arises, such as program development, the FSW are consulted and the necessary amendments are incorporated. This has become much easier now that the women are in Saskatchewan. Documents are regularly taken to the FSW in Saskatoon for consultation purposes.

CSC/NHQ

- J. Edwards indicated that having federally sentenced men or women at meetings of this nature does seem to have been the tradition of CSC. He indicated that he has, however, met a number of inmates and inmate committees on various occasions. He will take the suggestion under advisement for future meetings.

ISSUE: TASK FORCE REPORT - CREATING CHOICES

1. Were members of the Citizen Advisory Committee given *Creating Choices* when recruited? It is considered important to ensure that this information and FSW Facility framework is promulgated as compulsory reading to ensure the original philosophy of *Creating Choices* is not lost through the implementation process. (Church Council on Justice and Corrections and National Council of Women)

Kitchener:

- Members were given the Mission of a Citizen Advisory Committee to start, to ensure they understood what their role would be working with corrections. Other information specific to the FSWI, including *Creating Choices*, will be provided at a meeting of new members in January 1995. In the last year, they have printed over 300 copies of *Creating Choices* for distribution. A number of the Citizen Advisory Committee members have been involved in the project for sometime and have read *Creating Choices*.

Joliette:

- The members of the Citizen Advisory Committee are interested in the many other aspects of the project, including the construction, etc. Information has been provided to them on these issues together with *Creating Choices*.

Truro:

- Frona Allen indicated that each member of Truro's Regional Advisory Committee and other committees with community participation were provided with *Creating Choices*. When formed, the Citizen Advisory Committee will also receive a copy.

Edmonton:

- Approximately 5,000 copies of *Creating Choices* have been distributed to prospective staff; community members; program developers, etc. The Citizen Advisory Committee is divided into three sub-committees, who are considerably involved in soliciting community support, and in all plans for the facility.

CSC/NHQ:

- A complete set of reports, including *Creating Choices*, Kathleen Kendall's *Program Evaluation* and various associated research reports, have now been sent to all major university and public libraries.

**ISSUE: CULTURAL DIVERSITY AMONG
FEDERALLY SENTENCED WOMEN**

1. Will the task group on cultural diversity in Kitchener be involved in the implementation of the programs or will this be done by staff? What training will be provided for staff in terms of cultural diversity and how will CSC meet the needs of federally sentenced immigrant women, both in terms of culture and dealing with racism. (National Organization of Visible and Minority Women of Canada)
2. There are a number of women at Prison for Women whose needs in terms of language are not being met in programs and services. For many, deportation is a possibility and they require link-ups to legal resources. There is still significant work to be done in this area. With regard to the Joliette facility, will they be able to address the fact that half of the Maison Tanguay women are anglophone or are foreign nationals with another ethnic language? How will services be offered? (Canadian Association of Elizabeth Fry Societies)
3. Given the number of First Nations women who will be at the Edmonton facility, will training such as that being done for the staff at the Healing Lodge be included in the training for Edmonton staff and possibly all other facilities? (Canadian Association of Elizabeth Fry Societies and DisAbled Women's Network of Canada)
4. Is the Healing Lodge restricted to Aboriginal women? Given the high numbers of Aboriginal women, how will it be decided who is able to go to the Healing Lodge? (DisAbled Women's Network of Canada and Canadian Association of Elizabeth Fry Societies)
5. Inuit Women's Association has had little involvement with regard to the FSW Facility implementation. There are a small number of Inuit women at Prison for Women. They would like to know if CSC is interested in developing an action plan for these women. (Paukatuutit Inuit Women's Association of Canada)

Kitchener:

- Most of the task groups will be involved in the establishment of programs and will continue to be involved in an advisory capacity once the facility is operational.
- One aspect of the 10-day training package for all staff focuses on cultural issues. The task group on cultural diversity has been formed to ensure the staff training will meet the needs of the various races/cultures. The group will be spearheaded by the head of the Multicultural Centre in Kitchener.

Joliette:

- Joliette must ensure programs in English and French. With regard to the multicultural community, Montreal is a larger multicultural centre and such services for Joliette will be available through volunteer programs and the like. Since CSC must operate within a budget, they will rely to a large extent on volunteers, but perhaps will pay for transportation of volunteers.

Edmonton:

- They have been involved in discussions to expand the 10-day women-centred training to ensure more emphasis on cultural issues. Having a proportion of Aboriginal staff which is equal to that of the Aboriginal women offenders at the facility will contribute to a culturally sensitive environment. This will be important together with ensuring training is available.

Healing Lodge:

- The women going to the Healing Lodge do not have to be Aboriginal, however, they must be committed to the Aboriginal way of living -- respect of Mother Earth, respect for each other, caring and sharing.
- Various factors will determine who will be approved for transfer to the Healing Lodge: intake assessment; interviews; crime and circumstances related to crime; those who genuinely want to heal and are looking for their Aboriginal roots; those who will benefit the most. Aboriginal women from other regions will be considered for the Healing Lodge.

CSC/NHQ:

- J. Edwards indicated that CSC does not segregate inmates on the basis of racial/cultural origin. While some racism likely exists in CSC institutions, it is acted upon when it is uncovered, and is not as endemic as what came out in the report of the *Commission on Racism in the Criminal-Justice System* for the province of Ontario. Further, given the small size of the facilities, there will not be large groups of women from the different racial/cultural orientations, but rather very small groups.
- H. Vanneste added that CSC has started to examine the area of federally sentenced immigrant women by conducting an initial survey last summer and examining these women's needs within the federal prison system. It was acknowledged that this is a preliminary start in this area and work will continue. The staff training in cultural diversity will also assist in this area. One role of the community groups will be to ensure that attention is paid to these issues on an on-going basis.
- J. Edwards referred to the conference on Aboriginal offenders taking place in mid-February to discuss Section 81 of the *Corrections and Conditional Release Act (CCRA)*, which allows for the Commissioner of CSC to transfer the care and custody of Aboriginal offenders to Aboriginal bands. No action has been taken on this issue since the CCRA was implemented, and debate is needed on what Aboriginal communities can do to more effectively help these offenders serve time and reintegrate into their communities. Having the Aboriginal communities involved in this way, there will be an automatic spillover into more action prior taking place prior to offences occurring, i.e., communities tackling crime prevention, etc.
- S. McIvor (Native Women's Association) is chairing the above-noted meeting and she indicated that Paukatuutit has been invited which will provide an opportunity to discuss the needs of Inuit federally sentenced women and men. S. McIvor noted that Paukatuutit was contracted to conduct a study in one of the northern communities and to present the findings at the conference in February. The Commissioner noted that further discussions on Inuit FSW can also be pursued following this conference.

ISSUE: SECURITY MANAGEMENT SYSTEM

1. Various participants expressed concern about CSC's proposed classification system for federally sentenced women. Comments included:

- It will be very difficult to implement the model that has been proposed as we first need to undo what has been done at Prison for Women;**
 - We need a realistic appraisal of risk, however, the labels of the proposed FSW system are entrenched in male behaviour and very much associated with male institutions. We need to create a new, distinct system, without looking at existing models;**
 - The security classification model does not seem to reflect the spirit of the new concept for FSW; and**
 - Insufficient consultation has occurred on this, and other issues, involving the FSWI, and a commitment is needed by CSC to share information.**
-
- M-A Cyrenne clarified the holistic nature of the proposed Security Management System, and stressed that the emphasis will be on the way we respond to the women's needs. The FSW Security Management System must adhere to specific sections of the CCRA which address security classification.
 - Considerable consultation has occurred on this issue at a regional level, however, CSC will undertake to consult with the National Women's Organizations on the proposed Security Classification System. It was agreed to share the draft proposal with the participants and send a copy to them within three weeks for comments.

ISSUE: PROGRAM DEVELOPMENT

1. Has the area of learning disabilities been addressed in terms of education programs and what is the psychiatric support for women with these disabilities? (DisAbled Women's Network of Canada)
2. What programs have been developed in terms of addictions? (DisAbled Women's Network of Canada)
3. For many women who have disabilities and have been through the psychiatric system, healing and children are central to rehabilitation and often motivates many women to change and get back to their families. This was stressed for the Healing Lodge, and should be a focus for the other facilities as well. (DisAbled Women's Network of Canada)
4. It was highlighted that no comprehensive needs assessment exists in literature with respect to the needs of federally sentenced immigrant and visible minority women. For the past two years, the National Organization of Immigrant and Visible Minority Women and the Congress of Black Women have been working with the Canadian Association of Elizabeth Fry Societies to conduct such research. (National Organization of Immigrant and Visible Minority Women and Canadian Association of Elizabeth Fry Societies)
5. Have FSW been involved in the development of programs? (National Association of Women and the Law)
6. FSW Program Strategy is based on CSC's Correctional Strategy, rather than creating a distinct strategy based on the women's needs as per the recommendation in *Creating Choices*. Further, the sections of the CCRA should be further examined with regard to gender-specific programming (Church Council on Justice and Corrections and Canadian Association of Elizabeth Fry Societies)

Edmonton:

- With regard to learning disabilities, no women-centred program has been developed in this area. Some research has been done in terms of learning disabilities caused by Fetal Alcohol Syndrome, and this is being pursued by a research student. This area will be examined under education program development.

(Edmonton con'd...)

- Issue regarding psychiatric intervention is still on the table. Opposed to using psychiatric centres for men for Edmonton. Feeling is that a lot of psychiatric intervention is not required in the traditional sense. Development of women-centred intervention of this nature still has to be further discussed with the Program Advisory Committee.

CSC/NHQ:

- L. Watson indicated that much of the program development is based on surveys/information gathered from the FSW. Thus, their participation is present, but not in a continuously direct way.
- CSC agreed to further investigate the sections of the CCRA addressing programs in terms of gender-specific program approaches.

Prison for Women

- T. LeBlanc emphasized that the FSW Program Strategy is based on the identified needs of the women, the research that was done for the Task Force and on-going research from experts. It is a strategy that is very distinct from the CSC's Correctional Strategy for men. For the first time in CSC's history, we have a document which describes the core need areas of the women based on the research of the Task Force.

**ISSUE: COMMUNITY CORRECTIONS - ALTERNATIVES TO
INCARCERATION**

1. This year's theme for E. Fry Week was "Alternatives to Incarceration", which is an important issue that needs to be discussed in order to stem the trend towards a reliance on incarceration and the ramifications of this, including overpopulation. Proposed that this be the focus of a future meeting between CSC and the National Women's Organizations, etc. (Canadian Association of Elizabeth Fry Societies)
2. It was noted that one important issue that has not been discussed today nor in the background documentation provided to participants was what being planned in terms of a community strategy for federally sentenced women. It is important for planning for this to start now. (National Council of Women of Canada)
3. There are several "areas of slippage" between *Creating Choices* and the implementation of the FSW initiative. For example, *Creating Choices* said that the long-term plan was to have community alternatives and the short-term plan was to have interim facilities. We seem to have moved from a community alternative-driven initiative to a facilities-driven initiative. While considerable work as been done for FSW, we will avoid future problems if we re-focus on the community and not on the good order of the institution. (Church Council on Justice and Corrections)
4. Comment that the Day Parole Legislation hampers the Board, and without halfway houses in the regions, there will be difficulty granting parole. Thus, there needs to be more focus on community placement planning. (National Parole Board)
5. CSC and non-governmental groups must pursue various community options for the women on release, including work releases, satellite placements, etc. (Canadian Association of Elizabeth Fry Societies)
6. The goal in *Creating Choices* to ensure community alternatives rather than build more prisons was stressed. Community alternatives must continue to be the goal and this should be reflected in the FSW initiative and related documentation (Native Women's Association of Canada)

CSC/NHQ

- J. Edwards emphasized CSC's concerns with respect to the possible overpopulation in the new facilities, highlighting that no matter how enlightened and progressive model we have, overcrowding has the potential to create problems and jeopardize the success of the new facilities. Problems are evident in the male system, some coming from the societal pressures that result in overcrowding. Therefore, alternatives to incarceration will be further pursued to find a way out of the overcrowding problem.
- H. Vanneste indicated that developing a community strategy for FSW is a priority and initial planning and research has taken place with regard to strategies, programs, etc. for FSW, in conjunction with the various community agencies. Discussions have also begun with the National Parole Board in terms of how best to educate Board Members on the issues of FSW. A framework paper on a community strategy will be developed by CSC which is targetted for completion in Spring 1995.
- T. LeBlanc noted that the mandate of the FSW Facility Wardens is to establish the facilities, and not to establish a community release strategy. CSC will be mobilizing its community arm to implement a community strategy for FSW. As well, the legislation has had a dramatic effect on the eligibility of release, and this creates limitations in terms of community programming.

WRAP-UP COMMENTS

- Participants expressed an interest in sharing a contact/address list of the various National Women's Organizations at the meeting today, which CSC agreed to distribute together with the minutes. Various participants encouraged contact among the National Women's Organizations to work together on initiatives.
- S. McIvor noted that the Task Force on FSW recommended that the profile of the Federally Sentenced Women branch within the CSC should be raised, in such a way that the Director of this area be on the same level as that responsible for the men's programs. This issue has not been addressed at all, and with the current down-sizing and reorganization, the profile of FSW within CSC must not be diminished or lowered within the bureaucracy.
- J. Edwards noted the interest of the participants to have another meeting with CSC on FSW issues, e.g. community strategy, and indicated that this will be pursued in the future.

LIST OF PARTICIPANTS

NATIONAL WOMEN'S ORGANIZATIONS:

Canadian Advisory Council on the Status of Women - Yuen-Ting Lai
Canadian Association of Elizabeth Fry Societies - Kim Pate
DisAbled Women's Network Canada (DAWN Canada) - Eileen O'Brien
National Action Committee on the Status of Women - Susan Bazilli
National Association of Women and the Law - Louise Shaughnessy
National Council of Women Canada - Margaret MacGee
National Organization of Immigrant and Visible Minority Women - Shelly Das
Native Women's Association of Canada - Sharon McIvor
Paukatuutit Inuit Women's Association - Tracy O'Hearn
Status of Women Canada - Judith Beaman

OTHER ORGANIZATIONS:

Burnaby Correctional Centre for Women - Esther McMullen, Director
Church Council on Justice and Corrections - Lorraine Berzins
Citizen Advisory Committee - Cécile Charlebois, Regional Chairperson, Quebec

Correctional Service of Canada, National Headquarters -
John Edwards, Commissioner
Hilda Vanneste, Director, FSW Program, NHQ
Lisa Watson, Senior Project Manager, FSW Program, NHQ
Rosemary O'Brien, Project Officer, FSW Program, NHQ

Federally Sentenced Women Facility - Edmonton
Jan Fox, Warden
Reinhold Boehm, Community Rep.

Federally Sentenced Women Facility - Joliette
Marie-Andrée Cyrenne, Warden
Deborah Martin Koop, Community Rep.

Federally Sentenced Women Facility - Kitchener
Marie-Andrée Drouin, Warden
Deborah Schlichter, Community Rep.

Federally Sentenced Women Facility - Truro
Frona Allen, Warden
Anne Malick, Community Rep.

Healing Lodge - Maple Creek, Saskatchewan

Norma Green, Kikawinaw

Joyce Drever, Community Rep.

Larry Oakes, Community Rep.

National Parole Board

Betsy Rymes

Prison for Women

Thérèse LeBlanc, Warden

Christine Cloutier, National Transition Coordinator

